



STEP FORWARD

How will You “Step Forward”?



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Objectives

1. Define the foundational elements needed to “Step Forward”: direction, integrity, & courage.
2. Articulate the “wake” you will leave behind – what will your legacy be?
3. Describe how to overcome “ripples” in our wake.



“The journey of a thousand miles



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begins with one step.” Lao Tzu

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Direction

Courage

Integrity

Leadership



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Direction


Courage



Integrity

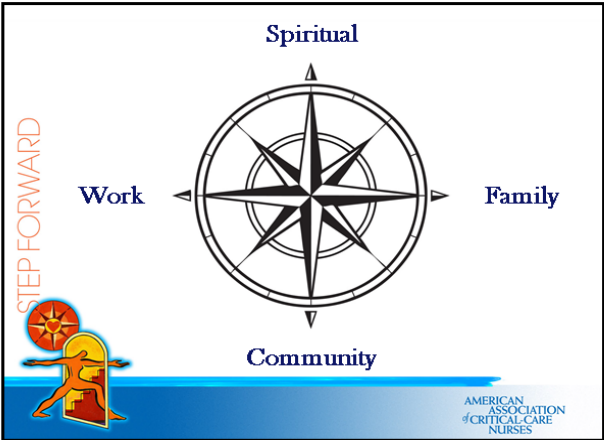
Leadership




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Professional Compass

I solemnly pledge myself before God and in the presence of this assembly, to pass my life in purity and to practice my profession faithfully. I will abstain from whatever is deleterious and mischievous, and will not take or knowingly administer any harmful drug. I will do all in my power to maintain and elevate the standard of my profession, and will hold in confidence all personal matters committed to my keeping and all family affairs coming to my knowledge in the practice of my calling. With loyalty will I endeavor to aid the physician in his work, and devote myself to the welfare of those committed to my care.

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Professional Compass

- Nurse Practice Act
- Code of Ethics:
 - Foundation of nursing practice
- Hospital policies, procedures and protocols
- The Joint Commission standards
- Centers for Medicare & Medicaid Services (CMS) mandates

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Community Compass

- AACN is the community of exceptional nurses
- AACN's Mission:
 - Patients and their families rely on nurses at the most vulnerable times of their lives. Acute and critical care nurses rely on AACN for expert knowledge and the influence to fulfill their promise to patients and their families. AACN drives excellence because nothing less is acceptable.



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Foundational Elements

Direction

Courage


Integrity

Leadership





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Integrity





Doing what is right even when it is difficult.



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Integrity

- Derived from the Latin word “Integer”
- Integer means “whole” or “complete”
- **Alignment** between what you believe is the right thing to do and what you are doing.
- Living with integrity means placing your **core beliefs at the cornerstone of every decision** you make and every action you take.



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Misalignment = Moral Distress

- Occurs when...
 - You know the ethically appropriate action to take, but are unable to act upon it
 - You act in a manner contrary to your personal and professional values, which undermines integrity and authenticity
- Experienced by 1 in 3 nurses
- May cause
 - significant physical and emotional stress
 - loss job satisfaction → resignation from job or profession
 - reduced quality of care
- Use AACN 4 A's to Rise Above Moral Distress




AACN Public Policy Position Statement

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Building Integrity

- Be honest with yourself
- Seek feedback from a trusted mentor
- Pursue a higher being
- Be transparent
- Take care of yourself!



Carey Nieuwhof
<http://careynieuwhof.com>

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Demonstrate Integrity

- Accept doubt and use it to your advantage
- Uphold and articulate principles and values you believe in
- Focus on what is right for the people involved; balance competing interests
- Take the high road; Demonstrate that you expect the most of yourself and others
- Be honest with yourself and learn from mistakes
- Be gracious; Learn to forgive and forget

Christopher Hoeing

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Foundational Elements

Direction


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WHATEVER YOU DO, YOU NEED
COURAGE. ... TO MAP OUT A COURSE OF
ACTION AND FOLLOW IT TO AN END
REQUIRES SOME OF THE SAME
COURAGE WHICH A SOLDIER NEEDS.

RALPH WALDO EMERSON

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Courage

- To demonstrate courage one must achieve a balance between fear and doubt:

	ALLY	ENEMY
FEAR	Self-Awareness	Paralysis
DOUBT	Scientific Questioning	Corruption Ignorance Negligence

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COURAGE

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Foundational Elements

Direction

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Integrity



Leadership

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Am I a Leader?



