

# New Graduate Nurse Transition: Building Bench Strength at a Vulnerable Time



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# Objectives

- Discuss facets of a robust new graduate residency program in a large medical center.
- Describe the nurse athlete program with expected outcomes for new graduate adjustment to their first position as a registered nurse.

# New Graduate Nurse Transition

- Transition to the new work environment is stressful for the new graduate nurse
- Reality Shock (Kramer, 1974)
  - Transition period (4 phases)
    - honeymoon, shock, recovery, resolution
  - Role Stress
    - Lack of confidence, limited clinical practice, role ambiguity, role overload, differences in expectations and values learned as students and the realities encountered as graduate nurses

# New Graduate Nurse Transition



# Nurse Residency Program

- 2002 - First Nurse Residency Program
- Professional development program
  - 1 year program
  - Emphasizes the development of clinical and professional leadership skills
  - Curriculum is evidence based
  - Monthly Seminars
- OSUWMC
  - Initiated 2005

# “HANA” at OSU

**Health**  
Athlete<sup>SM</sup>

*Discover the power of full engagement*

**Nurse**  
Athlete<sup>SM</sup>

*Discover the power of full engagement*

# Nurse Athlete: Energy Management

- Ultimate and Training Missions
- Facing the truth
- Old Story
- New Story
- Supporting Rituals
- Accountability Tools



# Nurse Athlete: Nutrition



- Strategic Eating
- ELEO
- Want vs Need Foods
- Strategic Snacking
- Portion Distortion



# Nurse Athlete: Movement

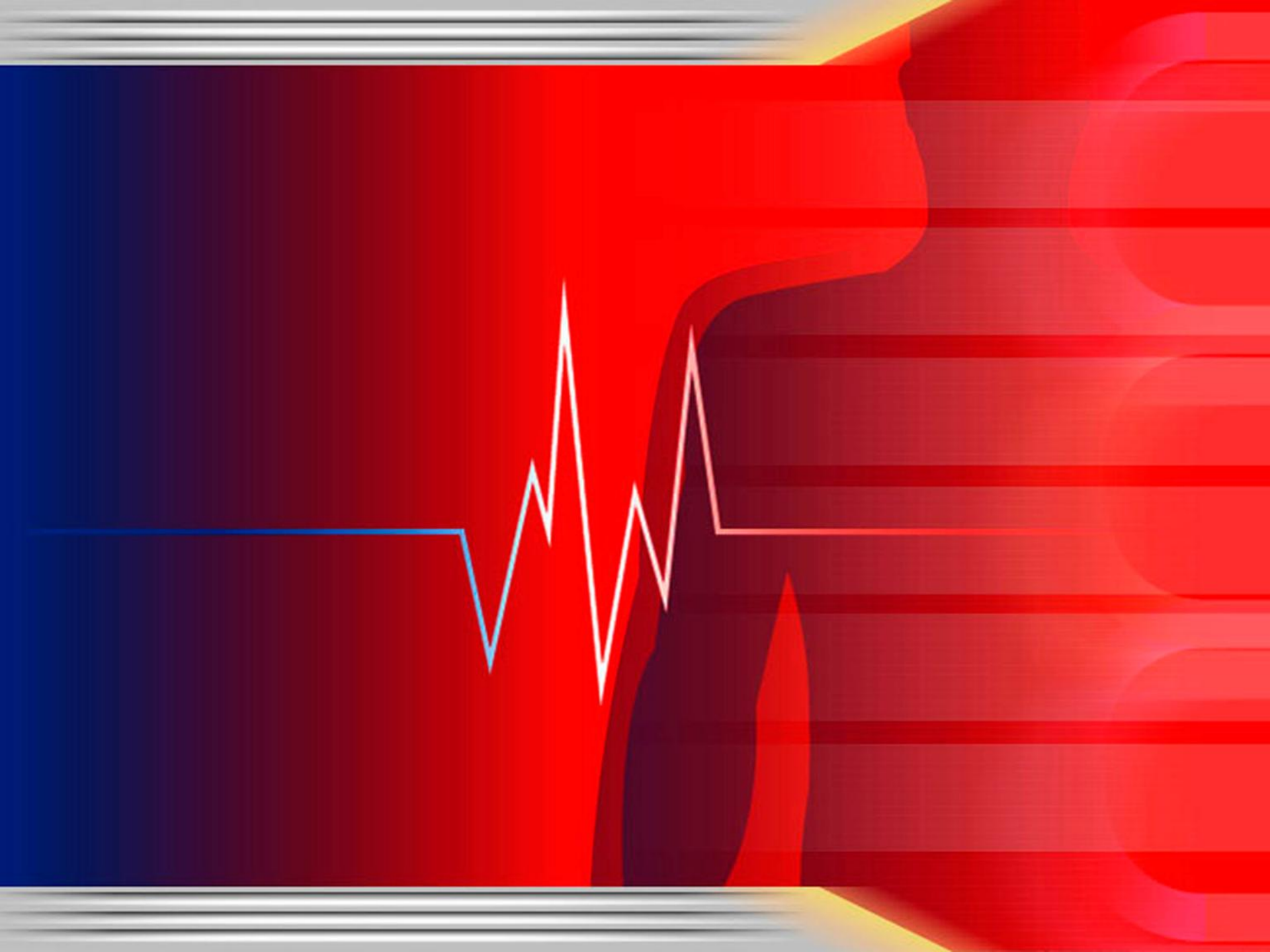


- Strategic Movement
- Strategic Recovery
- Fatigue Countermeasures

# Research Study: 2 years

- 61 Participants
- NA Intervention
- Biomarkers
- Psychosocial Instruments





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