In Grave Danger of Growing: Professional Development of NP Graduate Students

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Applying the Wisdom of Charles Seashore PhD


All italics are a verbatim quote from Dr. Seashore

Acknowledgement

Many of the ideas & words in this talk are directly from a man I have never been able to locate…until now

He has inspired and reassured me and hundreds of my graduate students
Observations on the Process of Professional Development

(Seashore)

1) "The difficulties of students are remarkably similar despite dramatic differences in faculty, program design, or resources to conduct the program.

Professional development

2) A humanistic process of professional development is a contradiction in terms

3) Professional development is a big pain in the ass [sic], especially, if you are only a relative of the person participating in the program."

NP Students unknowingly commit themselves and their families

- Dramatic and difficult life experiences to come
- Intense exploration of themselves and closest relationships
- Enormous investment of time and energy
Graduate study can be hazardous to your current identity, worldview and relationships.

Expectations and Beliefs

- Common assumption that graduate studies and undergraduate studies similar
- Graduate expectations
  - 1 credit=3 hrs of outside study EVERY WEEK
  - 10 quarter credits=30 hrs week of school related work

Significant discrepancy between what is expected and what is found

- Finding a few things you did expect
- Finding a lot of things you didn’t expect but really like
- Finding some things you didn’t expect and are sure you don’t need
- Not finding quite a few things you did expect and can’t believe are not there.
Most students will experience levels of stress and anxiety that effectively block any significant learning during phases of the program regarded as critical by faculty.

Implications for the design of Professional Development Programs

• Informed Consent
• Faculty Awareness
• Available Support System
• Appreciation and Tolerance for Craziness
• Supports for Growth Among Student’s Family and Friends
• Realistic but High Expectations for Professional Competence

Informed consent
Approaches to informed consent

- Critical times
  - After admission
  - 2-4 weeks prior to 1st class
  - 2 months after school starts
- Create structures for connection and set expectations
- Anticipatory guidance...who will they listen to?
  - Peer coach, senior buddy, 'safe' faculty
  - Family night orientation
- Social media for families

Educating NP to See the World of Practice Differently

Professional development of NPs is....
An identity formation process occurring simultaneously with development of performance skills and role competence
Professional Development in Advanced Practice Nursing

- Delicate balance between support and challenge for progress in the identity formation process
- Implications for significant others

Curriculum that transforms

- Sequencing to be compatible with phases of morale life cycle
- Milestones built into courses
- Types of courses, type of assignments
- Assignments that involve their significant others outside school
  - Using evidence
  - Issue that matters to your family, close friend
THE GOLDEN CIRCLE:
Start with the WHY

- Sequencing to be compatible with phases of morale/life cycle
- Types of courses, type of assignments
- Time and expectations
- Many students report they are investing several times as much as they expected to

Faculty Transparency

Learning Framework
Novice to expert

Build measures on deep understanding of the experience of being a novice
Students and Families Must Know
What do novices look like?

- Thoughts
- Feelings
- Behaviors

What students need

- A little thought
- A lot of opportunity to communicate
- Concentration of time and energy on
  - conflicts and resistances
- Will I take the risk of putting myself in grave danger of growing….?
  - And allow others around me to have that same opportunity

in-spire
What Does Inspiration Mean?

- We all want to be inspired but what is inspiration exactly?
- Inspiration means literally, "to breathe in and be filled with spirit of the gods"
- Modern meaning: a motivating action

Inspiration

- To inspire is to:
  - To stimulate to action; motivate
  - To affect or touch
  - To draw forth; elicit or arouse:
    - To be the cause or source of; bring about
- We are inspired by the why

trust yourself.
you know more than you think you do.

(ice speak)