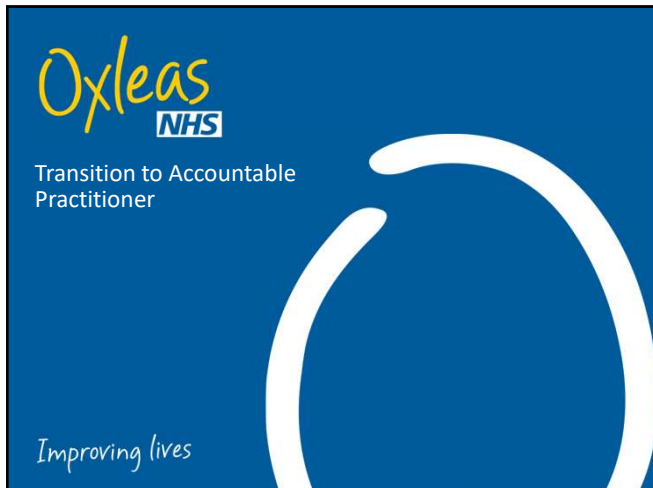
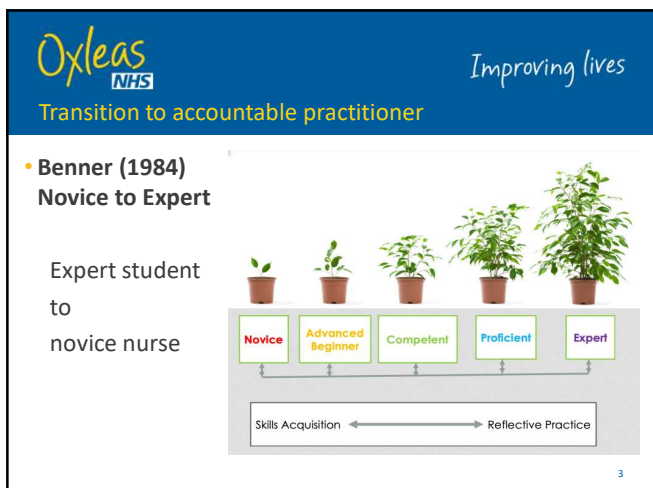




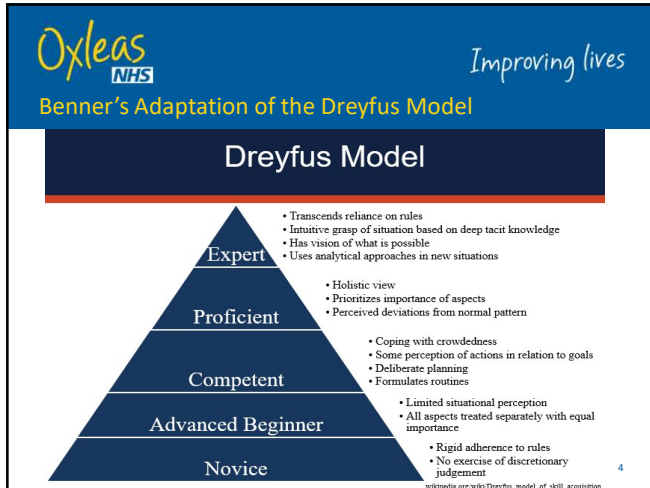
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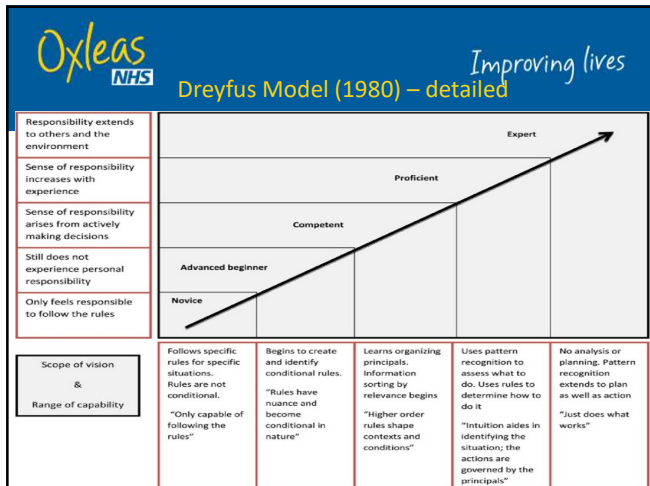
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Reality shock concept (Kramer, 1974)

- Feeling that NQN gets when they realise practicalities of being NQN are different from those anticipated or expected
- Move from student (mentored, supervised learner) to NQN (accountable practitioner)
- Expectations and relationship dynamics fundamentally change with change of role

What are your expectations, concerns and anxieties on becoming a qualified nurse?
Identify positive and negative aspects.

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Transition to accountable practitioner

- Feelings of uncertainty & feeling overwhelmed natural – condensed time of anxiety
- NQNs often have high expectations of self – no nurse knows everything!
- Starting out on learning journey (learning to drive analogy)
- Everyone progresses at different rates with the separate parts of the overall role
- Aspects of role can be difficult or challenging at times – to be expected
- Important to acknowledge if struggling and seek support

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Transition to accountable practitioner

- Activity
- Think of a member of qualified staff that you have worked with. Describe their qualities in dealing with everyday issues, their clinical knowledge, skills and abilities to communicate well with patients / service users and families.
- What were their attributes, and what were the main aspects of the role that you learned about from working with and observing them?

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Transition to accountable practitioner

- Support
 - Preceptor
 - Peers
 - Manager
 - Clinical supervision (if not with preceptor)
 - Email – oxl-tr.nursingpreceptorship@nhs.net

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Improving lives

Transition to accountable practitioner

- Important to remember:-
 - Maintain safe practice – do not compromise your care
 - Know your limits – speak to preceptor if feel out of your depth
 - Time management will become easier
 - Delegation and leadership will become more effective
 - You will start to feel more competent, just give yourself time – embarking on a new role

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References & additional reading

- Transition to Nursing – Whitehead, B. & Brown, M. (2017)
- [Benner's Novice to Expert Model - an overview | ScienceDirect Topics](#)
- [From Novice to Expert | Nursology](#)
- [The Dreyfus Model of Skills Acquisition – Kaizenko](#)
- Transition to Professional Practice (Prepare for Practice) – Burton, R. & Ormrod, G. (2011) - new version out November 2020
- How to think as a Newly Qualified Nurse – Forde-Johnston, C. (2018)
- Preceptorship for Newly Registered Nurses – Sharples, K. & Elcock, K. (2011)

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Thank you

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