

Real eNgagement Boot Camp Series Part 2

From Sticking to ‘This is How We Do It’...
To Taking Risks On New Ideas



Who Is With Us Today?

Are you a **New** or
Returning Participant?

Please share your response
in the poll.

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What is Real eNgagement?

Real eNgagement is about:

- Re-energizing the inner core
- Becoming proud solution-focused decision-makers
- Focusing less on circular conversations and more on solutions
- Shifting the nursing conversation in Nova Scotia

The CRNNS is fully committed to Real eNgagement and have made it one of our four overarching organizational goals from 2015-2017:

END D: Registered nurses have pride in their profession, are solution-focused and are decision-makers in the healthcare system.



What is our Focus Today?

Shift the Nursing Conversation
[and Situation]



Build Inner Capacity

Let's Talk About the Big Shift

From Feeling Alone in a Day-to-Day Struggle...To Feeling Part of a Unified Force with
A Vision And Mission for Change

**From Thinking the System Needs to be Changed for Us to Do Our Jobs Better...
To Changing Ourselves to Do Our Jobs Better**

From Waiting for Senior Management to Fix the Problems...
To Implementing Small Changes to See If They Help

From Being Order Takers...To Being Decision-Makers

**From Sticking to 'This is How We Do it'...
To Taking A Risk on New Ideas**

**From Keeping Heads Down and Mouths Closed...To Speaking Up and
Owning Our Professional Knowledge and Leadership Capacity**

From Focusing on 'Naysayers'...To Supporting, Recognizing and Following Positive People

From Complaining About What We Don't Want...To Working to Create What We Do Want

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Group Question

Q: What would lead RNs and NPs to stick to ‘this is how we do it’ instead of taking risks on new ideas?

Please share your thoughts in the chat box.

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Additional Thoughts

What would lead RNs and NPs to stick to ‘this is how we do it’ instead of taking risks on new ideas?

- Fear of change
- Comfort in traditional nursing practice
- A fear of not having the proper skills
- To maintain seniority, power and sense of ownership within the profession
- Thinking new ideas may be trendy and without evidence and examples
- A fear of others being defensive, being ostracized and for being perceived like “the way it has always been is no longer good enough”
- It means letting go of power and letting go of the thinking that “my way is the best”

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Take a Moment to Reflect

Take a moment to reflect on what we just discussed.
What reasons speak to you?

Ask yourself: As an RN or NP, **do I** stick to ‘this is how we do it’ instead of taking risks on new ideas?

Gather a few thoughts and keep them in mind as we go through the session.

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Your Toolbox: How to Make the Shift

1. Self-Reflect

2. Reflect on Others

3. Reflect on the Environment

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Step 1: Self-Reflect

- Own your individual nursing knowledge, skills and judgements. If you have identified this is an area of development for you, speak up or work with a mentor to develop additional skills to become a voice for nursing change.
- Re-claim your inner power and recognize that you may be doing a disservice to yourself and your clients by stick to how it has always been done.
- Observe your first reaction to new ideas and look within yourself to try to understand why you are reacting in this manner. Is my first thought or reaction “no”? If so, what can I change within myself to react differently next time?
- Move outside of your internal comfort zone and be confident in the ability you have to affect change based on the positive ideas you generate.

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Step 2: Reflect on Others

- Look around at others and realize the opportunities and struggles you have in common. Chances are that if you have recognized a good idea, so have others and together, you will have the confidence to take risks on new ideas. Nurses have a shared nursing vision, in the interest of quality care, and that's a unifying force for change.
- Seek out opportunities like committees, groups and forums that see the positive in change and who motivate and support you to take risks on new ideas.
- Look around your practice setting and realize that you and your nursing colleagues make knowledgeable and proactive decisions every single day. You are already an innovator and the skills you have developed in the process can be applied to larger system issues.
- Be a nursing role model and continue to develop your continuing competency and educate yourself and others about best practice. The value that new knowledge brings to both clients and the nursing profession will inspire you take risks on new ideas.

