



This course supports the assessment for Advanced Professional Roles and Values. The course covers 9 competencies and represents 2 competency units.

## Introduction

### Overview

This course bridges the undergraduate nurse to higher level knowledge and accountability by examining roles of advanced professional practice. Current issues, professional and personal values, and ethical issues are examined along with scholarship and advanced practice roles.

### Competencies

This course provides guidance to help you demonstrate the following 9 competencies:

- **Competency 740.2.1: The Nursing Profession**  
The graduate evaluates professional roles for advanced nursing practice.
- **Competency 740.2.2: Theories and Models**  
The graduate evaluates leading theories and models as they apply to contemporary nursing practice.
- **Competency 740.2.3: Ethical Practice**  
The graduate integrates advanced professional standards of practice and codes of ethics to concepts of situational ethics.
- **Competency 740.2.4: Advanced Professional Accountability**  
The graduate analyzes the advanced responsibilities and accountability of nurses from professional and regulatory perspectives.
- **Competency 740.2.5: Self Advocacy of the Nurse**  
The graduate integrates strategies of self-awareness and self-care into professional practice to ensure personal health and well-being.
- **Competency 740.2.6: The Professional Nurse**  
The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.
- **Competency 740.2.7: Roles of the Nurse**  
The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.
- **Competency 740.2.8: Interprofessional Practice**  
The graduate analyzes the impact of new and diverse advanced nursing and care provider roles on interprofessional practice.
- **Competency 740.2.9: Healthcare Work Environment**  
The graduate evaluates how the vision, values, mission, and philosophy of an organization align with an individual's professional values and beliefs.

### Nursing Dispositions Statement

Please review the [Statement of Nursing Dispositions](#).

### Course Instructor Assistance

As you prepare to demonstrate competency in this subject, remember that course instructors



stand ready to help you reach your educational goals. As subject matter experts, instructors enjoy and take pride in helping students become reflective learners, problem solvers, and critical thinkers. Course instructors are excited to hear from you and eager to work with you.

Successful students report that working with a course instructor is the key to their success. Course instructors are able to share tips on approaches, tools, and skills that can help you apply the content you're studying. They also provide guidance in assessment preparation strategies and troubleshoot areas of deficiency. Even if things don't work out on your first try, course instructors act as a support system to guide you through the revision process. You should expect to work with course instructors for the duration of your coursework, and you are encouraged to contact them as soon as you begin. Course instructors are fully committed to your success!

## Preparing for Success

The information in this section is provided to detail the resources available for you to use as you complete this course.

### Learning Resources

The learning resources listed in this section are required to complete the activities in this course. For many resources, WGU has provided automatic access through the course. However, you may need to manually enroll in or independently acquire other resources. Read the full instructions provided to ensure that you have access to all of your resources in a timely manner.

#### Automatically Enrolled Learning Resources

You will be automatically enrolled at the activity level for the following learning resources. Simply click on the links provided in the activities to access the learning materials.

#### VitalSource E-Texts

The following textbook is available to you as an e-text within this course. You will be directly linked to the specific readings required within the activities that follow.

- Denisco, S. & Barker, A. (2017) ***Advanced practice nursing:Essential Knowledge for the Profession***. 3<sup>rd</sup> edition. Burlington, MA: Jones and Bartlett Learning. ISBN 978-1-284-07257-0 (pbk.)

*Note: These e-texts are available to you as part of your program tuition and fees, but you may purchase a hard copy at your own expense through VitalSource or a retailer of your choice. If you choose to do so, please use the ISBN listed to ensure that you receive the correct edition. The following sites provide instruction on how to create a VitalSource account, use features such as downloading your e-texts for offline use, and purchase a print-on-demand option, if available.*

[VitalSource Navigational Video](#)

[Print-On-Demand Option](#)



## **Jones & Bartlett Learning**

The following online courseware is aligned to the e-text, and will be used for activities throughout this course:

- JBL RN-MSN Dimensions of Professional Practice and Role Development

## **CE Direct**

You will be directly linked to specific CE Direct modules at the activity level within this course.

## **NCLEX Preparation**

For help in preparing for NCLEX Type Question Strategies: [NCLEX strategies](#)

## **Pacing Guide**

The pacing guide suggests a block of learning structure to pace your completion of learning activities. Times may vary based on your situation. It does not contain everything that you need; refer to the course of study (COS) for links to the readings and activities to help you successfully meet competency for this course. These readings and activities are all carefully chosen to help you understand the concepts presented so please make sure to work through the COS in its entirety. This course requires the successful completion of one Objective Assessment (OA) and three Performance Assessments. The pacing below relates to the OA. Additional resources will be needed to complete the Performance Assessments.

