

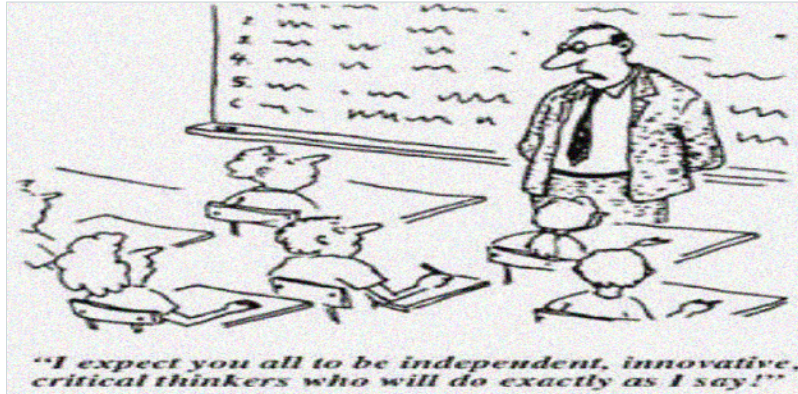
PRESENTER INTRODUCTIONS

**KIMBERLEY X. HICKOK,
M.S., FNP-BC**

**CAROL J. LOWRANCE,
M.S.N., PMHNP-BC**

“Power is an attribute that nurses must cultivate in order to practice more autonomously because it is through power that members of an occupation are able to raise their status, define their area of expertise, and achieve and maintain autonomy and influence.” (Manojlovich, 2007)

IS THIS EMPOWERING...?!



OBJECTIVES

1. Describe empowerment in terms of external and internal aspects.
2. Describe components of self-efficacy.
3. Identify how nurses have utilized advocacy in empowering their patients.
4. Discuss how self-advocacy is critical to the individual nurse and the profession of nursing.
5. List 4-5 ways nurses can advocate for themselves and the profession.
6. Identify areas for future research regarding empowerment.

WHAT IS EMPOWERMENT?

- ❖ The concept of empowerment comes from the idea of power.
- ❖ Empowerment simply defined is an 'action of empowering, or better stated a shift in power.
- ❖ Empowerment can occur on an individual or a collective basis.

EMPOWERMENT IS - A PROCESS & AN OUTCOME

An interpersonal process...involving the access to, or acquisition of resources, tools and the environment or situation necessary to develop, build or improve the ability to effectively achieve set goals.

THE OPPOSITE OF EMPOWERMENT–*DIS-EMPOWERMENT*

- Deprivation of opportunities for growth & development .
- Exclusion (individually or collectively) from information and decision making.
- A deficit of resources or situation needed to achieve goals /perform effectively.
- And still held accountable for the outcome.

EMPOWERMENT SELF TEST

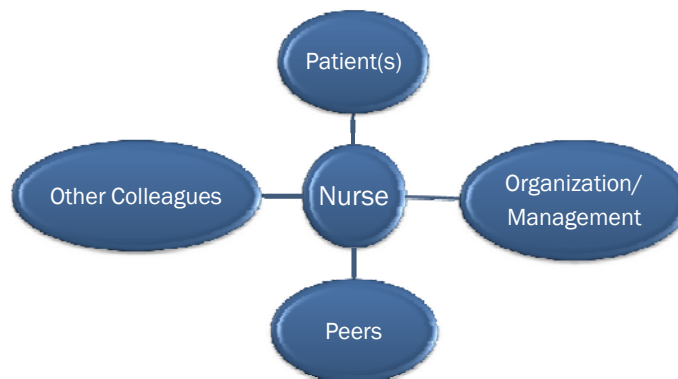
	Choose a response: SA = Strongly Agree, A =Agree, N = Neutral, D = Disagree, SD = Strongly Disagree	
1.	I am totally responsible for my success at work.	
2.	I am exceptionally productive, irrespective of the work environment.	
3.	I am accountable for the results I produce, even if a situation is unfair.	
4.	I take training to upgrade my skills and competencies on a regular basis, without the necessity of being told.	
5.	I am exceptionally skilled for the work (or job) I do as demonstrated by my performance.	

EMPOWERMENT SELF TEST (CONTINUED)

	Choose a response: SA = Strongly Agree, A = Agree, N = Neutral, D = Disagree, SD = Strongly Disagree	
6.	I trust co-workers (or associates) without interference, when I delegate a task vital to my own success.	
7.	I have demonstrated exceptional interpersonal skills where mentorship or coaching is concerned.	
8.	I hold co-workers (or associates) to their commitments, even when it provokes confrontation.	
9.	I hold others proactively accountable for their commitments regardless of how it may affect our personal relationship.	
10.	I am willing to work through in-depth personal issues in order to achieve team success.	

