

TRANSITIONS IN NURSING

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'Transition' generally occurs or takes place in each and every individual of this world. Nurse as an individual, involved in caring profession, also faces this transition. Transitions are nothing but the passages or changes from one situation or state to another that occur over time.

There are often a wide range of emotions experienced during the transition process that can affect the emotional and physical well being. Reality shock is one of the first hurdles of transition to conquer in our new role.

REALITY SHOCK - Reality shock is a term often used to describe the reaction experienced when one moves into the work force after several years of educational preparation.

PREPARATION FOR TRANSITION PROCESS

1. Think positively : "Attitude is the latitude between success and failure"- Be prepared for the reality of the workplace environment, including both the positives and negatives. Surround yourself with positive attitude.

2. Be flexible : Procedures, policies and Nursing Supervisors are not going to be the same as experienced in school. You do not have to give up all the values you learned in school/college. But, you will need to re-examine them in light of the reality of the work place setting.

3. Get organized : Some suggestions for organizing personal life:

1. Make a list of 'things to do', cross off the task as you complete it.
2. Have a 'file system' for self, which will help you keep up with the current trends.
3. Post a large calendar on your refrigerator which will remind you of the schedule.
4. Keep a collection of attractive blank cards handy for those last minute greetings to be made.
5. Set an alarm clock-and find time for yourself. Tell the children that this is time to read, watch T.V. or relax.

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[at the time of writing this article].*

6. Learn to say "No" . Remember "No" is a complete sentence. Set priorities that please you, say "No" to the rest.

4. Stay healthy : Your routine should include exercise, relaxation and good nutrition. Becoming aware of negative habits that can have detrimental effects on mind and physical health.

5. Find a Mentor : Mentor is an established professional, who serves as a role model or counsellor and who actively advises, guides and promotes in career.

6. Have some fun : Do something that makes you feel good. This is life, not a funeral service! The return of honour is one of the first signs of healthy role transition.

7. Know what is expected : To make transition as a successful one the Nurse needs to know what is expected of her and she has to learn the rules of the road early. The following are some helpful tips to make the transition a successful one -

To summarize, the role transition process can be likened to a stop light. There is the green light for go-move ahead, you are going in the right direction.

CAUTION- Denotes yellow light - proceed slowly be sure to look around.

STOP- Means the red light, your career direction may need to come to a screeching halt.

STOP- Take care of yourself. Take time to plan your transition. Get involved with other graduates, they can help you. Don't be afraid to ask questions.

DETOUR - Learn from the mistakes and put them in the past as you move forward. Detour takes you on an alternate route that can be scenic, swampy or desolate or bog you in heavy traffic. But detour may open your eyes to new horizons and new career directions.

CURVE AHEAD - Get your personal life in order. Anticipate changes. Be adaptable, because the transition process is not predictable.

YIELD - You don't always have to be right, consider alternatives and make compromises within your value system.

RESUME SPEED - Maintain a positive attitude. As you gain experience you will be-

come better organized and begin to really enjoy nursing. Be aware: Sometimes as you resume speed, you may be experiencing another role transition, as your career moves in a different direction.

EXIT - Pay attention to your road signal; don't take an exit you really don't want. Before you exit your job, critically evaluate the job situation. Make sure the change will improve your work situation.

SLOW TRAFFIC, KEEP RIGHT - Your career direction may be more comfortable in the slower traffic lane. Take all the time you need-its okay for every one to travel at different speeds.

SCHOOL ZONE - Plan for continuing education, whether it be an advanced degree program or one to maintain your clinical skills. Allow yourself sufficient time in your new job before you jump back into a full-time student role.

SLOW SPEED ZONE - Take time to get organised before you resume full speed. Have a daily organization sheet that fits your needs and work for you, both on the job and in your personal life.

CAUTION - Don't commit to anything you are not professionally or personally comfortable with. Think before you act. Don't react. Don't panic. If in doubt, clarify with another Nurse.

ROAD SIDE PARK AHEAD - Take a break-whether its 15 minutes while working or 30 minutes a day to indulge yourself or a week to do something you really want to do. Look for the humour each day, take out time to laugh. You will be surprised at how good it makes you feel.

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