Exemplar: Professionalism

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AONL's explanation of Professionalism includes four factors: professional accountability, health equity and social determinants of health, organizational accountability, and governance. Nursing leaders are expected to uphold professional, ethical principles, support standards of nursing practice, and encourage staff development. They must align their behavior with organizational values, ensure patient involvement in decision-making, and foster a culture of accountability for high-quality outcomes.

When considering a situation that fits this domain, I recall a time during the program when I was put into a team discussing health tourism costs within the Cayman Islands. We almost missed a deadline due to one member's turn to post for the group misunderstanding the syllabus and due date, which needed to be clarified due to two due dates. I was the first to notice the slip and inform the group while simultaneously producing the solution. Since starting this program, I never thought I would be able to start thinking in damage control mode. I made the executive decision when I saw the post was not up to post and while informing the team of what I was doing and why. I wanted the post done on time, and we can discuss further how to avoid this in the future. As a group, we had some issues to come together and overcome. I opened a communication line to discuss our goals as a group. It was done so that no one felt at fault, but we all could accept accountability for what went wrong. Accepting accountability and addressing the issue before it progressed and became detrimental to our assessment was a sign befitting how AONL presents Professionalism and highlights fostering accountability.

The concern at this time was coming up with a plan quickly and thinking of how not to place blame or cause unnecessary chaos over a very fixable matter. I wanted to come together as a team to make a clear and concise plan, look at due dates together, and create a more straightforward plan that everyone understands and is clear about going forward. The feelings going through the situation were first more fight or flight because the post was due in a few hours. Once the immediate danger was over, my feelings changed to understanding where we could all help each other understand what went wrong and how to understand the instructions given going forward. The situation was very satisfying, from pinpointing the issue to going into immediate damage control to a resolution and conclusion, allowing for accountability and a quality outcome.

Reference

Nurse Executive Competencies | AHA. (n.d.). AONL. https://www.aonl.org/nurse-executive-competencies