

Workplace pressures of front line nursing seemingly perpetuate a depleted sense of self belief in today's National Health Service where do we go from here?



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Abstract

It is conceivable that self-compassion may be eroded without an opportunity to reinforce self-belief. Collective psychological and structural empowerment arguably contributes toward greater rates of attrition if self-compassion and self-belief are compromised. Limitations which may be seen more apparently as leading causal factors affecting staff retention to date. Factors which have resonated through literature review sought at post grad level. These findings are a theme which has also been reflected at national clinical leadership training and that of personal experience from participation opportunity to participate in. Improvement theory and action plan proposed would be facilitated by a presentation in the form of a narrative of the emergent findings collated from anecdotal and literature search points. The emergent themes are compelling and parallel that which is espoused by leaders in the National Health Service at this time. Learning outcome from this would be to offer clinicians opportunity to reflect on the impact of their own self-belief and alternatively what can achieve if addressed and coached in a timely manner and at sufficient numbers. Action that may be disseminated on a divergent scale to enable emergent change from within front line clinicians. Change to address the crisis we face at this time in respect of retention and critical safety. Clinicians who remain supported to recognize their own strengths conceivably may realize this only through mutual divergent leadership. Divergent leadership to instil confidence to enable their voice to be heard. The impact of collective nurse volume may be the fundamental key to changing the trajectory line that currently leads more toward silence and burn out at this time.

Biography

She is working in National Health Service, United Kingdom as PDNS North Powys Teaching Health Board Motivation for writing the abstract was born out of developing an interest in the concept of self belief and the impact this appears has on respective career trajectory. This opinion has been formed through experience in the National Health Service. It has also been reflected upon by an academic route at post grad level. MSc Health Science health care leadership route.



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