



# *Create a Nursing Career Roadmap and Travel from Survive to Thrive*

Stephanie Abbu, DNP, RN, CNML, REC-C

Tennessee Center for Nursing Advancement

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I have no actual or potential conflict of interest in relation to this program/presentation.



# Objectives

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After attending this presentation/discussion,  
participants will be able to:

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describe current state of nursing and future  
trends

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learn strategies to set career goals

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build effective mentoring relationships

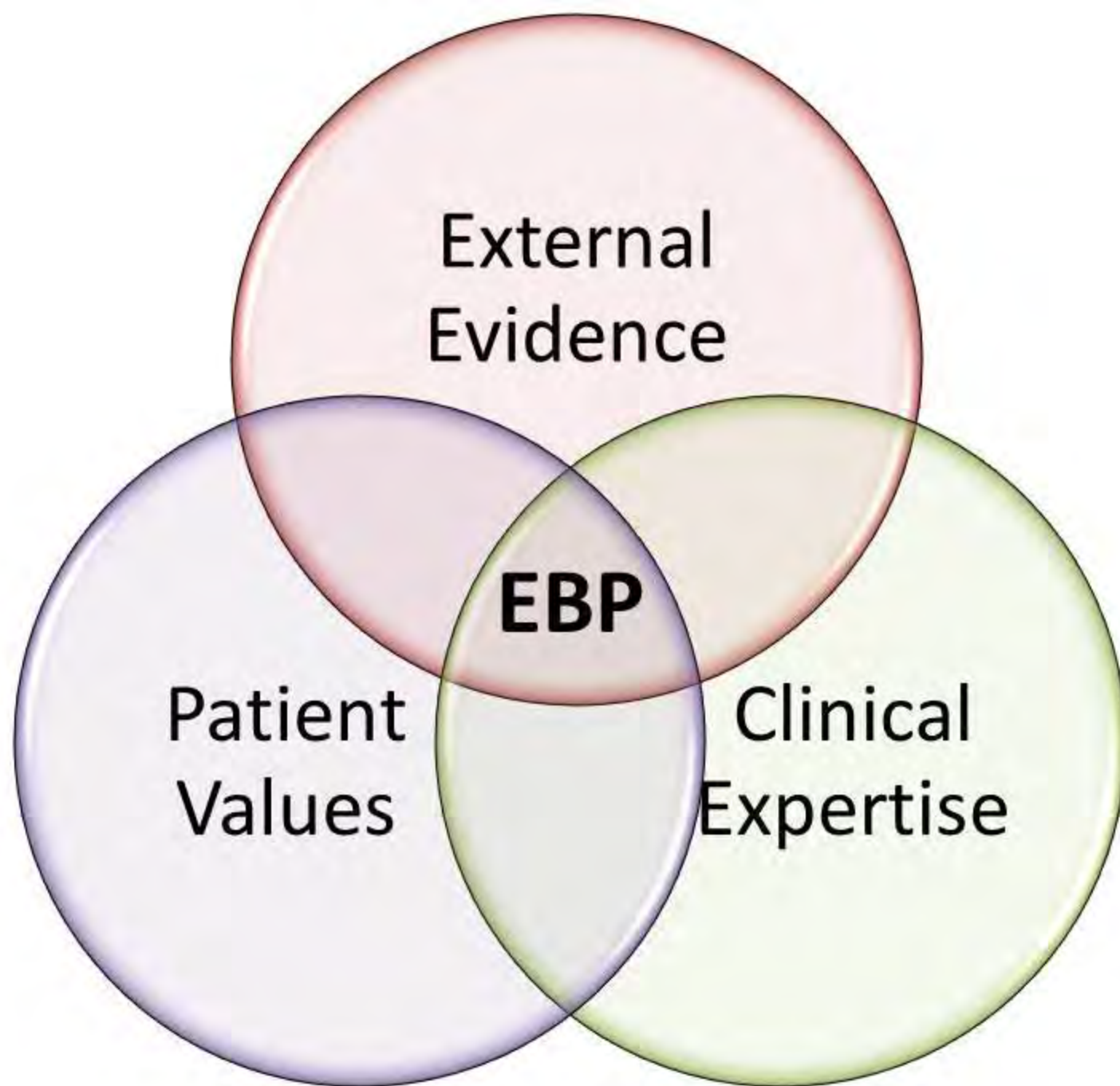
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identify the causes, symptoms, management,  
and prevention of job-related stress

