

# **Professionalism & Career Development in Nursing**

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# Content

- Being a Professional: Dale Atkins
- Career Advancement Pathway
- Traditional Vertical Progression
- Lateral Career Moves in Nursing





# Being a Professional

What does **being a professional** mean to you?



# Definition

1. Professional pertain to profession.
1. Professional is someone that being paid for their occupation.
2. Professional is someone that have achieved a high level of knowledge and skills.

- McConnell, C. R. (2004). *Managing the health care professional*. Jones & Bartlett Learning.

A person who is skilled and qualified in a specific field, demonstrating competence and responsibility in their work.

# Why Are Only Some Called "Professional"?

What makes certain occupations earn this distinction?





# The Value of Service

Professional defined by quality and value of the service delivered



# Nursing Professionalism

## Knowledge. Conduct. Service Delivery

- Cao, H., Yang, H., He, X., Du, Y., Wu, Y., Song, Y., Wang, Q., & Chen, Y. (2023). What is nursing professionalism?

The way you use your knowledge, the way you conduct yourself (attitude & behaviour) , you being reliable in delivering your service.







# The Three Pillars



## **Attitude**

Professional mindset



## **Behavior**

Professional conduct



## **Action**

Professional practice



Attitude drives behavior  
And  
Behaviors drives action  
And  
Action reinforce attitude

