



Part I

The Nurse in Role Transition

Chapter 2

Role Transition



Learning Objectives

By the end of this chapter, you should be able to:

1. Define the term *role*.
2. Define the nurse's role.
3. Explain responsibilities of the nurse's role.
4. Discuss the transition process from LPN to RN.



Learning Objectives

By the end of this chapter, you should be able to:

5. Discuss the socialization process in becoming an RN.
6. Explain the steps in the change process.
7. Identify ways to use the change process effectively in transitioning from LPN to RN.



Key Terms

- Advocate
- Change agent
- Change process
- Collaborator
- Communicator
- Counselor
- Educator
- Entrepreneur
- Leader



Key Terms

- Mentor
- Researcher
- Role
- Role conflict
- Role model
- Role socialization
- Role transition



Chapter Scenario

This class is just one more step in the education process. I do not really need it. I am already doing everything. I just want the RN title.



Chapter Scenario

→ Think about it!

- Are you really already doing everything? Isn't there still room for you to grow?
- What is your personal opinion of all the different positions in health care?



Introduction

- You have just embarked on a new adventure that will change your life forever.



Types of Roles

Critical-thinking questions to consider:

- Identify the responsibilities in your current roles.
- Do you anticipate making any changes in this process?
- LPN → RN ... How do you anticipate your professional role to change?

Role Components — Nurse's Role

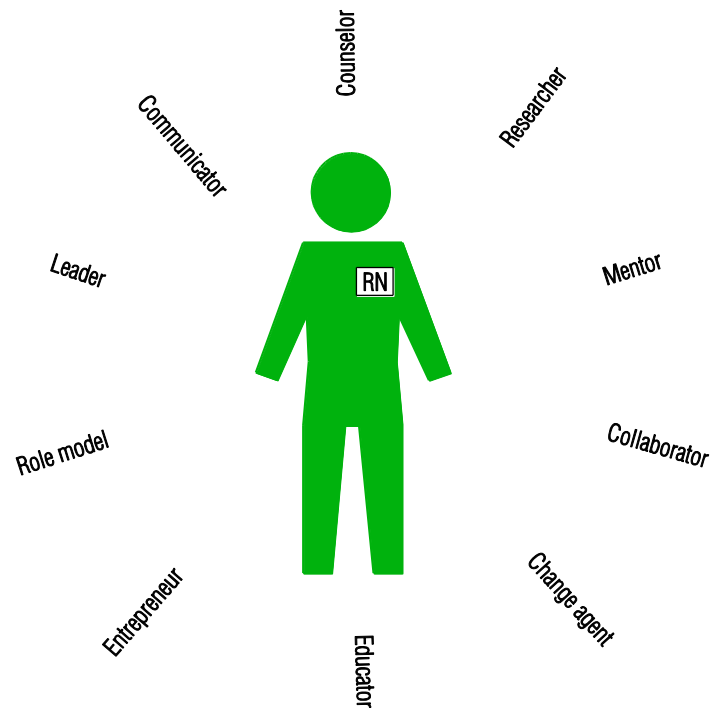


Figure 2-1 Nurses' Roles



Critical Thinking

What other roles could be added to this list?



Role Socialization

- Personal identity versus professional identity
- LPN → RN resocialization
- Adult learners—adult learning

Lawler's Nine Principles of Adult Learning

1. Adult learning requires an atmosphere of respect.
2. A cooperative, two-way learning environment is essential to adult education.
3. Adult education builds on the education of the participant.

Lawler's Nine Principles of

Adult Learning

4. Adult education encourages critical contemplative thinking.
5. Adult education presents situational problems and encourages problem solving.
6. Adult education is pertinent and applicable.

Lawler's Nine Principles of

Adult Learning

7. Adult education is an active, give-and-take process with the adult learner taking part in the learning process.
8. Adult education gives power and immeasurable opportunity to the learner.
9. Adult education stimulates the learner to be self-directed and independent.



Critical Thinking

1. What factors shape your personal and professional identities?
2. Where are you today in the LPN → RN resocialization process?
3. What are your own expectations and goals as an adult learner?



Role Transition

- Change in one's role requirements
- Change in one's expectations
- Change in one's work responsibilities

A gradual process = stages of transition →
“Carpe Diem!”