Source:
[Innovations/http://www.inovint.com/services/empowerment.php](http://www.inovint.com/services/empowerment.php)

WHY IS EMPOWERMENT AN ISSUE?



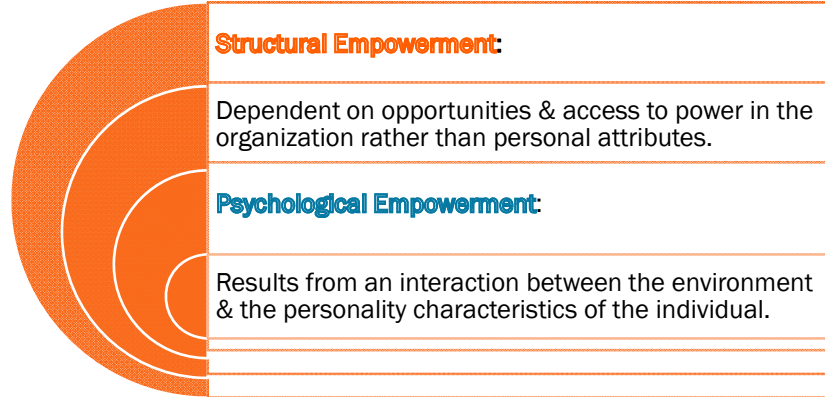
A LITTLE HISTORY ABOUT EMPOWERMENT

- ❖ Paulo Freire of Brazil (1970's) sought to liberate the oppressed through education.
- ❖ Embraced by community psychology, management, political theory, social work, education, woman studies, and sociology.
- ❖ Nursing literature (1980's) – focused on leadership & work environment issues (i.e. staff burn out).

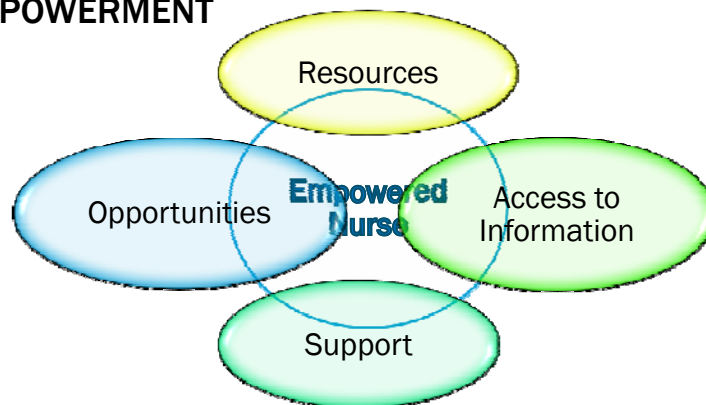
THEORETICAL PERSPECTIVES

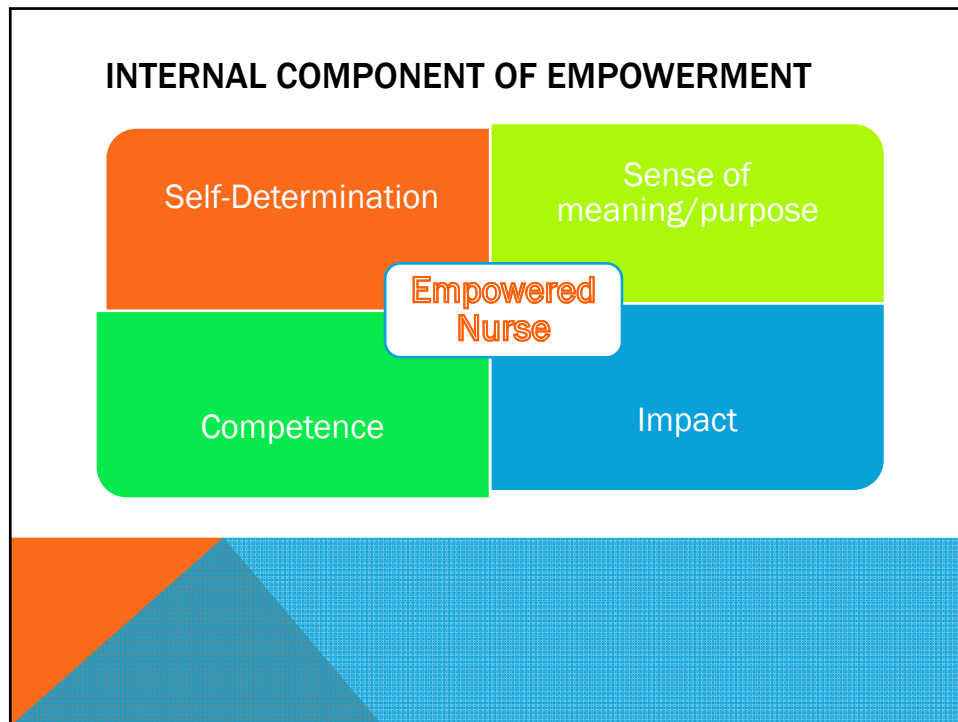
- ❖ Critical Social Theory: *Different social situations and relationships impact the concept of empowerment.*
- ❖ Organizational & Management Theory: *Empowerment affected by formal and informal sources of power in organizations.*
- ❖ Social Psychological Theory: *Empowerment results from personal growth and development.*