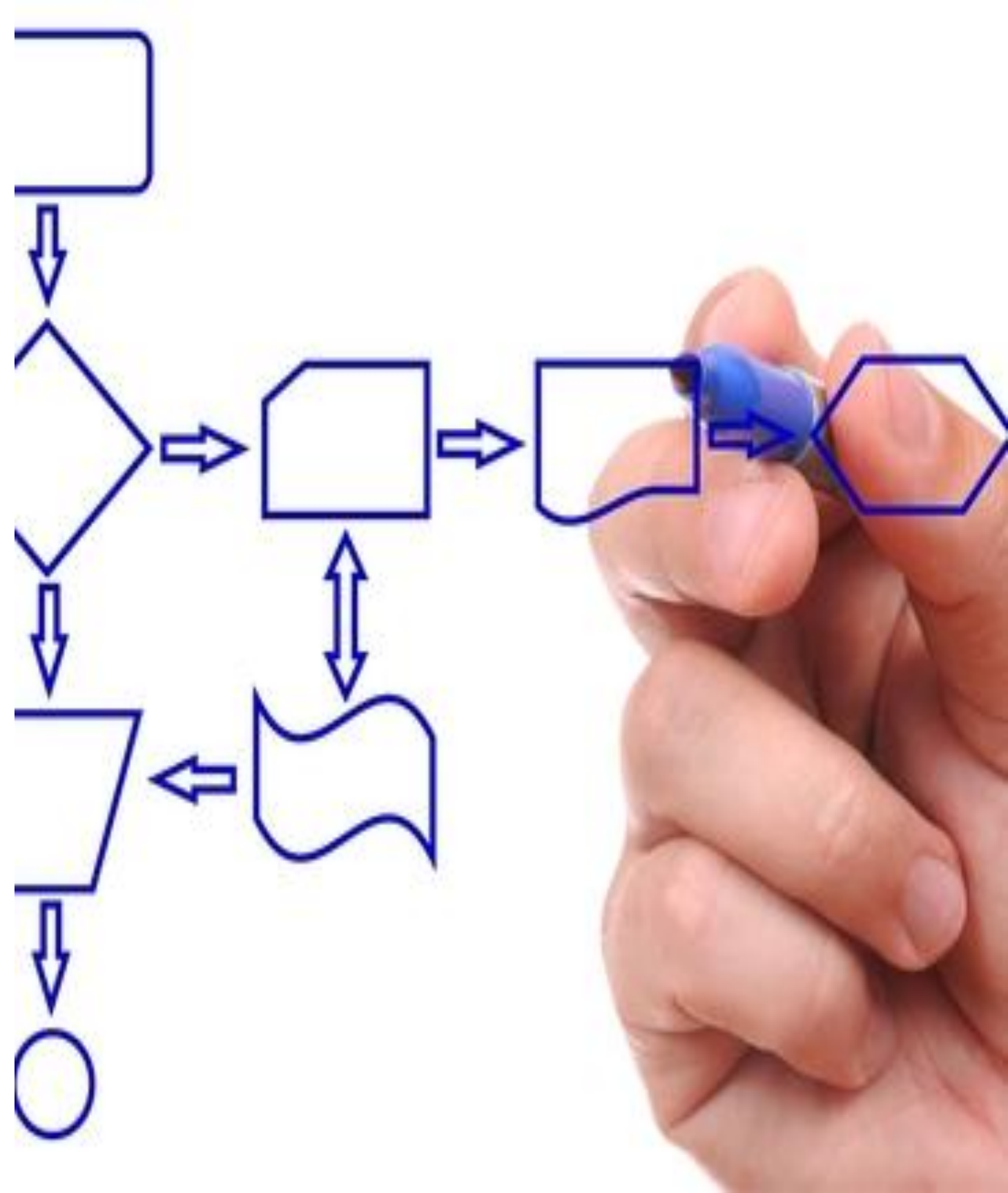


# Motivation Required

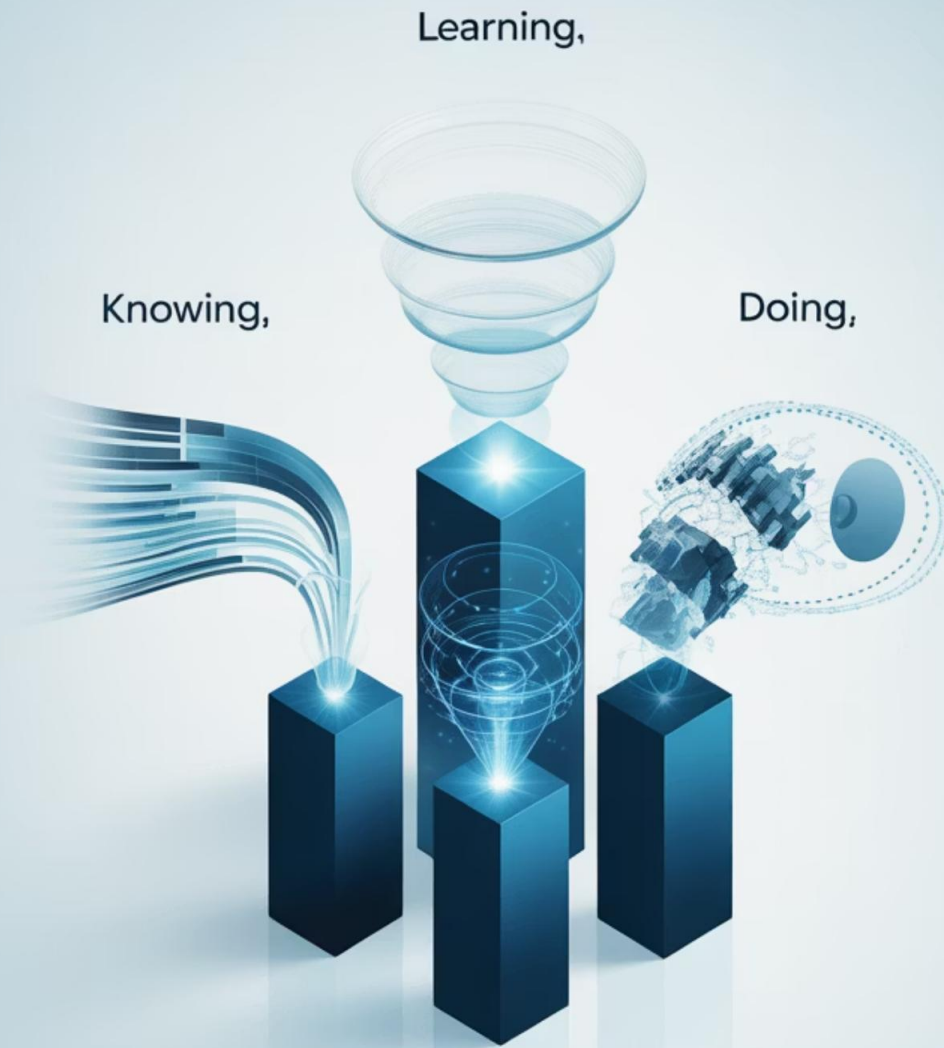
Internal motivation  
fuel professional growth



**Becoming professional requires  
process and growth**







## Four Pillars of Nursing.. Professionalism

Knowing, Learning, Doing, Helping,

# Four Pillars of Professionalism

Knowing

Learning

Doing

Helping

# KNOWING

- Learn everything possible
- Understand deeply
- Apply knowledge effectively



# DOING

- Then we take that knowledge and apply it.
- Start doing something with it because you are practicing and that is where you develop skills.
- When you take knowledge, and you combine it with skills, you will realize that there is many options and many solutions to solving problems.







# HELPING

- Professional HELP people (Core professional identity)
- Professional offers judgement/ decision making.  
Judgement require a lot of hard work.
- “Helping” makes a difference.  
Professionals makes a difference in people's life  
by helping people.

# LEARNING

- Commit to lifelong learning
- Keep knowledge current
- Yesterday knowledge and skills will not be good enough to solve tomorrow problem.

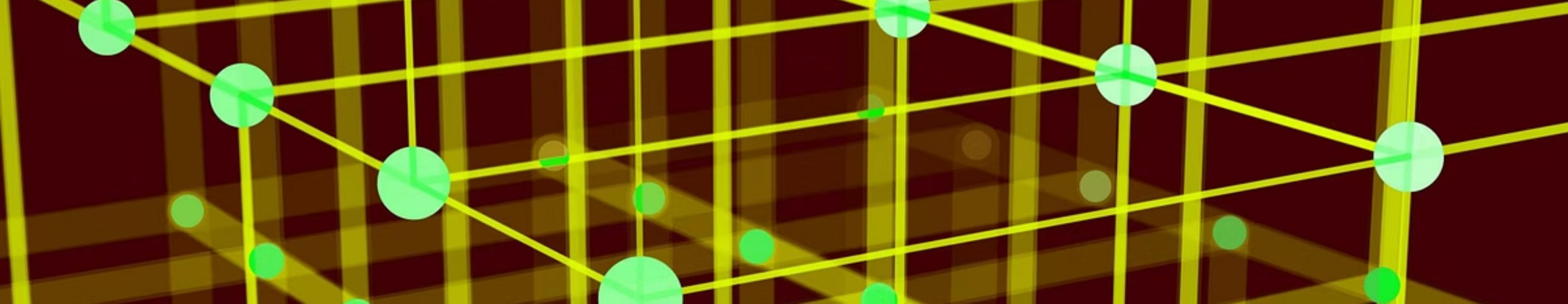


Novice	Advanced beginner	Competent	Proficient	Master
<ul style="list-style-type: none"> <li>• Student nurse</li> <li>• Working to acquire nursing knowledge &amp; skills</li> </ul>	<ul style="list-style-type: none"> <li>• Newly qualified nurse</li> <li>• 6 months experience</li> <li>• Reliance on protocol &amp; oversight from colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Two years experience</li> <li>• Able to provide independent care</li> <li>• Assumes greater responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• 3+ years experience</li> <li>• Able to recognise and respond to rapidly changing clinical situations e.g. unstable patients</li> </ul>	<ul style="list-style-type: none"> <li>• Expert nurse</li> <li>• 5+ years experience</li> <li>• Intuitive management of complex cases</li> <li>• Patient advocate</li> </ul>

Benner, P. (1984). *From novice to expert: Excellence and power in clinical nursing practice*. Menlo Park: Addison-Wesley, pp. 13-34.

