Topics for today:
- Nursing Shortage
- Transition from student to nurse
- Issues after employment

Nursing Shortage
- The demand increases and decreases with changes in the health-care system
- The demand for nurses is to some extent regional
- Strong economies tend to be reflected in drops in enrollment in nursing because there are more opportunities in areas outside of the traditional female role
Reasons for ↓ in nursing positions?
- ↑ concern for cost reduction in the healthcare system
- use of unlicensed personnel
- high burn out

Transitioning from student to nurse
Problems integrating the ‘ideal image’, the ‘perceived image’ and the ‘performed role image’
- Ideal: what is expected
- Perceived: individual’s own definition
- Performed: what the practitioner actually does
Reality shock occurs when the ideal/perceived conflict with the performed role!
Slide 7

Transitioning from student to nurse
So what do we do about it??

- Preceptorships: in the final quarter/semester, students function as a real RN with a real workload. It is actually as close to the performed role as possible while still a student... allows for 'adjusting' the perceived role.
- Internships: some opportunities in hospitals between school years with some participation in nursing tasks.

Slide 8

Issues after employment
Burnout Syndrome - a state of emotional exhaustion that results from the accumulative stress of an individual's life, including work, personal and family responsibilities

- results mainly from personal/professional dissatisfaction
- usually more intelligent, idealistic, perfectionist, hard-working types
- signs & symptoms?

Slide 9
Slide 10

Treatment:
- recognize the signs
- manage the stress & time management
- delegate those things that you can
- overcome procrastination
- prioritize tasks
- take care of own health: eat well, sleep, exercise, no drinking in excess
- set a daily decompression routine
- share your feelings (work mates?)

Slide 11

See you next class……

Please do your readings & bring thoughtful questions!