

Models of professional Socialization

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- 1. **Cohen's stages** of professional socialization
- **Stage I Unilateral dependence:** Reliant on external authority, limited questioning or critical analysis.
- Students are unlikely to question or analyze critically the concepts teachers present because they lack the necessary background to do so.

- **Stage II Negatively/independence:** cognitive rebellion, diminished reliance on external authority.
- Student's critical thinking abilities and knowledge bases expand Stage
- **III Dependence/mutuality:** Reasoned appraisal, beings integration of facts and opinions following objective testing.
- Students evaluate the ideas of others.

- They develop an increasingly realistic appraisal process and learn to test concepts facts, ideas and models objectively.
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- **Stage IV Interdependence** collaborative decision making: commitment to professional role; self concept now includes professional role Identify.
- Student's needs for both independence and mutually (sharing jointly with others) come together

International and national nursing association

- Associations are organizations of persons with common interests.
- As the number of nurses increased the activities and problem in connection with work also increased.
- A professional association is an association of practitioners who judge one another as professionally competent and who banded together to perform social function's which they can not perform in their separate capacities as individual.

Nursing Association

- The nursing association must perform the following five functions for the preservation and development of its profession .
- 1. Defining and regulating the profession through setting and enforcing standard of education and of education and practice for generalist and specialist.
- 2. Developing the knowledge base for practice in its broadest and narrowest components.

- 3. Transmitting values norms, knowledge, and skill to nursing students, new graduates and members of the profession for application in practice.
- 4. Communicating and advocating the value and contribution of field to several publics and constituencies.
- 5. Attending to social and general welfare of their member.
Professional associations give their member social and moral support to perform their roles as professionals and cope with professional problems.

INTERNATIONAL COUNCIL OF NURSES (ICN)

- - The international council of Nurses (ICN) was established in 1899.
- - Nurses from Great Britain, the United States, and Canada was among the founding members.
- - The Council is a federation of national Nurses' association, Such as the
- - American Nursing Association (ANA) and Canadian Association for Nurses (CAN).

- In 1993, 111 national Nurses Associations representing 1.4 Million Nurses worldwide were affiliated with the ICN.
- The ICN provides an organization through which member of national Nursing Association can work together to promote the health of people and the care of the sick.

The Objectives of ICN are:

- 1. To improve the standards and states of Nursing.
- 2. To promote the development of strong National Nurses' Association.
- 3. To serve as the authoritative voice for Nurses and the nursing profession worldwide.

PHILOSOPHY OF NURSING THEORY

- Beliefs, values and philosophy of Nursing
- Beliefs
- A belief represents the intellectual acceptance of something as true or correct.
- Beliefs can also be described as convictions or creeds. Beliefs are opinions that may be, in reality, true or false.

- They are based on attitudes that have been acquired and verified by experience.
- Beliefs are generally transmitted from generation to generation.
- Beliefs are exhibited through attitudes and behaviors.
- Simply observing how nurses relate to patients, their families, and nursing peers reveals something about those nurses' beliefs.

There are three main categories of beliefs:

- 1. **Descriptive** or **existential** beliefs: are those that are shown to be true or false. An example of a descriptive belief is: "**The sun will come up each morning.**"
- 2. **Evaluative beliefs**: are those in which there is a judgment about good or bad. The belief "Dancing is immoral" is an example of an evaluative belief.
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- 3. **Prescriptive (encouraged)** and proscriptive (prohibited) beliefs: are those in which certain actions are judged to be desirable or undesirable.

Values

- **Values are the social principles, ideals, or standards** held by an individual, class, or group that give meaning and direction to life.
- A value is an **abstract representation of what is right**, worthwhile, or desirable.
- Values reflect what people consider **desirable** and **consist** of the **subjective assignment of worth to behavior**.

Types of Values

- 1. **Personal Values**: Most people drive some values from the society in which they live. Eg: **self worth, sense of humor, , honesty, fairness and love.**
- 2. **Professional values**: are reflections of personal values. They are acquired during socialization into nursing.

Some of the important values of nursing are:

- - **Strong commitment to service**
- - **Belief in the dignity and worth of each person**
- - **Commitment to education**
- - **Autonomy**

Importance of value clarification for nurses in professional practice

- **Value clarification in nursing:**

- Provides a basis for understanding how and why we react and respond in decision-making situations.

- Enables us to **acknowledge similarities** and **differences** in **values** when interacting with others which ultimately promotes more effective communication and care.
- Enables nurses to be more effective in facilitating the nursing process with others

Case Presentation

- Bekele has been the nurse manager of a unit for the past five years and is highly regarded by the hospital's administration. For the past several months, however, he has been feeling less satisfied with his work because of staffing cuts and other institutional decisions. Providing quality nursing care has always been the most rewarding part of his job. However, recently he feels he is forced to attend more to the needs of the organization. He considers leaving, but he has good benefits in the organization and two children to support.
 1. Identify values evident in this situation. Which of these reflect your personal values?
 2. What conflicts might arise from these values?
 3. If you were in Bekele's position, what beliefs, ideals, or goals would guide you in making a decision to stay or leave? Identify potential consequences of each choice.

2.1.3. PHILOSOPHY

- Philosophy is defined as **the study of the truths and principles of being, knowledge, or conduct**.
- A more literal translation, based on the **Greek** root words, means the "**love of wisdom**". It is a set of **beliefs and attitudes** that direct the behavior of individuals to the achievement of a goal.
Everyone has a **personal philosophy of life**, which is unique from all others. People develop personal philosophies as they mature.