### **Block 1**

Introduction

1. Review the Statement of Nursing Disposition
2. Explore Available Cohort Offerings
3. Explore the Performance Assessments in Taskstream

Learning Resources

4. Explore the learning resources
5. Explore the online community

Role of the Advanced Nurse

1. Read chapter 2 and chapter 3
2. Complete the questions on page 65
3. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

Evolution of Nursing



1. Read chapter 18
2. Review Chapter 2
3. Complete the questions on page 39
4. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

#### Issues and Trends

1. Read chapter 7 and chapter 15
2. Complete the questions on page 176
3. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

#### **Block 2**

##### Public Policy

1. Read chapter 11
2. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

##### Nursing Theories

1. Read Chapter 19
- 2.

<https://d2y36twrtb17ty.cloudfront.net/sessions/09a57540-400a-4517-b5ce-2b2e78a6142f/99e3229f-6729-458a-bb37-8f7d74c39d28-ae918d62-cbd0-414c-99f7-b2049e977dad.mp4?invocationId=7e5b7a65-3963-e611-814a-0a10558ed887>

#### **Theory-Based Practice**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Theory-Based Advanced Practice Nursing”

#### Foundations of Ethics and Integrity

1. Read chapter 26
2. Complete the questions on page 708
3. Complete Nursing Ethics: Part 3: Ethics in Nursing (CE561)

#### Nursing Dilemmas

1. Read chapter 27
2. Complete the questions on page 735
3. Complete Nursing Ethics: Part 5: The Process of Ethical Decision Making (CE563)



## **Block 3**

### **Advanced Professional Accountability**

#### Legal Foundations of Nursing

1. Review chapter 27
2. Carefully read pg. 727
3. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development
- 4.

<https://wgu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=cac442c9-4d85-4c37-a8c0-3d933e34c097>

### **Government Regulation**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Government Regulation Parallel and Powerful”

#### Self-Awareness

1. Read chapter 29
2. Complete the questions on page 760
3. Complete Exercise for Health and Fitness (CE251-60) and Keeping Colleagues: Nurse Retention is Everyone’s Responsibility (CE328-60)

#### Self-Care

1. Complete the stress assessment on page 758
2. Complete From ‘Distress’ to De-stress with Stress Management (CE424) and Fundamentals of Chronic Fatigue Syndrome (CE512)
3. Keep a personal stress journal for 24 hours

## **Block 4**

### **Professionalism**

1. Read chapter 21, chapter 22 and chapter 28
2. Complete Do You Reflect a Positive Image in Nursing (CE492), Precepting: The Chance to Shape Nursing’s Future (CE393-60), The Healthcare Reform Act What It Means for Nurses (CE626), and The Future of Nursing Report: What We’ve Achieved So Far (CE628)
3. Read The Future of Nursing: Focus on Education
- 4.



<https://wgu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=5d4206ba-f619-489d-bc2d-55d8702cf854>

### Professional Organizations

1. Read chapter 28
2. Complete the questions on page 746
3. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

### Professional Development

1. Read Improving Your Practice
2. Review chapter 27
3. Complete Novice to Expert: Through the Stages to Success in Nursing (CE556)

## Block 5

### Nurse as Scientist

1. Read chapter 30
2. Complete the questions on page 782
3. Review JBL RN-MSN Dimensions of Professional Practice and Role Development

### Nurse as Detective

1. Read chapter 20
2. Complete Emerging Roles and Models of Care: How to Affect Change at the Bedside (WEB63)

### Emerging Roles

Complete the following CE Direct course:

1. [Working with an Interprofessional Team](#)

### Nurse as Manager of the Healing Environment

1. Review chapter 20 and chapter 21
2. Complete the questions on page 490

### Race and Culture in Advanced Practice

1. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

## Block 6

### Nursing Roles



1. Read chapter 6 and chapter 17
2. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

#### Advanced Practice

1. Review chapter 6
2. Complete the questions on page 146
3. Complete JBL RN-MSN Dimensions of Professional Practice and Role Development

#### Work Environment

1. Complete The Power of Change: Nurses Make the Difference (CE365-60), Preventing Violence in the Healthcare Setting (CE130-60), and Do You Reflect a Positive Image of Nursing? (CE492)

*Note: This pacing guide does not replace the course. Please continue to refer to the course for a comprehensive list of the resources and activities.*

## **Advanced Professional Roles and Values**

This course explores the expanding role of the advanced practice nurse. As nurses advance their education, they experience a unique and important role change. This, in turn plays an important role in healthcare. This course explores the paths, responsibilities, and accountability of the advanced professional nurses, including

- cultural competency,
- advocacy for patient rights,
- legal and ethical issues related to supervision and delegation,
- professional conduct,
- leadership,
- the public image of nursing,
- work environment,
- issues of social justice, and
- healthcare costs.