# Professional Learn and Grow

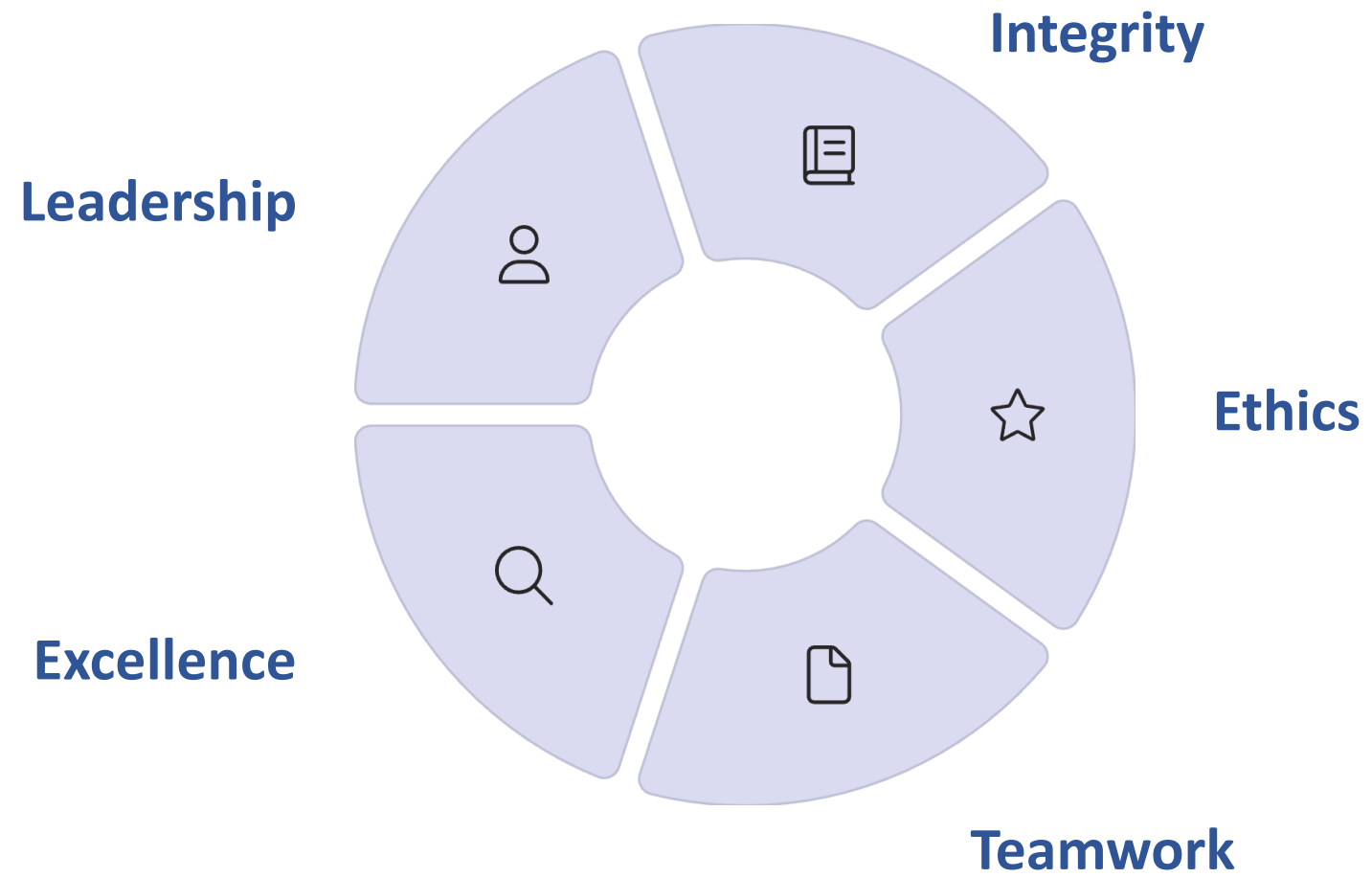




# Additional Aspects

Beyond the core framework

# Professionalism Components



# Emotional Intelligence and Leadership

## Strengths of Leaders with High EQ

- Create a low-stress work environment
- Able to find solutions quickly
- Participative management style
- Put people at ease
- Easy communication flow
- Able to inspire and motivate
- Know their team's strengths and weaknesses
- Assertive
- Supportive

## Weaknesses of Leaders with Low EQ

- Create a stressful work environment
- Poor communication flow
- Impulsive and unable to deal with stressful and/or unexpected events
- No clear direction
- Put people on edge
- Uninspiring
- Blame others for everything
- Do not value different perspectives
- Unsupportive



Professionalism also goes hand in hand with leadership.

- Being a leader is about showing others how to be a force for good whatever your position.



It means being a ROLE  
MODEL.

Influencing the  
future generation  
of nurses.

They will look to  
you and think,  
“Wow, that’s how I  
want to be!”





Being a registered professional automatically inspires people's trust in you.  
But everyone have their own expectations of what a professional should be.



- Therefore, to keep people's trust, you need to live up to their expectations.
- You are the ambassador of your profession... all the time.





# Professional Image

Appearance and demeanor reflect profession

Professionalism is also  
about being a good  
follower.



That means supporting people in  
leadership position who are trying  
to do the right thing.



Which can mean taking a difficult  
decisions that aren't always popular.

