

My class studied Patricia Benner's Novice to Expert model in our professional nursing class during our first nursing school semester. Matter & Wolgast (2020) delve into the concepts laid out in this model and expand upon them. They discuss the essential role that nurse leaders play in effectively utilizing new nurses.

Through mentorship that teaches skills like mindfulness and time management, nurses in the expert stage can help novice nurses move up through the ranks. Communication, team decision making, and nurse-driven protocols and worklists can help novice nurses achieve the goal of becoming expert nurses. Nurse leaders delegate appropriate tasks to novice nurses, advanced beginner nurses, and competent nurses. These delegations develop more advanced nurses who eventually become experts who can usher in and mentor incoming nurses (Matter & Wolgast, 2020).

An example of this process is an expert nurse on a cardiac floor teaching a novice nurse to effectively read rhythm strips. These novice nurses will eventually teach this specialized skill to new nurses, and the cycle will continue. Through this model, nurses work as a team to continually improve themselves and other nurses.

Reference

Matter, S., & Wolgast, K. (2020). Making good use of your limited time: Supporting novice nurses. *Nursing Clinics of North America*, 55(1), 39-49.

<https://doi.org/10.1016/j.cnur.2019.10.004>