### **Role of the Advanced Nurse**

Nursing is an evolving profession. Nursing history is rich and shows nurses taking on many roles throughout the decades. The advanced practice nurse must be able to understand the different advanced practice roles and how they relate to the health care system. An understanding of nursing history and advanced practice roles allows the nurse to function with a contemporary framework. This allows consideration of culture, disparity, and future trends related to the nursing practice.

This topic addresses the following competency:

- **Competency 740.2.1: The Nursing Profession**  
The graduate evaluates professional roles for advanced nursing practice.



This topic highlights the following objectives:

- Identify the unique roles of each member of the interprofessional healthcare team in providing patient-centered care.
- Recognize the changing role of the advanced-practice nurse in a dynamic healthcare system.
- Distinguish among the various professional levels of nursing practice.
- Describe the various licensure requirements for levels of professional practice.
- Analyze how social obligation is an inherent part of the nursing profession.
- Analyze why the public continuously regards nursing as a highly trusted profession.
- Evaluate the impact of policy, practice, research, and education on advanced-practice nursing.

### **Professional Roles for the Advanced Practice Nurse**

Read the following chapters in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 2 the Nurse Practitioner: Historical Perspectives on the Art and Science of Nurse Practitioner](#) Pgs. 22-26

Read the following section in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 3 Overview of the Doctor of Nursing Practice Degree](#) Pgs. 43-68

Complete the questions on pg. [65](#).

### **Professionalism and Professional Roles**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#) including activities and review questions:

- “Professional Roles of the Advanced Practice Nurse”

### **Evolution of Nursing**

From Florence Nightingale to Patricia Benner, nursing is constantly changing and evolving. Nurse leaders have pushed the envelope and made changes to better the health care system. As one explores the history of nursing, it is amazing to see the vast contributions leaders in nursing have made to everyday patient care.

This topic addresses the following competency:

- **Competency 740.2.1: The Nursing Profession**  
The graduate evaluates professional roles for advanced nursing practice.

This topic highlights the following objectives:





- Recognize the importance of understanding the history of the nursing profession.
- Recognize the influence of historical events and issues on contemporary nursing practice.
- Recognize the contributions and challenges of key nursing pioneers and leaders in the evolution of the nursing profession.
- Determine how historical and contemporary legislation has directly and indirectly influenced nursing practice and the education of nurses.
- Recommend appropriate leadership roles to support the continual evolution of advanced practice nursing.

### **Evolution of Nursing**

Read the following chapters in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Review Chapter 2 The Nurse Practitioner: Historical Perspectives on the Art and Science of Nurse Practitioning](#) pgs. 22-26
- [Chapter 18 The Evolution of Nursing Science](#) pgs. 401-426

Complete the questions on page [39](#).

### **Knowledge Development in Nursing**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#) including activities and review questions:

- “Knowledge Development in Nursing Our Historical Roots and Future”

### **Issues and Trends**

Nurses are pulled in all directions. As the role of the nurse varies so do the factors that influence practice. As nursing looks toward the future one must understand and be prepared to address how economics, politics, and society affect the care of patients. Nurses must understand the trends of healthcare and how this affects the future trends in both nursing and the health care environment.

This topic addresses the following competency:

- **Competency 740.2.1: The Nursing Profession**  
The graduate evaluates professional roles for advanced nursing practice.

This topic highlights the following objectives:

- Recognize the dynamic nature of economic, political, and sociocultural factors that influence nursing practice.
- Explain how workplace issues impact the nursing profession.
- Explain the impact of emerging technologies on the advanced-practice nurse.
- Explain the role of the advanced practice nurse in providing culturally competent care in an increasingly diverse healthcare environment.



- Describe the evolution of professional challenges observed by nurses of diverse backgrounds.
- Identify possible barriers to the development of standards that promote safe, quality patient care in multicultural settings.
- Analyze sociocultural factors in the evolution of health services and managed care that influence healthcare access, allocation of healthcare resources, and financing.
- Evaluate the trends and challenges of a future health service delivery system.

### **Issues and Trends**

Review the following chapter in ***Advanced Practice Nursing: Essential Knowledge for the Profession***. 3<sup>rd</sup> edition.