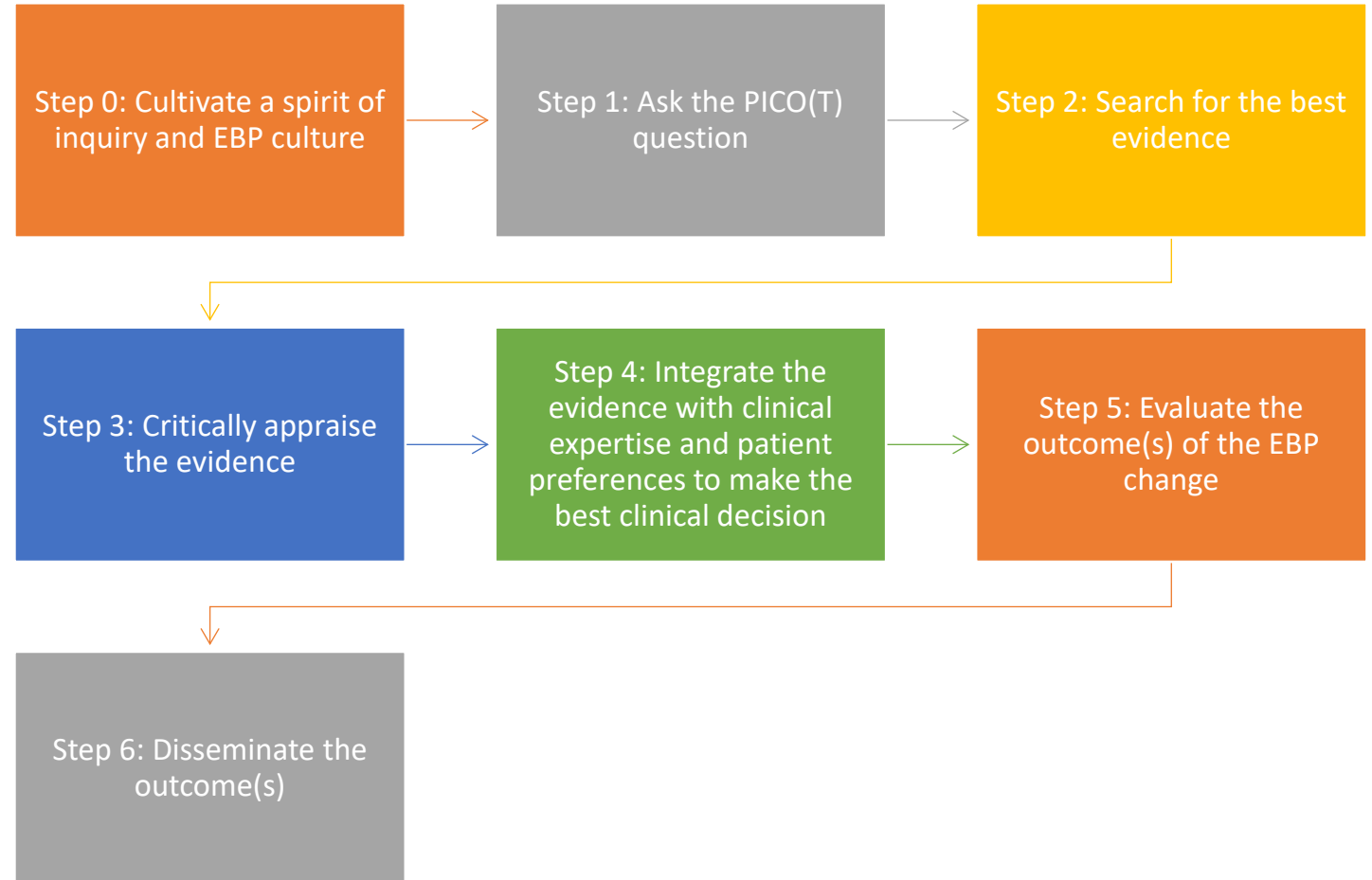
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# State of Nursing Today



# The Seven Steps of EBP








← Right Decision  
Wrong Decision →





**CAN YOU  
BREAK  
THROUGH?**

A yellow rectangular sign with a black border and rounded corners is mounted on a metal post. The sign features the words "Success" and "Ahead" in a bold, black, sans-serif font, stacked vertically. The sign is positioned on the right side of a two-lane asphalt road that curves towards the horizon. The road has a dashed yellow center line and a solid white edge line. To the left of the road is a sandy beach and the blue ocean. To the right is a vast, flat, light-colored landscape. The sky is filled with soft, white and grey clouds, suggesting a bright but slightly overcast day.