THEORETICAL PERSPECTIVES



EXTERNAL/STRUCTURAL COMPONENTS OF EMPOWERMENT



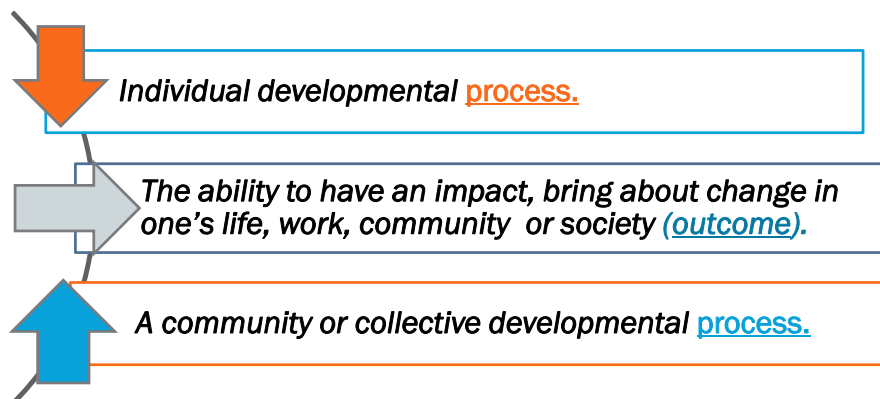


NURSES NEED POWER & CONTROL OVER

- ❖ *The **content** of our practice = professional autonomy*
- ❖ *The **context** of our practice = participatory decision making*
- ❖ *The **competence** of our practice = knowledge development & control*

Our professional destiny is at stake!

PATHWAY TOWARD EMPOWERMENT



Source:(M.H.Hur, Journal of Community Psychology, 2006)

FIRST PUZZLE PIECE - SELF-EFFICACY

- ❖ Personal belief about one's capabilities.
- ❖ *Those with a high sense of self-efficacy will approach difficult tasks as challenges to be mastered rather than threats to be avoided.*
- ❖ Being competent, effective and influential.

ADVOCACY—THE SECOND (A BIG) PIECE



STANDING UP FOR OUR PATIENTS

- Answering patients (& family) questions
- Explaining care procedures
- Maintaining open lines of communication
- Ascertaining & obtaining needed services & supplies
- Verifying consents are explained/obtained
- Representing the patient's interests/needs
- Communicating with respect & professionalism

SELF-ADVOCATING STRATEGIES

- ❖ Conduct a regular self-appraisal
- ❖ Develop an optimistic perspective
- ❖ Identify opportunities
- ❖ Be-come an encourager
- ❖ Develop a voice & speak up
- ❖ Ask questions
- ❖ Know your resources
- ❖ Be willing to take a position
- ❖ Anticipate resistance

STRATEGIES FOR ADVOCATING FOR THE PROFESSION

- ❖ **Continue to develop yourself as a professional**
 - ☐ Education/training/certifications
 - ☐ Enhance skills & knowledge
 - ☐ Encourage & engage your peers
 - ☐ Get involved
- ❖ **Be an exemplary role model**
- ❖ **Join/be a member of professional organizations that support your practice!**
- ❖ **Stay aware and informed of legislative issues that may impact your practice**
 - ☐ Know your state nurse practice act, rules & regulations
 - ☐ Be pro-active & communicate re:
 - Pending legislation
 - Health related issues

FUTURE AREAS FOR RESEARCH

- Identify work environment variables that impede or foster empowerment.
- Explore the impact of relationships on nurse's sense of empowerment.
- Develop alternative models that can compete with traditional power hierarchies.
- Best practices for teaching /role modeling empowerment to nursing students.
- Strategies for empowering nurses in resolving conflicts & stressful situations.
- How to engage nurses in political action on behalf of the profession.

BE EMPOWERED!

1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through improved education system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health professionals, in redesigning healthcare in the US.
4. Effective workplace planning and policy making require better data collection and an improved information infrastructure.

QUESTIONS/COMMENTS?

