Resilience: A personal attribute, social process and key professional resource for the enhancement of the nursing role

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Abstract

ABSTRACT

Resilience is the positive adjustment to adversity. Nursing work is characterised by assisting patients and families to cope through varying types of adversity- accidents, illness, disasters and upheaval and also in encouraging and supporting people to adapt, recover and maintain wellbeing. Thus strategies to promote resilience need to be integral to nurses’ daily practice. Adverse conditions are also commonly experienced by nurses themselves and this impacts negatively on attitude to work, stress and burnout and this affects the whole profession through ongoing shortages, and disengagement with the work still to be done by nursing in terms of research and practice development. This paper will discuss the meaning of resilience, how it has been researched and applied to health care and to nursing. It will suggest pro-active strategies that educators, researchers and clinical nurses can implement that work on building strength, focus and endurance in individuals, communities and the workplaces.

Key words: Stress, Adversity, Disasters, Nursing, Resilience

Resilienza: attributo personale, processo sociale e risorsa professionale chiave per il rafforzamento del ruolo dell’infermiere.

RIASSUNTO

La resilienza è il modo di affrontare positivamente le avversità. Il lavoro dell’infermiere è caratterizzato dall’assistere i pazienti e le famiglie nel far fronte a vari tipi di avversità quali ad esempio: incidenti, malattie, disastri come anche nell’incoraggiare e supportare le persone verso la guarigione ed al mantenimento del well being. Quindi le strategie per promuovere la resilienza devono essere parte integrante della pratica quotidiana dell’infermieristica. Situazioni difficili sono anche comunemente vissute dagli infermieri stessi e questo ha un impatto negativo sul comportamento nel lavoro, comportando anche stress e burn out. Questo ha effetti negativi su tutta la professione in termini di scarsità di personale e distacco da quanto dovrebbe essere ancora fatto dall’infermieristica in termini di ricerca e pratica. Questo articolo discuterà il concetto di resilienza come è stato studiato ed applicato all’health care ed all’infermieristica. L’articolo suggerirà strategie che insegnanti, ricercatori e infermieri clinici potranno implementare al fine di rafforzare il lavoro sugli individui, comunità e luoghi di lavoro.

Parole Chiave: Stress, Avversità, Disastri, infermieristica/Infermieri, Resilienza

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Riferimenti bibliografici


Personal skills are not hard skills which you can quantify and measure, such as computer programming skills or legal knowledge. Instead, they are soft skills – are intangible qualities or traits that are as, if not more, important to employers. The five top personal skills that job applicants should hone and demonstrate to prospective employers are below. Study each sub-list to understand the soft skills that will enhance your effectiveness in each category. Prepare at least one brief story during which you demonstrated each of the top five skills listed below. You can also highlight skills that fall into each category. Of course, each job will require different skills and experiences, so make sure you read the job description carefully, emphasizing the skills that align with it. Top Five Personal Skills...

P1 explain key influences on personal learning processes on individuals. The Kolbs experimental learning cycle helps us to understand how adults learn. Cognitive abilities are how people learn. Personal attitude Personal attributes are qualities and features of an individual that may either be their personality or how they are in the workplace. Some of these are expected and highly valued by employers because they are expected to produce high quality work which helps the firm to receive higher revenue. Job Specification – A job specification is a detailed description of the role that has been advertised; it also includes responsibilities, objectives and requirements. The purpose of a job specification is to introduce the applicant to the employer; it is like a first impression. Nurse often assumes the role of leader. Not all nurses have the ability and capacity to become a leader. As a leader it allows you to participate in and guide teams that assess the effectiveness of care, implement-based practices, and construct process improvement strategies. You may hold a variety of positions like shift team leader, ward in-charge, board of directors, etc. Manager. She was an early advocate for the inclusion of psychiatric nursing in the curriculum and served on a committee to develop such a course at Eastern State Hospital in Williamsburg, Virginia in 1929. During her years at Teachers College, Columbia University, Henderson was an outstanding teacher and drew students from many countries to study with her.