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Step 3: Reflect on the Environment

- The healthcare system is constantly changing and the nursing profession must change with it, meaning we must have the skills and confidence to take risks on new ideas. We must evolve *with* the system and *within* the healthcare industry or our profession is in danger of becoming irrelevant.
- Look at the profession and its capabilities. There is concrete evidence of nursing contributions and that body of knowledge is a tool to assess new ideas and opportunities as they relate to positive nursing change.
- Connect with Real eNgageMENT and CRNNS and know that we are accessible and here to support you through a variety of ways. If you have new practice ideas that will positively impact client care, bring them to us and we can be a resource and support.
- Remember! Often the smallest changes make the greatest impact.

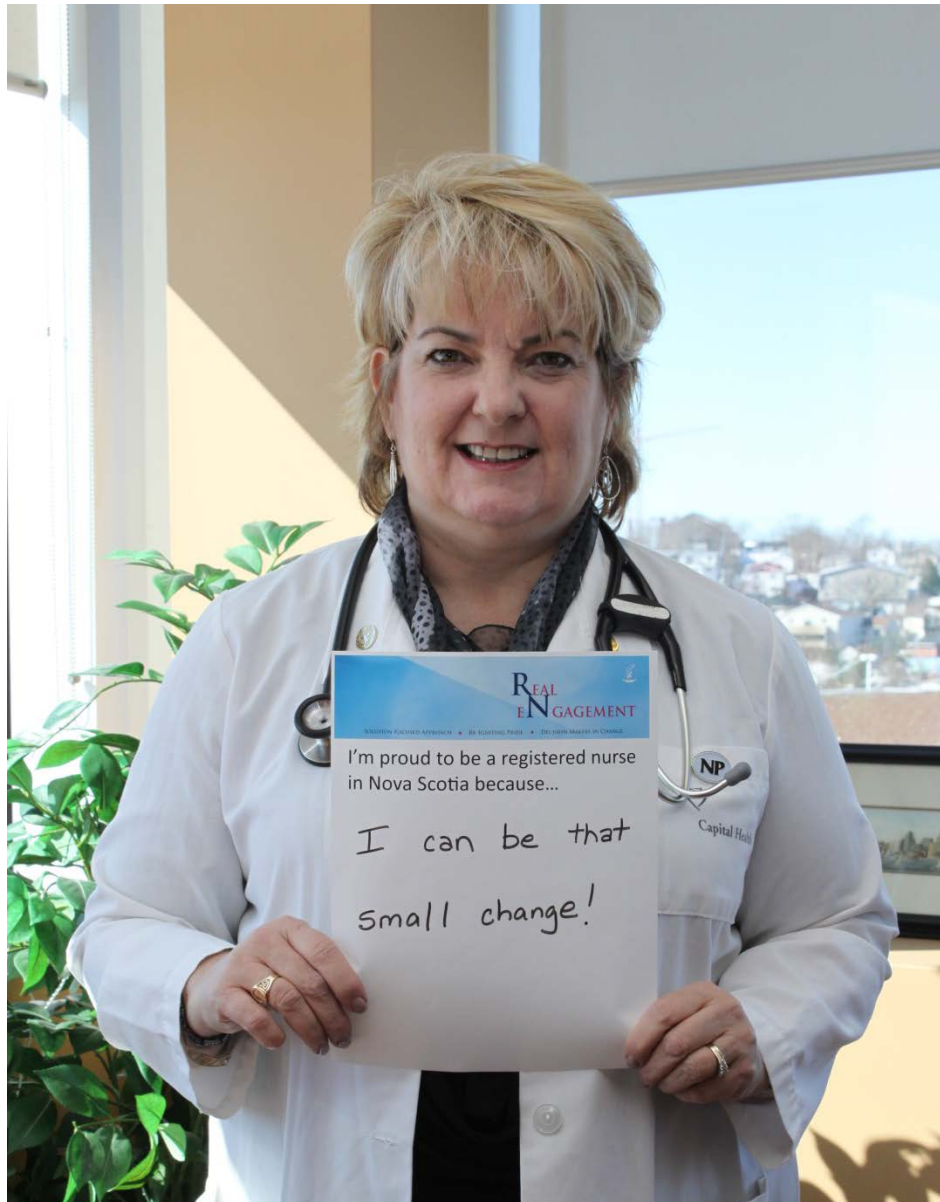
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How Do You Feel After Today's Session?

Give Us One Word That
Describes How You Feel
Leaving Today's Session.