- [Chapter 7 An Overview of US Healthcare Delivery](#) pgs. 155-178
- [Chapter 15 Health Information Technology](#) pgs. 323-348

Complete the questions on page [176](#).

### **Public Policy**

Read the following chapters in ***Advanced Practice Nursing: Essential Knowledge for the Profession***. 3<sup>rd</sup> edition.

- [chapter 11 “Government Regulation: Parallel and Powerful”](#) pgs. 251-280

### **Advanced Practice Nurses and Public Policy**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Advanced Practice Nurses and Public Policy”

## **Theories and Models**

The advanced practice nurse understands the importance of theory as it relates to practice. This understanding guides practice and influences change in the health care system. The advanced practice nurse is not just a consumer of theory but a generator, thus contributing to nursing science and new nursing knowledge.

### **Nursing Theories**

Theories can be overwhelming and one must understand the different classifications and criteria for theory and theory development. Understanding the difference between theories and models will help the nurse choose what is appropriate for their current practice setting. Theory comprehension is vital to contemporary nursing practice and moving the science forward.

This topic addresses the following competency:

- **Competency 740.2.2: Theories and Models**  
The graduate evaluates leading theories and models as they apply to contemporary nursing practice.



This topic highlights the following objectives:

- Identify the necessary criteria of a theory.
- Recognize the key effects of nursing theories on the profession of nursing.
- Recognize the maturation process related to decision making and clinical nursing judgments according to Benner.
- Differentiate between a nursing theory and a nursing model.
- Determine how a contemporary nursing theory applies to a practice environment.
- Evaluate a given scenario according to the four patterns of knowing.

### **Nursing Theories**

Read the following chapter in ***Advanced Practice Nursing: Essential Knowledge for the Profession***. 3<sup>rd</sup> edition.

- [Chapter 19 Theory-Based Advanced Nursing Practice Pgs. 427-444](#)

Also watch the following video: [Advanced Professional Roles and Values: Nursing Theories](#)

*Note: To download this video, right-click the following link and choose "Save as...":* [download Theory-Based Practice](#)

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- "Theory-Based Advanced Practice Nursing"

### **Ethical Practice**

Advanced practice nurses are the ethical leaders in the community. Simply understanding ethics is not enough. The advanced practice nurse must learn to integrate and support ethical principles from both the practice and leadership perspectives.

### **Foundations of Ethics and Integrity**

Nurses make ethical decisions every day in their practice setting. A strong understanding of ethical comportment and integrity helps the nurse to guide these decisions. In order to lead the health care team in a variety of settings, nurses must develop a theoretical knowledge of ethics to influence making the right decisions.

The foundations of nursing ethics help nurses to approach problems using a set of principles. These principles are based on concepts drawn from society's shared morality. It is not enough for nurses to just understand ethical principles but ethical principles from the nursing perspective. These principles will help guide decisions, patient care, and move the discipline forward.

This topic addresses the following competency:

- **Competency 740.2.3: Ethical Practice**



The graduate integrates advanced professional standards of practice and codes of ethics to concepts of situational ethics.

This topic highlights the following objectives:

- Recognize essential nursing values and their importance to the nursing profession.
- Recognize how the nursing profession promotes social justice.
- Identify the principles enumerated in the American Nurses Association (ANA) Code of Ethics for Nurses.
- Determine how the Patient Bill of Rights and advanced directives guide professional codes of ethics.
- Determine the role that personal values and morals play in ethical decision making.

### **Foundation of Ethics**

Read the following chapter in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 26 Introduction to Ethics](#) pgs. 651-710

Complete the questions on page [708](#).

### **Ethics in Nursing**

Complete the following CE Direct course:

- [Nursing Ethics: Part 3: Ethics in Nursing \(CE561\)](#)

Watch the following video on the Code of Ethics: [Code of Ethics Video](#)

### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

Write down the nine provisions of the *Code of Ethics for Nurses* you viewed in the video above.

Consider the following questions:

- Which of the nine provisions come most naturally to you?
- Which have been more difficult to integrate into your daily practice?
- What did you do to build or incorporate this skill?
- What are your personal learning goals for the nine provisions of the Code of Ethics for Nurses?

### **Nursing Dilemmas**

Nurses must face ethical and bioethical dilemmas daily. Nurses must use moral reasoning to guide their practice. Using an ethical framework nurses can make tough decisions while understanding the implications to both the healthcare system and the patient.



This topic addresses the following competency:

- **Competency 740.2.3: Ethical Practice**

The graduate integrates advanced professional standards of practice and codes of ethics to concepts of situational ethics.