***GREAT LEADERS START  
OFF AS GREAT FOLLOWERS***



Professionalism is about being a good team player.

---

Which means recognizing your own strengths and weaknesses as well as others.

---

With that you can work together, sharing your skills and letting others shine as well.







There will always be tough times, when your confidence might waver.

In those moments, remember that you are part of Malaysia most trusted professions.

You have your professional code as your guide.

# Professional Conduct

Nurses are expected to be people of integrity who conduct themselves with a high level of personal honor and veracity (truthfulness).

It is essential for the public to feel secure and confident in the hands of trustworthy and competent nurses.



# BE PROFESSIONAL IN EVERYTHING YOU DO.

Being professional will not only benefit you but also it helps to create a better community (THE NURSING COMMUNITY).





# CAREER DEVELOPMENT IN NURSING

## NURSING





# Traditional Vertical Progression



1

## Staff Nurse

The foundation of nursing, providing direct patient care and implementing treatment plans.

2

## Nurse Manager

Oversees nursing activities for a unit during a shift, coordinating patient care and staff.

3

## Nurse Supervisor (Matron)

Responsible for the overall operation of a nursing unit, including staffing and budgeting.

4

## Chief of Nursing

Leads nursing services for an entire healthcare facility, shaping policies and standards.



# Benefits of Vertical Progression

## Increased Responsibility

Moving up the ladder allows nurses to take on more significant roles in patient care and hospital management.

## Leadership Development

Advancing through traditional roles helps nurses build crucial leadership and management skills.

## Higher Compensation

Vertical promotions often come with salary increases, reflecting the added responsibilities.

## Broader Impact

Higher positions allow nurses to influence policies and practices that affect entire departments or institutions.





# Nursing Division Strategic Plan 2026-2030

- Education/ Training
- Leadership
- Service Delivery
- Job

Source: Training Division, Nursing Division, Human Resource Division, MOH

*Global strategic  
directions for*  
**NURSING AND  
MIDWIFERY**





# Lateral Career Moves in Nursing



## Advanced Nurse Practitioner

Provides advanced patient care, often with prescribing authority and more autonomy.



## Nurse Researcher

Conducts studies to improve patient care and advance nursing knowledge.



## Nurse Educator

Focuses on training and developing nursing staff, keeping them updated on best practices.



## Nurse Consultant

Provides expert advice to healthcare organizations on improving operations and patient care.





Orthopaedic Nurse Practitioner  
Anita Taylor





# Advantages of Lateral Moves

## Specialization

Lateral moves allow nurses to develop expertise in specific areas of healthcare, becoming specialists in their chosen fields.

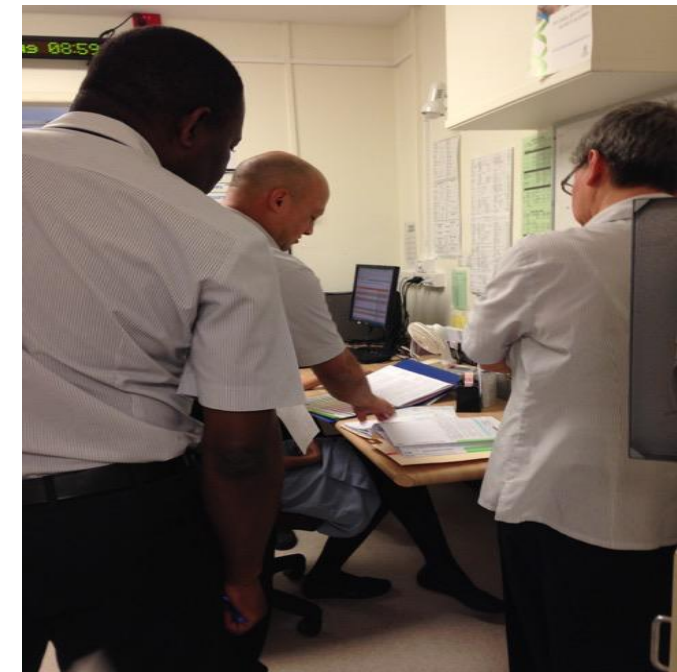
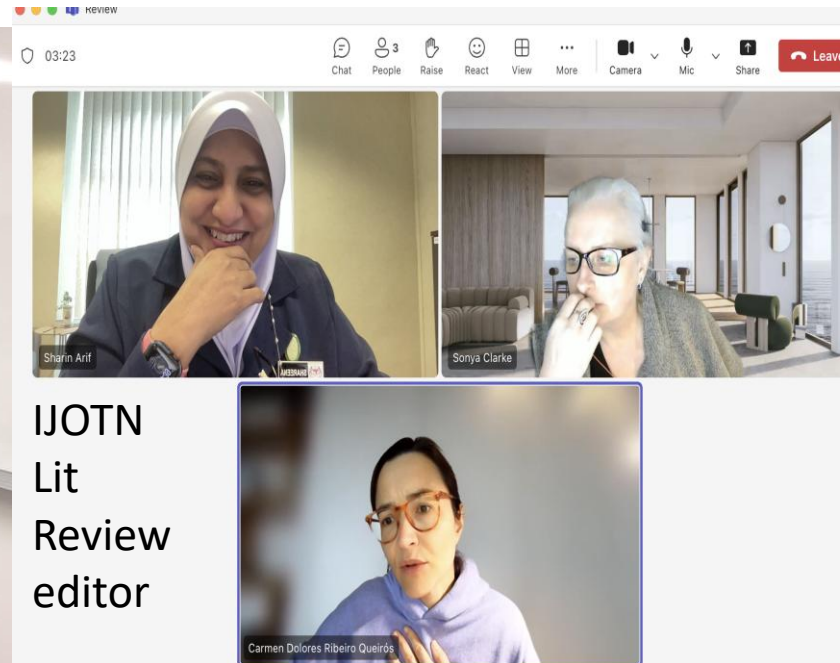
## Diverse Skill Set

Exploring different roles horizontally helps nurses acquire a wide range of skills, making them more versatile professionals.