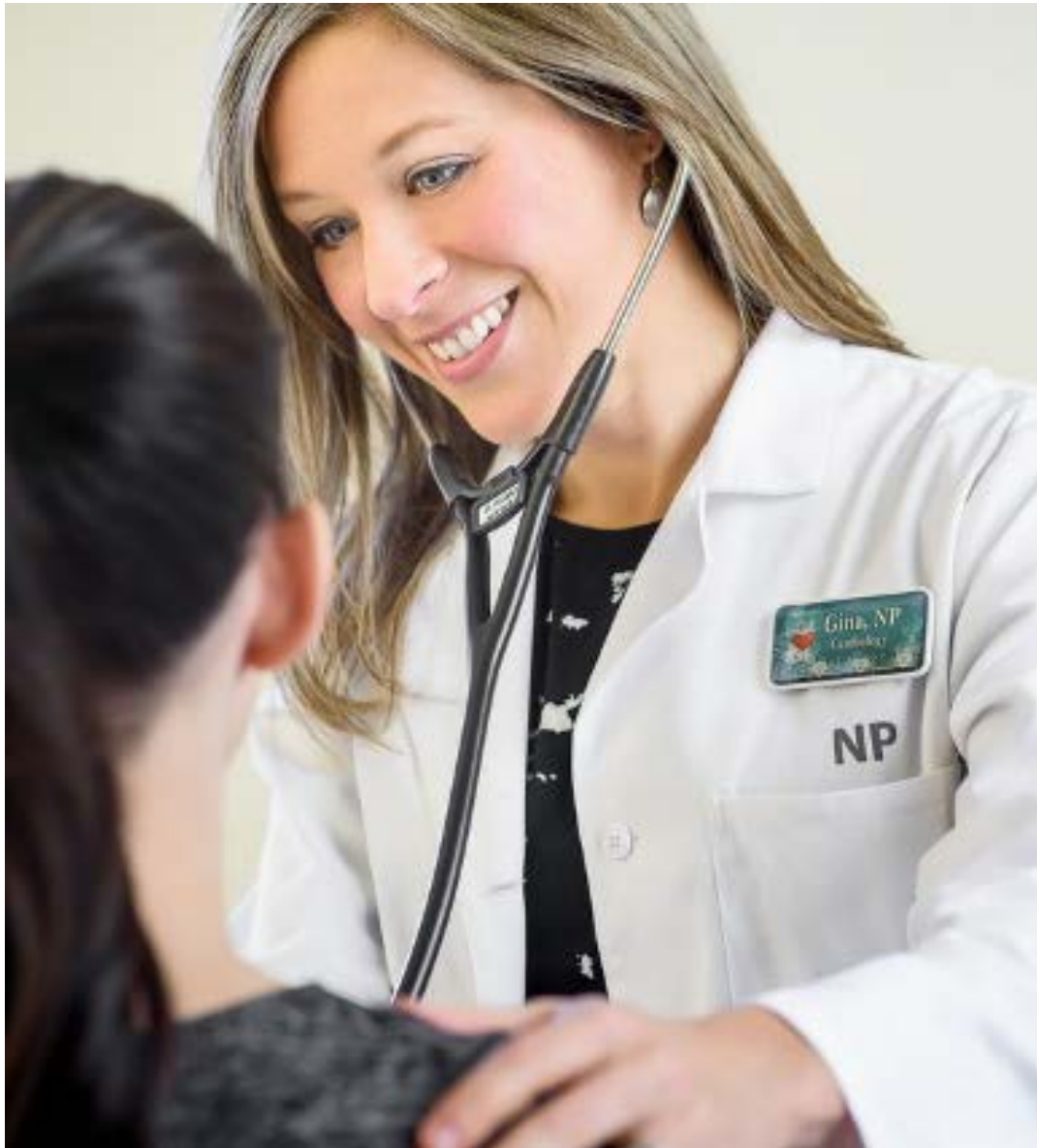
Please share your
response in the chat box.



Why Are You Proud To Be An RN or NP in Nova Scotia?

Share our video with others:

<https://www.youtube.com/watch?v=yXF4mV4XBKc>



Thank You!

For more information,
visit our website:
crnns.ca/supporting-your-practice/real-engagement

Connect with me anytime:
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