This topic highlights the following objectives:

- Recognize common bioethical dilemmas and ethical challenges encountered by nurses in clinical practice.
- Apply an ethical framework to determine the advanced professional nurse's role in healthcare dilemmas.
- Analyze various circumstances that require the nurse to make ethical decisions.
- Evaluate the implications of various ethical issues on the delivery of quality care.

### **Nursing Dilemmas**

Read the following chapter in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 27 Advanced Practice Nursing: The Nurse-Patient Relationship and General Ethical Concerns](#) pgs. 711-740

Complete the questions on page [735](#).

### **Ethical Decision Making**

Complete the following CE Direct course and answer the vignette questions:

- [Nursing Ethics: Part 5: The Process of Ethical Decision Making \(CE563\)](#)

## **Advanced Professional Accountability**

Professional accountability is the more than just understanding nursing practice. Advanced practice nurses must understand the following before they become leaders within the nursing community:

- scope of practice,
- professional licensure, and
- specialty standards

## **Legal Foundations of Nursing**

Nurses must function within their scope of practice. The nurse should understand and work within their nurse practice act. This includes knowing the principles of licensure, scope of practice, and delegation.

This topic addresses the following competency:

- **Competency 740.2.4: Advanced Professional Accountability**



The graduate analyzes the advanced responsibilities and accountability of nurses from professional and regulatory perspectives.

This topic highlights the following objectives:

- Recognize the legal requirements and scope of practice outlined by a particular state's Nurse Practice Act.
- Identify strategies to avoid violating the advanced-practice provisions of a particular state's Nurse Practice Act.
- Identify acts by a nurse that could lead to legal action from a patient.
- Explain the principles that govern the liability of an individual, manager, or organization.
- Identify the requirements of professional licensure and certification of various advanced professional roles.
- Analyze how the Nurse Licensure Compact regulates practice and licensure among multiple states.
- Analyze the American Nurses Association (ANA) Guidelines for Professional Nursing Practice for alignment with a particular states' Nurse Practice Act.

### **Legal Foundations of Nursing**

Review your reading of the following chapter in *Advanced Practice Nursing: Evolving Roles for the Transformation of the Profession*:

- [Chapter 27 Advanced Practice Nursing: The Nurse-Patient Relationship and General Ethical Concerns](#)

Complete the questions on page [727](#).

### **Government Regulation**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- "Government Regulation Parallel and Powerful"

## **Self Advocacy of the Nurse**

The advanced practice nurse promotes strategies of self-awareness and self-care into their professional practice. The nurse sets the example for other nurses to ensure personal health and well-being are priorities for nursing practice.

### **Self-Awareness**

Self-awareness is driven by ones "sense of self". The sense of self is built from self-actualization, a consciousness of self and others, self-esteem, spirituality and a need to belong. All of these tenets help to raise self-awareness and increase an individual's ability to interact with others in a comfortable confident manner.

This topic addresses the following competency:



- **Competency 740.2.5: Self Advocacy of the Nurse**

The graduate integrates strategies of self-awareness and self-care into professional practice to ensure personal health and well-being.

This topic highlights the following objectives:

- Recognize the influence of positive and negative personal beliefs on professional practice.
- Identify common stressors that affect the professional practice of nurses.
- Determine the potential impact of burnout on patients, coworkers, and self.
- Differentiate between compassion fatigue and burnout.
- Explain the importance of respecting the beliefs and values of others as a critical component of nursing practice.
- Evaluate the health and well-being of a given individual based on reactions to common stressors.

### **Self-Awareness**

Read the following chapter in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 29: Managing Personal Resources: Time and Stress](#)

Complete questions on page [760](#).

### **Taking Care of Yourself and Others**

Complete the following CE Direct courses:

- [Exercise for Health and Fitness \(CE251-60\)](#)
- [Keeping Colleagues: Nurse Retention is Everyone's Responsibility \(CE328-60\)](#)

### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

### **To prepare:**

- Research the top reasons nurses are leaving the profession.
- Identify two strategies to retain new nurses.
- Develop a plan to present these strategies to your current supervisor (nurse leader, CNO, etc.).

### **As you research:**

- What are you noticing in your current workplace?
- What stressors do you personally deal with on a daily basis?



## Self Care

Nurses are excellent care providers. It is important that nurses understand their first priority of care; themselves. Often this is neglected and nurses put their own well-being to the side. Nurses who can put their self-care first provide quality care to their clients and have a lower burnout rate.

This topic addresses the following competency:

- **Competency 740.2.5: Self Advocacy of the Nurse**

The graduate integrates strategies of self-awareness and self-care into professional practice to ensure personal health and well-being.