## Personal Growth

- Lateral moves can refresh interest and motivation for nursing.
- By taking on new responsibilities or facing different challenges, nurses may find new excitement in their careers and have opportunities to learn new skills or gain valuable experience.
- Focus on nursing practice.

# Diversity of Career Pathways



Nursing offers diverse career trajectories beyond direct patient care. Advanced Nurse Practitioner, education, research, and management roles provide growth opportunities.

# Factors to Consider in Career Pathway Decisions

## Personal Interests

Consider which aspects of nursing you find most fulfilling and align your career path accordingly.

## Work-Life Balance

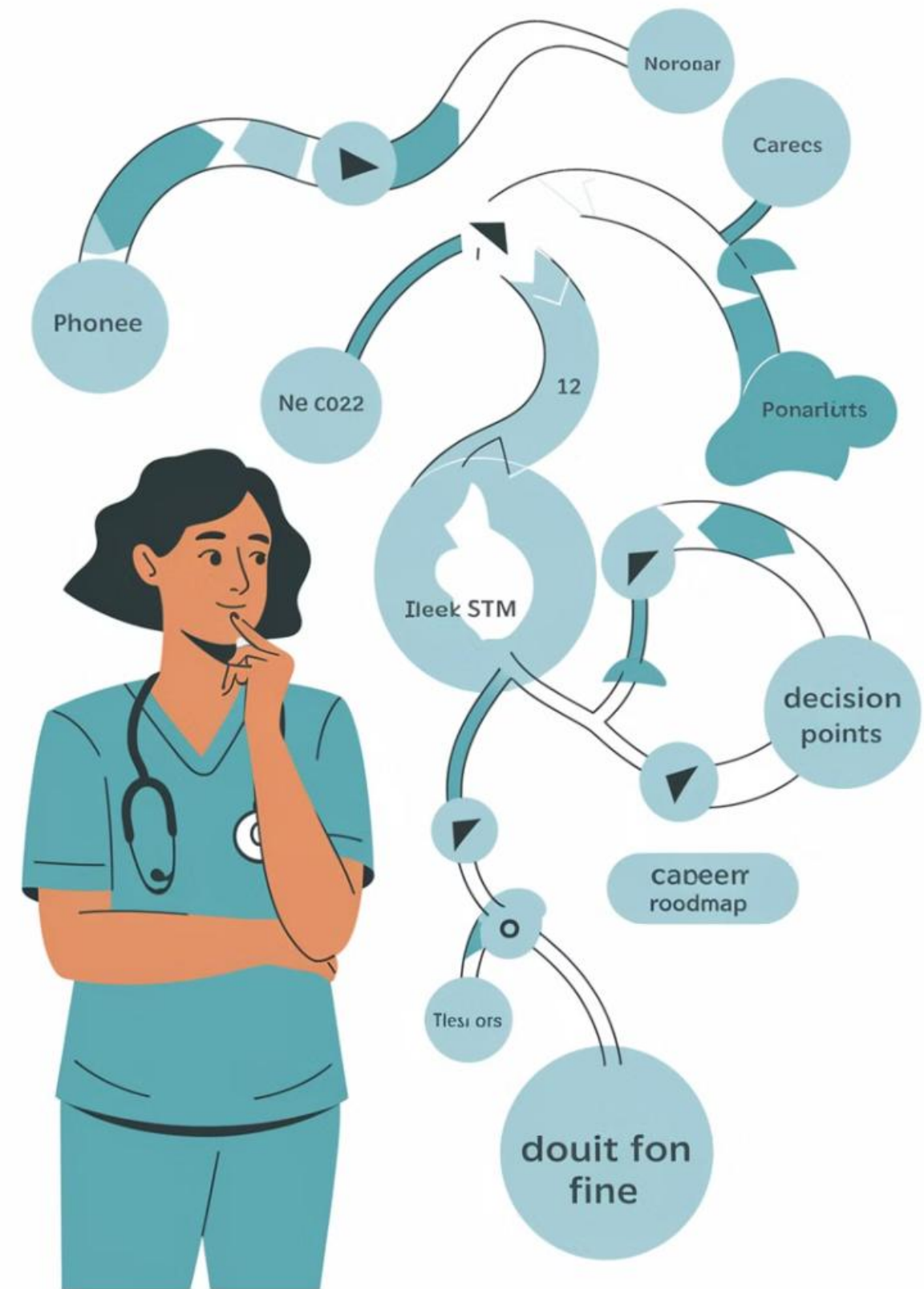
Different roles come with varying schedules and stress levels. Choose a path that fits your lifestyle needs.

## Educational Requirements

Be prepared to pursue additional degrees or certifications for certain advanced or specialized roles.

## Market Demand

Research the job market in your area to understand which nursing roles are in high demand.





# CLINICAL SPECIALIZATION PATHWAY



## Plan

Chart routes toward meaningful goals



## Journey

Navigate challenges with resilience and purpose



## Achieve

Reach new heights through continuous growth



# Lateral Career Moves in Nursing



## Advanced Nurse Practitioner

Provides advanced patient care, often with prescribing authority and more autonomy.



The ASEAN Joint Coordinating Committee on Nursing (AJCCN)



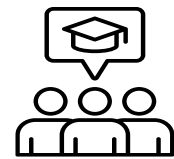


Orthopaedic Nurse Practitioner  
Anita Taylor

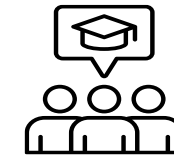




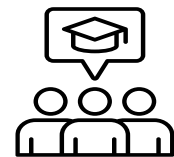
# Continuous Professional Development



Degree In Nursing



Master In Nursing (Cardio)



PhD in Nursing (Cardio)



# Expand your Role

The role of nurses is becoming more comprehensive as it involved patient care from acute care to rehabilitation, education and etc.

