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FACULTY OF NURSING

Chapter-01



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Roles of the Nurse

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LECTURER (MSN)

Roles of the Nurse

- λ Coordinator
- λ Communicator
- λ Teacher
- λ Counselor
- λ Manager
- λ Leader
- λ Team player
- λ Motivator
- λ Delegator
- λ Critical thinker
- λ Innovator
- λ Researcher
- λ Advocate

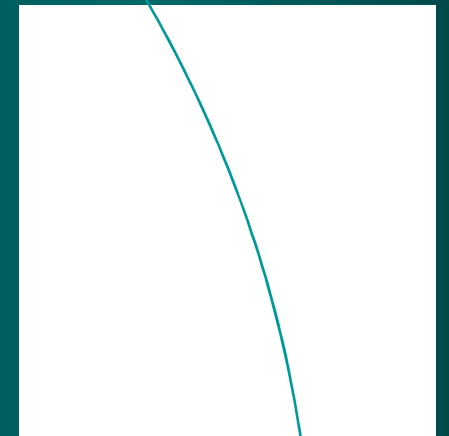
Coordinator



- λ Coordinates and plans care
- λ Piece together fragmented care
- λ Prepares pt. for discharge
- λ Liaison in health care team

Communicator

- λ Establish rapport
- λ Establish therapeutic (helping) relationship
- λ Be aware of verbal & nonverbal communication
- λ Assertive communicator



Teacher

λ Educate pt. to develop self-care abilities

λ Provide knowledge to allow pt. to make informed decisions

λ Demonstrate needed skills

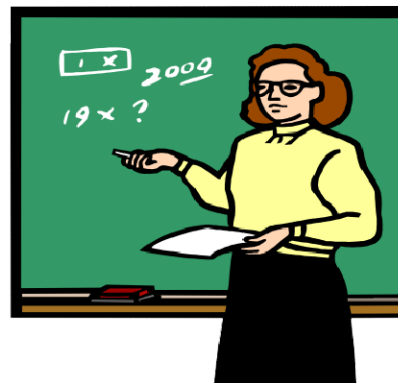
λ Promote health, prevent illness, restore health & facilitate coping



Teaching-Learner Process

λ **Teaching-**planned method to help someone learn

λ **Learning-** process by which an individual increases their knowledge or changes their behavior as a result of an experience





Learning Domains

- λ **Cognitive** learning- acquiring new knowledge
- λ **Psychomotor** learning- acquiring a new physical skill
- λ **Affective** learning- acquiring /changing values, feelings or attitudes

Developmental Considerations

λ **Children** learn through play & experience

λ Take into account their motor development along with their intellectual development



λ **Adolescents** learn through their peers

λ Take into account their intellectual, developmental, maturity and psychosocial development

Developmental considerations (androgogy)

- λ **Adults**- most must believe they need to learn before they are willing to learn
- λ **Adults**- bring life experiences as resources for learning
- λ **Adults**- believe learning should be useful immediately (rather than in the future).
They Want relevance!
- λ **Adults** – internally motivated and capable of self-regulation

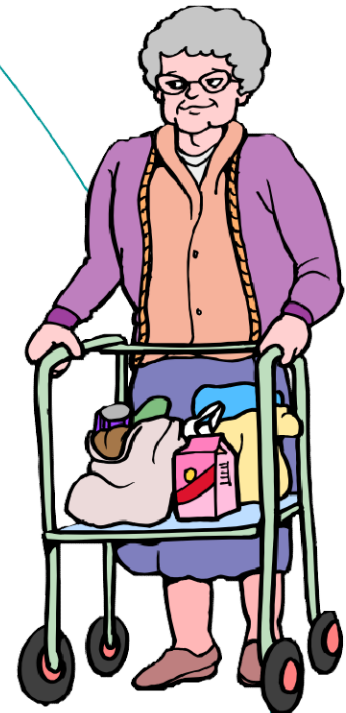
Developmental Considerations (older adults)

λ Assess for perceptual impairments

- Visual
- Auditory
- Memory
- Longer reaction times

AND ALSO

- Generational learning differences



Learning Styles

- λ Visual
- λ Auditory
- λ Tactile
- λ Combination
- λ Concrete Versus Abstract
- λ Active Versus Reflective
- λ Right Versus Left Brain
- λ Multiple Intelligences
Verbal, Logical, Visual, Body, Musical, Inter or Intrapersonal