This topic highlights the following objectives:

- Identify key time management strategies that ensure health and work/life balance.
- Identify positive communication techniques that can be used in conflict situations.
- Recommend appropriate steps to address anxiety, distraction, poor time management, and miscommunication observed in a given scenario.
- Recommend personal development strategies to improve impulse control, stress tolerance, and flexibility when working with others.

## Self Care

Complete the following stress assessment in *Advanced Practice Nursing: Evolving Roles for the Transformation of the Profession*:

- page 758, "[Assessment Tool for Occupational Stress](#)"

### Learn and Reflect:

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

Review your responses to the *Assessment Tool for Occupational Stress* above and conduct an internet search for another stress management assessment tool.

- Compare the results.
- Did the results surprise you?
- Do you think either of these tools is relevant to your clinical practice?

Develop a plan to implement a stress management survey in your current practice setting. What would you have to do to implement stress management strategies in your current place of employment?

## Stress Management

Complete the following CE Direct courses:





- [From 'Distress' to De-stress With Stress Management \(CE424\)](#)

### Fundamentals of Chronic Fatigue Syndrome (CE512)

#### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.** Complete the vignette and questions above.

- What de-stressing techniques have been most successful for you?
- What other techniques might you try for yourself?
- What techniques can you recommend to your patients?

#### **Personal Stress Journal**

Keep a log for 24 hours. In this log, record every activity that you would consider to be a stress in your life.

Once you have completed that journal go back and:

- Identify things you could eliminate or delegate that created stress.
- Now create a plan to de-stress your current practice.
- How could you implement this with your current practice setting?

## **The Professional Nurse**

The advanced practice nurse sets the example for professionalism and professional practice. The nurse understands that professionalism is not just in the way they interact with patients but in how they interact with the health care system as whole.

### **Professionalism**

The nurse must understand the tenets of professionalism. Professionalism is essential in functioning in a multidisciplinary setting with different personalities and helps the nurse improve patient care and nursing practice.

This topic addresses the following competency:

- **Competency 740.2.6: The Professional Nurse**  
The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

This topic highlights the following objectives:

- Identify the role of civility as a core component of professionalism.
- Identify appropriate strategies for the professional nurse to promote the image of nursing.
- Explain why caring is a central concept to professional nursing practice.
- Explain the obligations of a professional nurse to participate in efforts to improve patient care, nursing practice, and the work environment.



- Explain the obligation of the professional nurse to participate in the peer review process.
- Differentiate the leadership influences and expectations of a master's-prepared nurse and a nurse without a master's degree.
- Evaluate the influence of positive and negative factors on the image of the nursing profession.

### **Professionalism**

Read the following chapters in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 28 Developing Leadership Skills for the Advance Practice Nurse Through Mentorship](#) pgs. 743-748
- [Chapter 21 Evidence-Based Practice](#) pgs. 463-494
- [Chapter 22 Clinical Scholarship and Evidence-Based Practice](#) pgs. 495-550

### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

Based on the reading create your own definition of professionalism.

- How would this definition guide your practice?
- Is this something that all nurses should create? Why or why not.
- How does a professional practice differ between disciplines?

### **Nursing Empowerment**

Complete the following CE Direct courses:

- [Do You Reflect a Positive Image in Nursing \(CE492\)](#)
- [Preempting: The Chance to Shape Nursing's Future \(CE393-60\)](#)
- [The Healthcare Reform Act What It Means for Nurses \(CE626\)](#)
- [The Future of Nursing Report What We've Achieved So Far \(CE628\)](#)

Read the following article:

- ["The Future of Nursing: Focus on Education"](#)

Watch the following video about the Professional Nurse: [The Professional Nurse Video](#)

### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

Conduct an internet search of nursing image.

- Reflect on what you found.



- Do you agree or disagree with this image?
- Is the image consistent with that of a professional advanced practice nurse?
- Identify two strategies to change the nursing image.

## Professional Organizations

Nurses must understand national standards for practice. Professional organizations help the nurse recognize the best practices and standards for specific specialties. These organizations also provide a voice for nursing to promote change in the practice and educational arena.

This topic addresses the following competency:

- **Competency 740.2.6: The Professional Nurse**

The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

This topic highlights the following objectives:

- Identify potential deterrents to nurses joining professional nursing organizations.
- Recognize how nursing organizations provide a voice for nursing in the political arena.
- Determine the function of professional organizations in advancing professional development.

## Professional Organizations

Review your reading of the following in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 28 Developing Leadership Skills for the Advance Practice Nurse Through Mentorship](#), pgs. 743-748

Complete the questions on page [746](#).