Nurses provide crucial support across the continuum of care.

1

## Comprehensive Care

Nurses offer end-to-end support for patients.

3

## Rehabilitation

Nurses guide patients through recovery exercises.

2

## Education

They educate patients on pre- and post-operative care and on-going care.

### Expand your knowledge:

- Ortho Geriatric
- Paed Ortho
- Sports Medicine
- Spinal Care, Orthopaedic Nursing in Disaster response
- Research, wound care etc.





# Research Opportunities



## Clinical Trials

Patient recruitment and protocol implementation for new treatments and devices.  
Collaboration with research teams on data collection.

## Quality Improvement

Systematic projects to enhance enhance patient outcomes and and care delivery. Measuring results of practice changes and and process improvements.

## Evidence Implementation

Translating research findings into into daily practice. Developing  
Developing new protocols based based on latest scientific evidence.



# Orthopaedic Research & Evidence-Based Practice

- a) Insufficient number of nurses conducting research.
  - b) There is often a gap in current research and its application in clinical settings.
- 
- This can impact decision-making processes and the overall quality of patient care in orthopaedics.



International Journal of Orthopaedic and  
Trauma Nursing

Volume 35, November 2019, 100699



## Orthopaedic nurses' engagement in clinical research; an exploration of ideas, facilitators and challenges

Suzanne Bench <sup>a b</sup> , Julie-Anne Dowie-Baker <sup>c</sup>, Paul Fish <sup>d</sup>

### Conclusion

These findings suggest that significant work is still required to build sufficient research capacity and capability within the nursing workforce. Key to success will be developing effective leaders who can create a positive and supportive research culture across an organisation to strengthen the research voice of nursing and which will drive improvements in future care.



# Food consumption, factors affecting food intake and nurses' interventions in elderly orthopedic surgical patients: An analytic observational cross-sectional study

Ayse Dudu Kilinc<sup>a</sup>, Sureyya Karaoz<sup>b</sup>  

[Show more](#) 

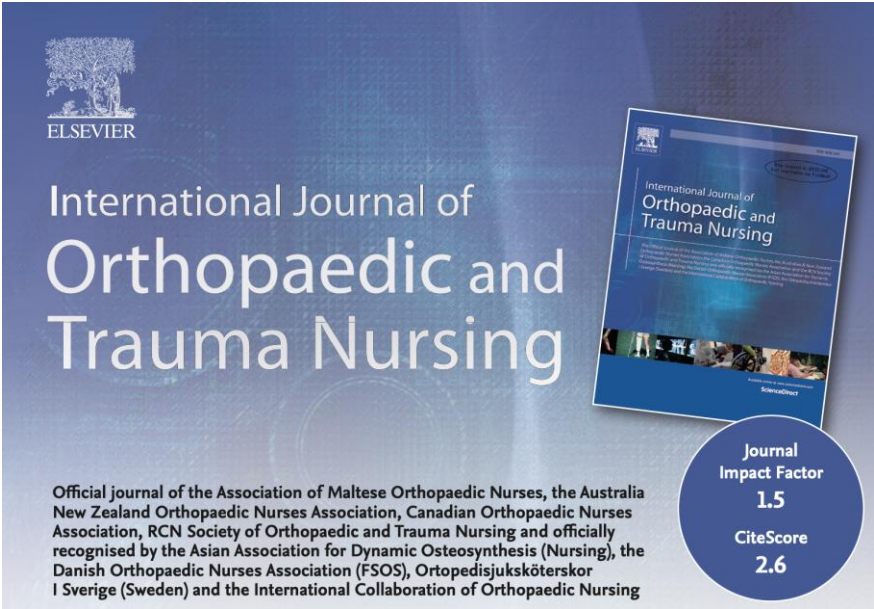
This research was carried out to determine the food consumption of elderly patients hospitalized in the Orthopedic ward, the factors affecting food intake, and nurses' role on this issue. The questions sought to be answered in this study are.

- 1 How much of the meal do the patients consume?
- 2 What are the factors affecting the food consumption of patients?
- 3 What interventions do nurses perform regarding the nutrition of patients?

No2: Factor affecting food consumption - Physical Limitation (needed assistance), dislike of hospital meals, nausea

No3: Majority nurses perform basic evaluation of patients' nutrition status but not continuously.

# PUBLISH YOUR STUDY



International Journal of Orthopaedic and Trauma Nursing

Volume 55, November 2024, 101126



## LITERATURE REVIEWS – The effect of non-steroidal anti-inflammatory drugs (NSAIDs) on bone healing and tissue regeneration

Sonya Clarke , [Carmen Queiros](#), [Shareena Bibi Mohd Arif](#)