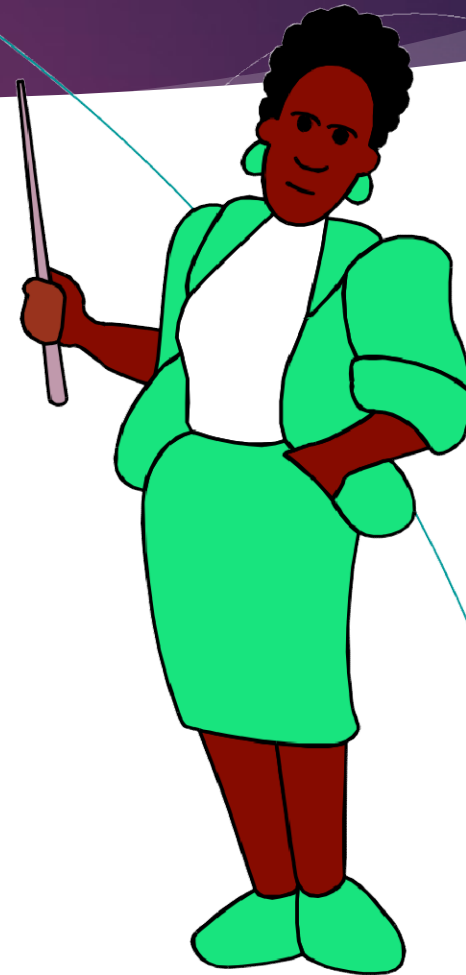
Principles of teaching-learning

- λ Communication is important
- λ Thorough assessment of pt. learning needs and factors affecting their learning
- λ Include pt. in planning
- λ Use varied teaching strategies
- λ Utilize patient's previous life experiences
- λ Utilize nursing proce



Barriers to Learning

- λ Language
- λ Cognitive level
- λ Lack of interest
- λ Cultural differences
- λ Literacy
- λ Health
- λ Stress



Utilizing Nursing Process

Assessment:

- λ Readiness to learn
- λ Ability to learn
- λ Learning strengths
- λ What do they know already???
- λ Do they WANT to LEARN?

Analysis:

- λ Knowledge deficit

Planning:

- λ Who, what, when, where & how.
Determine whether cognitive, psychomotor, or affective goal.
Write with an “action verb”
- λ GET CLIENT COMMITMENT

Implementation:

- λ Include written, visual and tactile
- λ Select strategy and methods:
Content – Sequence – Timing
Demonstration? Discussion? Role
- λ **Evaluation:** has pt.
Learned/goal met? Return Demo



Counselor

λ Assist and guide pt. in solving problems or making decisions

λ Utilize the interpersonal (helping) relationship

λ Nurse doesn't tell pt how to solve the problem
Guides pt to decisions (self-determination)

λ Utilize the nursing process

λ “Could you just listen”

Manager

λ Plans

λ Organizes

λ Directs

λ Controls

λ Delegates



Management Process

- λ Planning- Identify needs, dev
- λ Organizing - Identify resources to meet goals
- λ Directing- leading others in reaching goals
- λ Control- monitoring ongoing evaluations
- λ Delegates

Delegation

λ The five rights of delegation

- Right task
- Right person
- Right circumstances
- Right communication
- Right feedback

Delegation

- λ Nurse who delegates maintains accountability
- λ Only the task is delegated NOT the accountability
- λ Who can you delegate tasks to?

Managers and Leaders

▶ λ Managers

▶ λ Administrators

▶ λ Relies on control

▶ λ Short term plans

▶ λ Eye on bottom line

λ Leaders

λ Innovators

λ Inspires trust

λ Long term plans

λ Eye on the horizon

λ Does the right thing

Leader



- λ Have visions to energize others
- λ Motivates others to achieve goals
- λ Encourages others to do their best
- λ Works collaboratively
- λ Have wider variety of roles than managers

Leadership Skills

λ

Knowledgable

λ

Interpersonal
Genuine
Inspires trust

λ

Ethical/legal
Integrity always

λ

Communicat
Open

λ

Problem solving
Critical thinker; Out of the
box
Flexible

λ

eOrganized

λ

Self-evaluation
Reflects, adapts, changs

Characteristics of Great Leaders

- λ **Intelligence**-knowledge, judgment & decisiveness
- λ **Personality**- confidence, creativity, adaptability, integrity & independent
- λ **Abilities**- enlist cooperation, diplomacy, social participation & interpersonal skills
- λ A great leader cannot be appointed!