- **These philosophies serve** as blueprints or guides and incorporate each individual's value and belief systems.

Philosophies of Nursing

- Philosophies of nursing are **statements of beliefs about nursing and expressions** of **values** in nursing that are used as bases for thinking and acting.
- Most philosophies of nursing are built on a **foundation** of **beliefs about people, environment, health, and nursing**. Every nurse has a philosophy of a **set of beliefs** upon which to base nursing action. Nurses' **personal** philosophies **interact directly** with their philosophies of **nursing** and influence professional behaviors.

- An important point about philosophies of nursing is that they are **dynamic** and change over time.
Developing a philosophy of nursing is not **merely an academic** exercise required by **accrediting** bodies.
Having a written philosophy can help guide nurses in the daily discussions they must make in nursing practice.

2.2. Overview of Nursing Theory

- Nursing theory attempts to **describe** or **explain** the **phenomenon** of nursing.
- Nursing theory differentiates nursing from other disciplines and activities.
Theories are general concepts used to **explain, predict, control, and understand** commonly occurring events.
Theories provide a **method** of **classifying** and **organizing** data in a **logical, meaningful** manner.
- A theory is a set of systematically **interrelated concepts** or **hypothesis** that seeks to explain and predict phenomena.

There have been three reasons for the interest in theory:

1. Theory **development contributes to knowledge building** and is seen as a means of establishing nursing as a profession
2. The **growth** and **enrichment** of theory in and of itself is an **important goal** of nursing, as a **scholarly** discipline, to pursue
3. Theory helps **practicing nurses categorize and understand** what is going on in nursing practice; it helps them to predict client's response to nursing services and is helpful in clinical decision making.

Relationship of theory to practice and research

- Professional nursing practice is **grounded** in a theoretical foundation.
- Theoretical **concepts** are developed as **nursing practice** evolves and is examined with respect to existing knowledge.
- When these **concepts** are scientifically validated in a multitude of practice situations, they provide guidelines for practice by way of conceptual models.

- Conceptual models attempt to explain the nursing paradigm, or overall scheme, which relates the nursing client to the context of environment of care, to the health or illness situation, and to the practice of nursing. Following are some of the commonly used theories in nursing.

2.3. Types of nursing theories

General systems theory

- A system is a set of interacting elements, all serving the common purpose of contributing to the overall goal of the system.
- The whole system is always greater than the sum of its parts.
- Systems are hierarchical in nature and are composed of interrelated subsystems that work together in such a way that a change in one element could affect other subsystems as well as the whole.
- Boundaries separate systems both from each other and from their environment.

- A system communicates with and reacts to its environment through process that enters the system (input) or is transferred to the environment (output).
- An open system allows energy, matter and information to move freely between systems and boundaries.
- Open systems maintain balance through feedback.

- understanding systems theory helps nurses assess interaction among the input, throughput and output process. The system theory helps nurses to view the individual client, the family as well as the community holistically

Neumann's Health care systems

- Neuman Health care systems theory is derived from the systems theory. It is an open systems model of two key components: stress and reaction to it. Both noxious and beneficial stressors operate on the system, which attempts to maintain balance or homeostasis. Nursing is an interdependent part of the health care system and its surrounding social system. Nursing's reciprocal relationship with system subparts contributes to optimal functioning and the evolutionary survival of the whole system. The nurse assesses the two of entropy and negentropy to guide her/his interventions, which aim to counteract entropy with a form of evolutionary adaptation, restoring and maintaining equilibrium between forces or stressors. The nurse assesses the factors, which influence a person's perceptual field; the meaning a stressor has to the

Roy adaptation Theory

- According to this theory nursing is the practice of facilitating the adaptation of an individual's four subsystems (physiologic, self concept, role function, interdependence).
- The nurse attempts to modify or maintain stimuli affecting adaptation within the nursing process.
- Nursing assessment focuses on two units of analysis: the person's system and environmental interaction, while intervention is concerned with manipulation of parts of the system or environment.

Orem's self care nursing Theory

- The model revolves around the concept of self-care.
Orem describes nursing as a creative effort of one human being to help another human being.
- Nursing is a helping system which can be wholly compensatory; that is, the client is unable to achieve self-care, therefore has health deviation self-care requisites; partly compensatory where both nurse and client work to achieve self-care; or supportive, educative, where the client is able to perform, or can and should perform selfcare but does not do so without assistance.

Rogers Model of the science of Unitary Man

- Martha Rogers developed a model based on systems theory. She developed her model around four components, which she called
 1. Universe of open systems
 2. Energy fields
 3. Pattern and organization and
 4. Four dimensionality. Using this model one can focus on client environment interaction and see the client as functioning interdependently with others and the environment.
- The nurse's goal is to promote holistic health and environment interaction in order to maximize client health potential

Johnson Behavioral Systems Model

- Johnson believes that nursing care is directed toward caring for the whole patient to facilitate effective and efficient behaviors necessary to prevent illness.
- Johnson views nursing as being separate from medicine.
- She sees nursing's role as being complementary to the medical role.

- This model emphasizes that both the internal and external environments of the system need to be orderly and predictable to maintain homeostasis.
- If the subsystems are out of balance, tension and disequilibrium result.
- Nursing, as part of the external environment can help the patient return to a state of balance.