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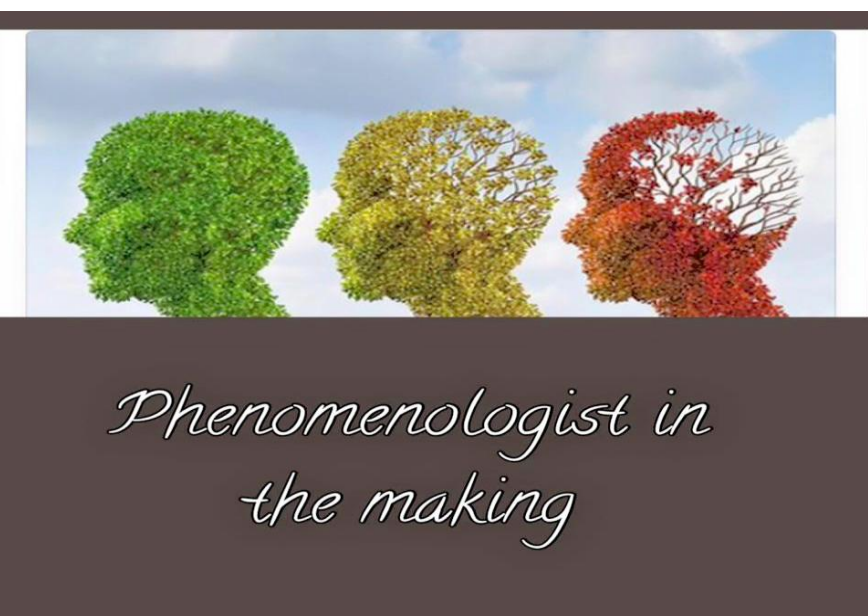
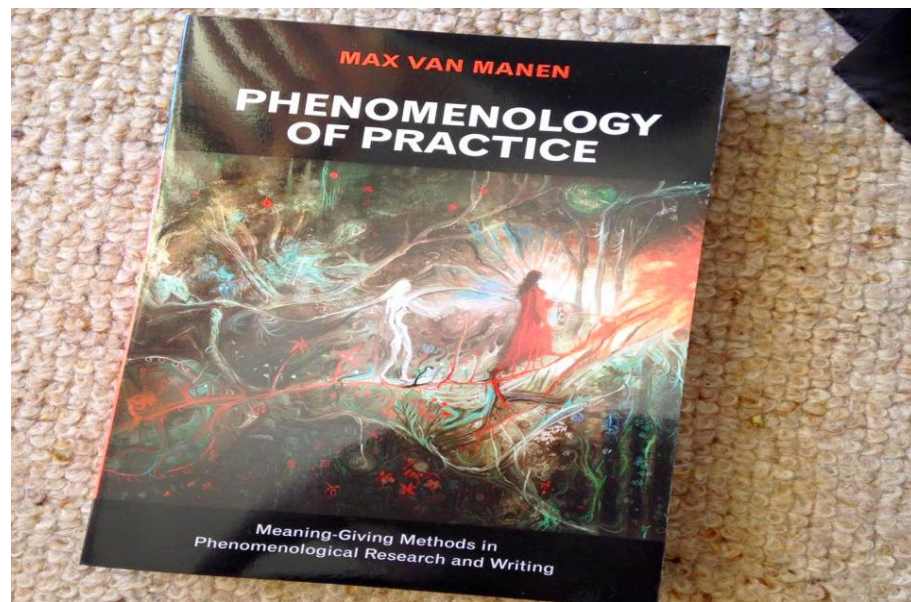
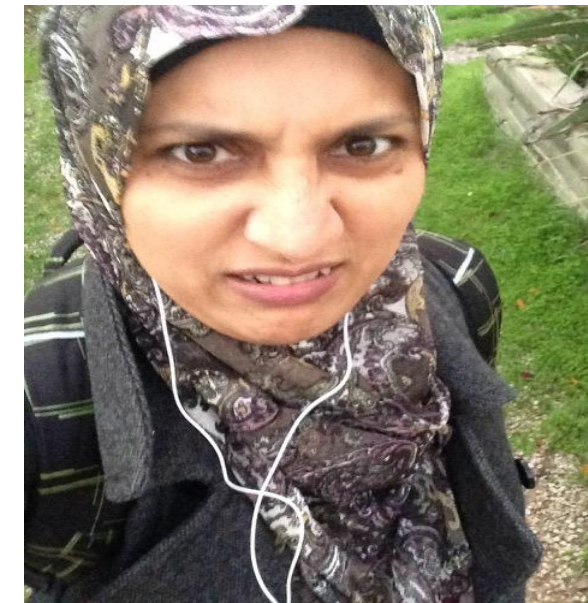
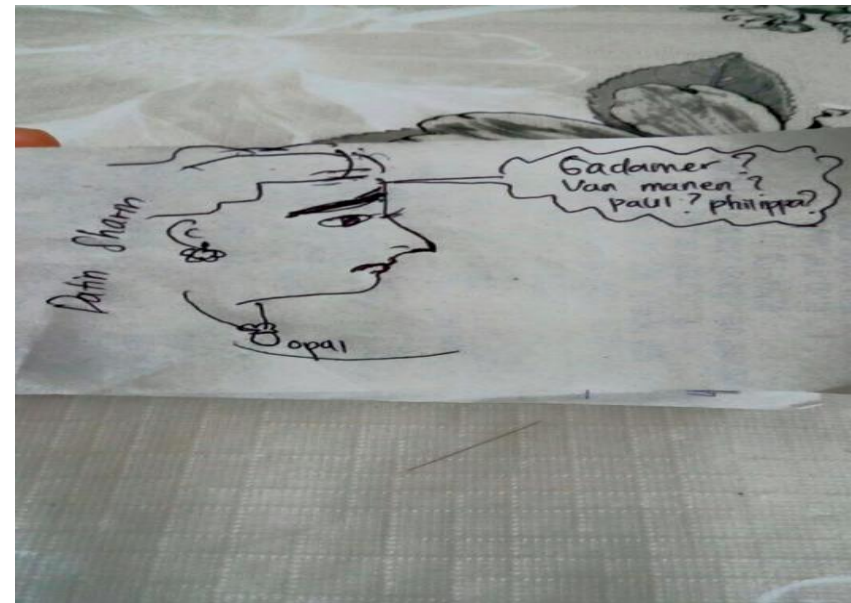
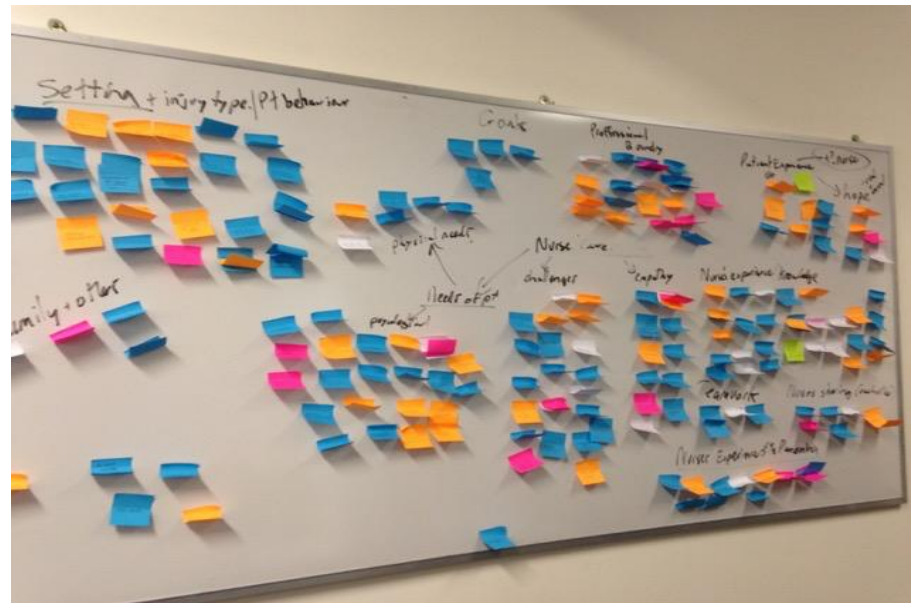
Porto University Hospital Center, Department of Orthopaedic - Physiatry, Porto, Portugal