## Research and Evidence-Based Practice

Compare your reading with the information in this learning module. Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Research and EBP for Advanced Practice”

## Professional Development

Nurses never stop learning and growing in their discipline. Professional development ensures nurses understand the most current trends and standards in a specific specialty. Nurses must develop a lifelong plan for professional development and growth.

This topic addresses the following competency:

- **Competency 740.2.6: The Professional Nurse**

The graduate integrates knowledge, skills, and attitudes of the nursing profession into



personal and professional interactions and decision making.

This topic highlights the following objectives:

- Compare differences among novices, advanced beginners, and experts in professional nursing practice.
- Recommend appropriate resources for development of a personal professional development plan.

### **Professional Development**

Read the following article from ANA:

- [“Improving Your Practice”](#)

#### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you’re learning.**

Explore ways in which you can improve your current practice. Then create the following improvement plan.

Create five and ten-year goals for your nursing practice.

- Why is this important?
- What steps do you need to take to achieve your goals?
- Identify any potential road blocks.
- Identify two solutions to these road blocks.

Review your reading of the following in ***Advanced Practice Nursing: Essential Knowledge for the Profession***. 3<sup>rd</sup> edition.

- [chapter 27 “Leadership Development Through Mentorship and Professional Development Planning”](#)

#### **Stages of Success**

Complete the following CE Direct course:

- [Novice to Expert: Through the Stages to Success in Nursing \(CE556\)](#)

### **Roles of the Nurse**

The advanced practice nurse can take on many roles. The understanding of the nurse in these roles and how they function as a scientist, detective, and manager of the healing environment is what separates the master’s prepared nurse from the baccalaureate nurse.

#### **Nurse as Scientist**

The professional nurse understands how nursing is based on sound scientific principles. These



principles guide theory development which leads to the development of new nursing knowledge. Understanding this process helps the professional nurse understand and influence practice.

This topic addresses the following competency:

- **Competency 740.2.7: Roles of the Nurse**

The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.

This topic highlights the following objectives:

- Identify the principles of translational science that guide clinical practice.
- Recognize the importance of nursing science to promote positive outcomes.
- Recognize the role of scientific inquiry in the formation of evidence-based decisions.
- Determine ethical implications that may arise in the pursuit of scientific knowledge.
- Analyze scientific findings from a variety of fields to support clinical reasoning and evidence-based care.

### **Nurse as Scientist**

Read the following chapter in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 30 "Role Transition: Strategies for Success in the Marketplace"](#) pgs. 763-784

Complete questions on page [782](#).

### **Research and Evidence-Based Practice**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- "Research and EBP for Advanced Practice

### **Nurse as Detective**

The professional nurse must learn to function as a detective. By utilizing the role of the detective the professional nurse can evaluate client care, policies and initiatives that may affect patient outcomes.

This topic addresses the following competency:

- **Competency 740.2.7: Roles of the Nurse**

The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.

This topic highlights the following objectives:

- Identify strategies for determining the consequences of subtle changes and deviations



from expected patterns in patients' conditions.

- Explain the nurse's role in uncovering the true nature of problems.
- Explain the nurse's role in predicting the impact of changes in policies and initiatives on the health of individuals, families, and communities.
- Analyze the effectiveness of quality improvement data in designing innovative nursing practices for a particular scenario.

### **Nurse as Detective**

Read the following pages in ***Advanced Practice Nursing: Essential Knowledge for the Profession***. 3<sup>rd</sup> edition.

- [Chapter 20 Research: How Health Care Advances](#) pgs. 445-462

### **Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**

How is the role of the detective different for the advanced practice nurse?

- Create a one-page summary of how you see your practice change with an advanced degree.

### **Emerging Roles**

Complete the following CE Direct course:

- [Working with an Interprofessional Team](#)

### **Nurse as Manager of the Healing Environment**

The professional nurse is the leader in understanding the trends in healthcare. In order to manage the environment to improve outcomes and patient care the nurse must understand current standards and scope of practice issues.

This topic addresses the following competency:

- **Competency 740.2.7: Roles of the Nurse**  
The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.

This topic highlights the following objectives:

- Identify key elements of a healing environment.
- Recognize the nurse's role in creating a healing environment.
- Explain the impact of current global trends and constraints on nursing practice.
- Analyze the nurse's role in leading public policy change that improves the delivery of patient care.
- Select appropriate organizational structures that promote collaboration and a culture of



excellence.

## Nurse as Manager of the Healing Environment

Review your reading of the following chapters in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 20 Research: How Health Care Advances](#) pgs. 445-462
- [chapter 21 “Evidence-Based Practice in Health Care”](#) pgs. 463-494

Complete the questions on page [490](#).