Nicholson & West

Four Stages of Work Transitions

1. Preparation
2. Encounter
3. Adjustment
4. Stabilization

Role Transition

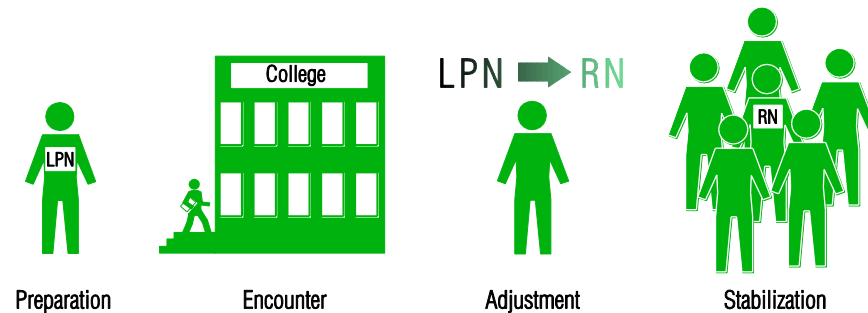


Figure 2-2 Stages in Work Transition



Critical Thinking

Which phase of transition are you in now?



Role Conflict

- Intrapersonal versus interpersonal
- Emotional and physical role conflict
- Learning to prioritize, communicate, and delegate



Critical Thinking

Describe times in your life when you have experienced role conflict.

The Change Process

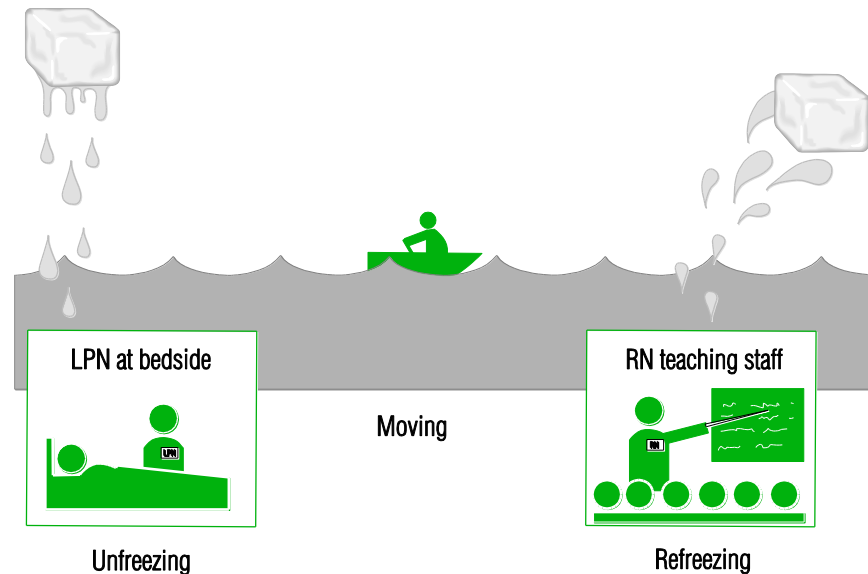


Figure 2-3 Three Stages of Lewin's Change Theory

The Change Process

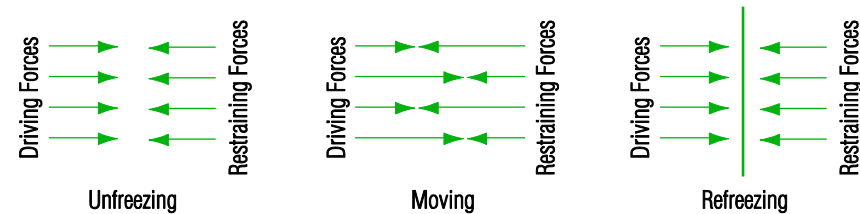


Figure 2-4 Restraining Forces versus Driving Forces



Critical Thinking

1. What change processes have you worked through?
2. Identify the driving and restraining forces in those experiences.



Chapter Summary

- Transitioning and socialization are change processes.
- There will be emotional and physical role conflicts as well as intrapersonal versus interpersonal conflicts.



Chapter Reflections

1. Do you feel you can fill all the required roles of a nurse? Which are you filling already?
2. Describe the role differences between the different health care providers.
3. Why do you want to become an RN? What is the driving force?