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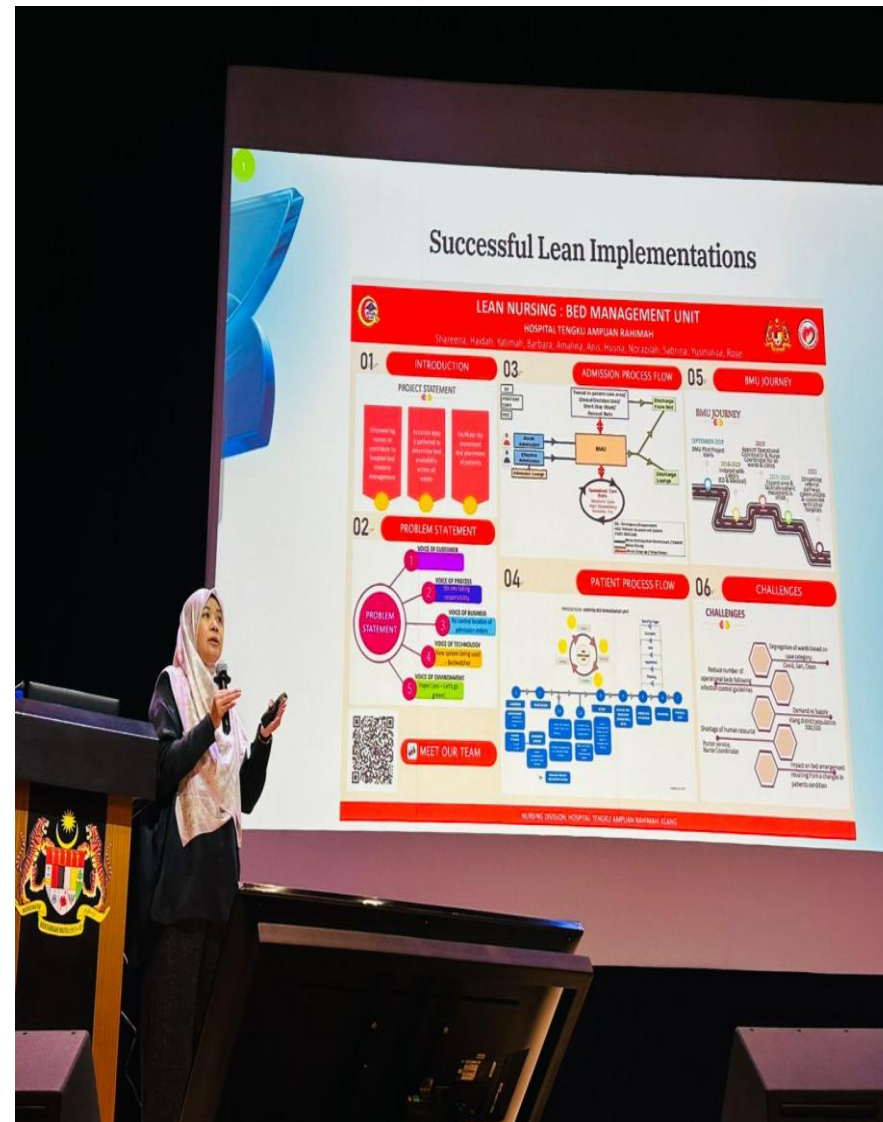
Odense University Hospital, Odense, Denmark







# Enrich yourself with Advanced Certification Options



## Example: Certifications

- LEAN certification
- Rehabilitation Nursing Certification
- Pain Management Certification
- Wound Care Specialist
- Psychiatric – Mental Health Nursing Certification
- Research & Statistic

# Key Points & Conclusion

## Essential for Patient Care

Professionalism ensures safety, trust and quality in nursing.

## Career Opportunities

Professionalism leads to advancement and leadership roles.

## Ongoing growth

Commitment to education and skill development is vital.

**Embracing professionalism enhances both individual careers and the nursing profession as a whole.**



# Thank You





# Thank You For Your Attention

Sincerely appreciate your time today.



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thank you