## Race and Culture in Advanced Practice

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “The Role of Race and Culture in Advanced Practice”

## Interprofessional Practice

The advanced practice nurse is not just a member of the interprofessional team but a leader. The nurse understands how to work within these teams to promote better outcomes for the client and the health care system.

## Nursing Roles

The nurse must function in groups. Client care is provided in a multidisciplinary manner. The nurse must learn to function with diverse partners and in a collaborative practice.

This topic addresses the following competency:

- **Competency 740.2.8: Interprofessional Practice**  
The graduate analyzes the impact of new and diverse advanced nursing and care provider roles on interprofessional practice.

This topic highlights the following objectives:

- Identify the various roles of members of the interprofessional healthcare team.
- Distinguish among common traditional nursing careers.
- Explain the responsibilities of new specialized nursing roles.
- Explain the responsibilities and roles of other care providers on an interprofessional team.
- Analyze the impact of various specialized nursing occupations on interprofessional practice.

## Nursing Roles

Read the following chapters in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.



- [chapter 17 “IOM Core Competency: Utilize Informatics”](#) pgs. 369-396
- [Chapter 6: Interprofessional Collaboration for Improving Patient and Population Health](#) pgs. 123-152

**Learn and Reflect:**

**In this optional exercise, you have the opportunity to consider your personal response to the material you’re learning.**

Describe emotional intelligence.

- Why is this important to nursing practice?
- Why does an advanced practice nurse need to understand this concept?

**Successful Role Transition**

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Strategies for Successful Role Transition in the Marketplace”

**Advanced Practice**

Advance Practice Nursing moves beyond the basics to open many more opportunities in your career.

This topic addresses the following competency:

- **Competency 740.2.8: Interprofessional Practice**  
The graduate analyzes the impact of new and diverse advanced nursing and care provider roles on interprofessional practice.

This topic highlights the following objectives:

- Recognize common advanced-practice nurse specialties.
- Recognize the characteristics of licensure and practice unique to advanced-practice nurses.
- Compare education and certification requirements for common advanced-practice nursing specialties.
- Analyze the impact of advanced-practice nurses on interprofessional practice and patient care outcomes.

**Advanced Practice**

Review your reading of the following chapter in *Advanced Practice Nursing: Essential Knowledge for the Profession*. 3<sup>rd</sup> edition.

- [Chapter 6: Interprofessional Collaboration for Improving Patient and Population Health](#) pgs. 123-152





Complete the questions on page [146](#).



## Interprofessional Collaboration

Complete the following module in the [JBL RN-MSN Dimensions of Professional Practice and Role Development](#), including activities and review questions:

- “Interprofessional Collaboration for Improving Patient and Population Health”

## Healthcare Work Environment

The healthcare work environment is one that can be difficult to navigate. The advanced practice nurse understands these challenges and functions as a leader in civility, teamwork, and professional behavior. The nurse is able to understand the mission and vision of the organization in order to integrate it into their practice.

### Work Environment

The nurse must understand how each healthcare environment is unique. Each organization has a defined mission and vision to guide their environment. The nurse must learn this mission and vision and align their practice accordingly.

This topic addresses the following competency:

- **Competency 740.2.9: Healthcare Work Environment**  
The graduate evaluates how the vision, values, mission, and philosophy of an organization align with an individual's professional values and beliefs.

This topic highlights the following objectives:

- Identify the characteristics of a positive work environment.
- Recognize the importance of interprofessional collegiality.
- Differentiate among the purposes of organizational mission statements, vision statements, philosophies, and values.
- Determine possible influences of the healthcare setting on advanced professional role development.
- Evaluate how organizational structure promotes nursing leadership, decision making, and professional development.
- Evaluate the alignment of organizational values and professional values.

### Creating a Healthy Work Environment

Complete the following CE Direct courses:

- [The Power of Change: Nurses Make the Difference \(CE365-60\)](#)
- [Preventing Violence in the Healthcare Setting \(CE130-60\)](#)
- [Do You Reflect a Positive Image of Nursing? \(CE492\)](#)

### Learn and Reflect:

**In this optional exercise, you have the opportunity to consider your personal response to the material you're learning.**



Your turn:

- Evaluate a vision and mission for a healthcare organization.
- Once you have completed that, develop a plan to promote that vision/mission with your colleagues.
- Describe strategies to get buy in from your colleagues.

## **Final Steps**

Congratulations on completing the activities in this course! This course has prepared you to complete the assessment associated with this course. If you have not already been directed to complete the assessment, schedule and complete your assessment now.