- “Do I shape my life and career?”
- “Do I affect the quality of others’ experiences?”
- “Do I inspire or influence others?”
- “Do I work to achieve specific goals by working with or coordinating the efforts of others?”



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Qualities of Genuine Leaders



- Acting with purpose rather than getting bogged down by mindless activity
- Caring about and listening to others
- Looking for ways to encourage the contributions and development of others rather than focusing only on personal achievements
- Creating a legacy of accomplishments and contribution in all they do



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Future of Nursing: Leading Change Advancing Health

- *We must cultivate nurse leaders within the profession from the front lines to the boardrooms.*
 - Nurses must lead discussion
 - Nurses must serve on advisory (locally and nationally)
 - Leadership curriculum should be in schools of nursing
 - Step Forward and ensure your professional and personal growth







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2 Sides of a Wake

- **Side One: TASK**
 - What did I accomplish?
 - What are my outcomes/results?
- **Keys to success:**
 - Set your performance ceiling high
 - Establish clear direction
 - Never rest upon your success





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2 Sides of a Wake

- **Side Two: Relationships**
 - How do I handle people?
- We lead through our relationships, it is a display of our heart, mind, and soul
- **Keys to Success:**
 - Authenticity
 - Character becomes a force



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Wake yields Legacy

“... the marks in life we leave – our legacies – are most often left not in stone and steel, in history and politics, or poetry and literature, but in the lives of other people.”

Mark Sanborn






“Course Correction” A wake with “Swells”

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Every Hit is not a Home Run







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Fear of Failing



- **“Failing Forward”**
 - We must learn from each failure
- **IBM founder Thomas Watson:**
 - *“The fastest way to succeed is to double your error rate.”*
 - In healthcare we must tolerate “Taking Risks” but not engage in “Risky Behavior”.



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“Failure” or “Success”



- **Sigmund Freud** was booed from the stage when he first presented his ideas to the scientific community.
- **Albert Einstein** – did not speak until he was 4-years old, did not read until he was 7. His parents thought he was “sub-normal” and one of his teachers described him as “mentally slow, unsociable, and adrift forever in foolish dreams”. He was expelled from school and was refused admission to the Zurich Poly Tech School.
- **Louis Pasteur** – was a mediocre pupil in undergraduate studies and ranked 15th out of 22 students in chemistry. 21 publishers rejected Richard Hooker’s humorous war novel **M*A*S*H**. He had worked on it 7 years.




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Distractions

- **Definition:** the art of misdirecting someone’s attention, lack of ability to pay attention, lack of interest in the object of attention or great intensity.
 - Internal and External
 - Roadblocks as you Step Forward



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Patient Care Distractions

- Interruptions:
 - RN interrupted 12 times per hour
 - Average one interruption every 5 minutes
- Solutions:
 - No Interruption zones
 - Mistake Proofing (human factors)
 - “Do not disturb” vests
 - “Medication pass time-out” – protected hour to focus care.

Brisey, et al., 2005

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Motivation

- Reflect on your achievements.
- Mirror those who are successful
 - Learn from them
- Mentor someone else
 - Learning
 - Dialogue
 - Challenge

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Motivation


- Set small steps – only one at a time!

“Take the first step, you do not have to see the whole staircase, just take the first step.”

Dr. Martin Luther King

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Remember to Dream

- Dreams propel your life in a inspirational direction
- Empower you to ask more from life than you would otherwise
- Connects you to the sacred source of your creativity and intuition

Margie Warrell

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DREAM

Don't be afraid of the space between your dreams and reality.
If you can dream it, you can make it so. *-Robin Swicord*

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“Step Forward” create a Legacy not a Resume

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Resume

- Accomplishments
- Results
- The money you have made
- Career
- Self-improvement

Legacy

- Contributions
- Relationships
- The difference you have made
- Your organization, family, & community
- Helping others improve



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20 years from now you will be more disappointed by the things you didn't do than by the ones you did do.

So, throw off the bowlines.


Sail away from the safe harbor.

Catch the trade winds in your sails.

Explore.

Dream.


Discover.




Mark Twain

& STEP FORWARD!

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How will You
“Step Forward”?

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