**Success**  
**Ahead**

**GAME PLAN**




# Continuing Education Professional Development





*Credentials Matter*

**Primary Nursing: Leaders Can Primary Too**  
 Marlee Crenshaw, DNR, RN, CNML, Stephanie Abbe, DNR, RN, CNML  
 Sherree Carell Jr. Children's Hospital at Vanderbilt - Nashville, TN

DESCRIPTION	SETTING	METHOD	CONCLUSION
<p>Every year nearly 14 million children born in the United States require a full or partial care setting for a variety of health conditions. The most common reason is chronically ill children or acute pediatric. With advances in care, these children have better health outcomes and live longer lives.</p> <p>Providing family centered care and excellent patient care experiences is a priority for every child care, and the challenge remains to identify and address the needs of these children.</p> <p>Implementing nurse leader roles in the pediatric inpatient practice will provide visible, measurable improvements, including increasing satisfaction for the opportunity to gain additional information, providing for delivery of high quality patient care, gathering staff feedback opportunities, increasing engagement opportunities.</p> <p>Results resulting a more leader working during their day, resulting higher level of staff satisfaction and additional to operational support in pediatric care that result in better patient care.</p>	 <p><b>SETTING</b></p> <ul style="list-style-type: none"> <li>Vanderbilt Children's Hospital</li> <li>Children's Hospital</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> </ul> <p><b>Setting: Nurse Leader</b></p> <ul style="list-style-type: none"> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> <li>ICU Pediatric</li> </ul>	<p><b>RESULTS</b></p> <p>Report Satisfaction scores reflect improvements in patient experience. Top line results:</p> <ul style="list-style-type: none"> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> <li>Increased patient satisfaction: 10.1% to 10.2%</li> </ul>	<p><b>KEY POINTS</b></p> <ul style="list-style-type: none"> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> <li>Role to ensure nurse leader involvement in patient care and operational support</li> </ul>



# Professional Activities





Resume







# Professional Portfolio

# STAR Interview Technique

S = Situation

Describe the situation you were in

T = Task

Describe the task you had to do

A = Action

Describe the action you took

R = Result

Describe the outcome of your  
actions





Expert to Novice



# Future of Nursing

# What Is A Mentor?

Counselor  
Problem~Solver  
Teacher  
Role~Model  
Envisioner  
Feedback~Giver  
Idea~Bouncer  
Energizer  
Supporter  
Challenger

“A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you.” – Bob Proctor





**"I'm looking for a mentor who can show me how to get rich without boring me with a lot of advice."**

"We rise  
by lifting  
others."

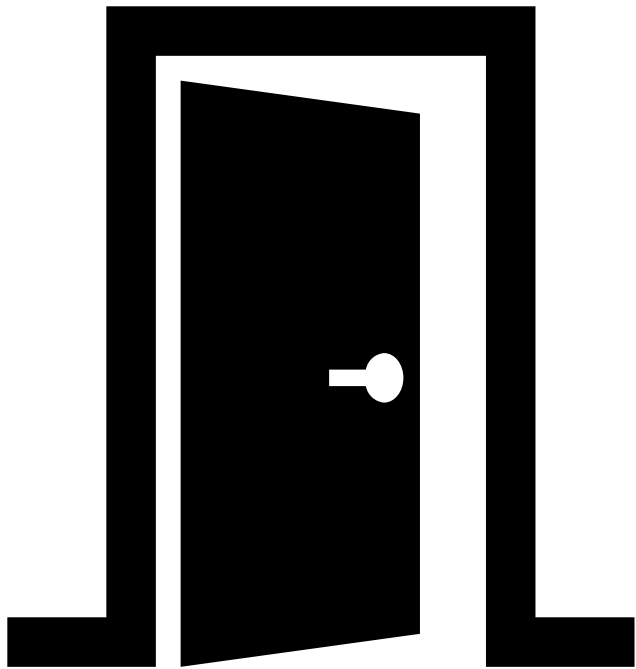
-Robert Ingersoll





# Sense of Belonging

A high-angle photograph of a diverse group of people standing in a circle on a white floor. Their arms are extended towards the center, and their hands are stacked on top of each other, forming a central point of unity. The people are wearing light-colored clothing, and the background is a plain white surface. The overall mood is one of collaboration and shared purpose.



Do not stop at the wall  
looming before you.

Make a door.

Make a door wide  
enough not only for you  
but for others.



# Shadow Days

## Shadow Charge & Resource Nurses

- Assists with 'Big Picture'
- Encourages future pursuit of Leadership roles



# Morning Routine



**Stressed  
spelled  
backwards is  
desserts.**

- LORETTA LAROCHE



# PTSD: Common Symptoms & Prevention Strategies

Before the coronavirus pandemic, **15% of U.S. nurses in general units showed symptoms of PTSD.**

**Post-pandemic**, experts expect those numbers to double —meaning **1 in 3 nurses could suffer from PTSD.**

You are not alone. For self-care and stress management resources, visit the Well-Being Initiative at:

**[NursingWorld.org/](https://www.nursingworld.org/TheWellBeingInitiative)  
[TheWellBeingInitiative.](https://www.nursingworld.org/TheWellBeingInitiative)**

## Symptoms of PTSD (persistent):

Detachment

Hypervigilance

Re-experiencing/  
reliving events

Negative thoughts



## Strategies for lowering PTSD risk:



**Socializing**



**Meditation**



**Healthy lifestyle  
habits**



**Writing**



**Seeking help for  
feelings of distress**



# Healthy Work Environment



We spend an estimated 100,000 hours at work in our lifetime!