Leadership Styles



λ **Autocratic-**
leader has complete
control of group

λ **Democratic-**
shared leadership
between leader and
group

λ **Laissez-Faire-** leader
gives group control

λ **Transformational-**
charismatic leader
creates change by
empowering group

λ **Situational** – leader
changes style to fit
situation

Manager/ Leader Skills

- λ Self – assessment
- λ Develop skills- computer, cost containme etc.
- λ Think positive

- λ Maintain physical wellness
- λ Psychologically:
- λ Stron g

Power

- ▶ λ ...to possess power implies the ability to change the attitudes and behaviors of individual people and groups.....
- ▶ λ Positive Power = “power with” NOT “power over”

▶ Types of Power:

- ▶ λ Legitimate
- ▶ λ Reward
- ▶ λ Coercive
- ▶ λ Referent
- ▶ λ Expert

Building Power

- tiλ Expand personal resources – rest and reflect
- λ Present a powerful picture – dress, act, speak the part
- λ Pay the entry fee – stand out; do more
- λ Determine the powerful in the organization – know chain of command, names & faces of power
- λ Learn the language/priorities of the organization
 - Learn mission/vision/priorities
- λ Increase professional skills & knowledge
 - Perform extraordinarily, continuing educaon

Building Power

- ▶ λ Keep a broad view
- ▶ λ Be flexible
- λ ▶ λ Develop visibility and a voice in the
- λ Empower others

Change

λ Things ALWAYS CHANGE!!!!

λ Planned change- purposeful effect to bring change

λ Resistance to change- threatened, lack of understanding, personality, more work

λ Overcoming resistance to change- leaders

λ CHANGE IS GOOD!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Team Player



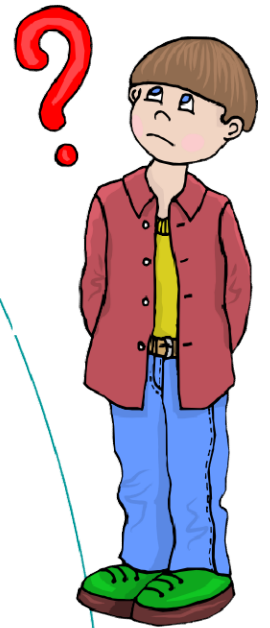
- λ Nurses are part of a team
- λ Don't work in isolation
- λ Who are the other team
- λ What does being a team player mean?

Motivator

- λ **Motivation-** Internal impulse that allows one to take action or change
- λ Nurses motivate patients to make changes by: having a positive attitude listening to patient needs, encouraging, rewarding, and devoting time and energy to assist with changes.

Critical Thinker

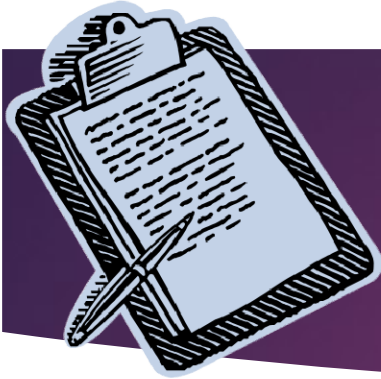
- λ A way of looking at problems other
- λ Thinking outside the box”
- λ Looking at the big picture
- λ Question why something is being do
- λ Ask, “what if.....”
- λ Open to new ideas





Innovator

- λ Takes action to make things happen
- λ Initiates change
- λ Sees a problem and looks for solutions. Instead of, “Oh well, there’s nothing that can be done about it” the innovator will be proactive.



Researcher

- λ Collect data to improve nursing practice
- λ Provides info for evidenced-based practice
- λ Studies are done on nursing practice, education & administration
- λ Provides professionalism to nursing

Advocate



- λ Protect and support the pt.
- λ Patient representative for ALL pt.
- λ Assertiveness
- λ Promote self determination



Summary

- λ The role of the nurse is varied and complex
- λ Caring for patients requires that nurses take on different roles at different times
- λ Nurses need to fulfill their varied roles as best as possible by understanding their roles and knowing how to improve in each role



Our views have increased
the mark of the
10,000

- ⌘ Thank you viewers
- ⌘ Looking forward to franchise, collaboration, partners.



THANK

YOU

