Role Transitions in Nursing......

Moderator: Ginger Mars, MSN, RN, NP-c, CCRN, CPSN
What is Transition?

- ‘Passage from one state, condition or place to another’
  - Webster, 1981

- ‘A period of moving from one state of certainty to another, with an interval of uncertainty and changes in between’
  - Golan, 1981

- ‘…transition denotes a change in health status, in role relations, in expectations, or in abilities. It denotes changes in needs of all human systems…requires the person to incorporate new knowledge, to alter behavior, and therefore to change the definition of self’
  - Meleis, 1991
Any transition is easier if you believe in yourself and your talent.

Priyanka Chopra
Basic Principles Regardless of the Role

- Prepare Yourself
- Take responsibility for your learning
- Understand the transition process
Successful Transitions

- Personal/Professional growth and development
- Self-efficacy, confidence and satisfaction
- Retention
- Improvements in healthcare safety, quality of care and outcomes

Chicca & Bindon, 2019
Unsuccessful Transitions

- Personal/professional stagnation
- Frustration, disappointment, apathy, resentment
- Turnover
- Increased costs
- Decreased safety, quality of care and outcomes

- Chicca & Bindon, 2019
Change is an event but a transition is the process that you go through in response to the change.

William Bridges