# Organizational Structures

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- Genuine interest, resources and infrastructure to support staff wellbeing
- Access to support without being judged
- Safe discussions of experiences and events
- Opportunities for co-worker collaboration
- Greater autonomy over time and content of work
- Meaningful recognition
- Enhanced peer and social support

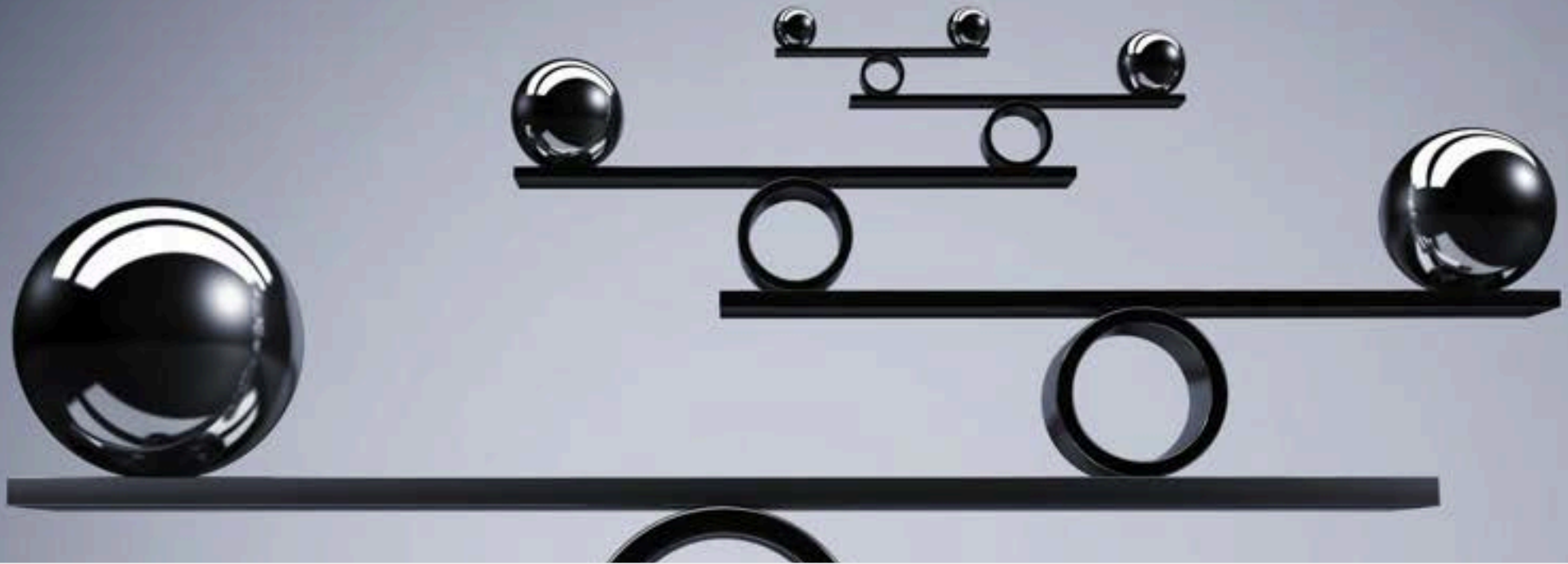
# After Work Checklist

At the end of your workday, take these steps to decompress.

For more well-being resources, visit:  
[NursingWorld.org/](https://www.nursingworld.org/)  
[TheWellBeingInitiative](https://www.thewellbeinginitiative.org/)

- ✓ **Review**  
Acknowledge a challenge you faced, take a deep breath, and let it go.
- ✓ **Reflect**  
However small, consider and appreciate three positives in your day.
- ✓ **Regroup**  
Offer support to your colleagues—and ask for help when you need it.
- ✓ **Reenergize**  
Turn your attention to home. Focus on relaxing and resting.





Consider integration  
*NOT* balance

“...what is it you plan to do with your one wild and precious life?” -Mary Oliver

# Wheel of Life Template



# Your Passion, Your Purpose

Get back to the basics –  
*to the heart of what  
nursing is about*  
– touching lives of  
patients and families  
every day.



# KEEP CALM

AND

# NIGHTINGALE ON



**Call to Action**

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Stephanie Abbu, DNP, RN, CNML, REC-C  
615-936-3723  
[stephanie.n.abbu@vumc.org](mailto:stephanie.n.abbu@vumc.org)