

The Power of Nurses

Literature Review

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Summary

Nurses that feel empowered from their jobs will confidently take on more responsibilities and decision making to further enhance the patient's experience by enabling them. Nurses are overlooked in decision-making and are supposed to follow others' decisions, not be able to use their knowledge and implication on their day-to-day job. While nurses still can give their input, it is imperative for them to feel empowered by building up their confidence and establish better working conditions to enhance the experience for them and their patients. So often, nurses are not allowed to grow and expand in their field, and they will renege and typically not make changes in fear of overstepping. If someone above the nurses were to assign the nurse to more challenging situations, the nurse would feel more trusted and confident to handle the patient's needs on their own (Sepasi et al., 2017).

Key Points

In this study, a group of Iranian nurses was analyzed and interviewed for fourteen months. The purpose of this study was to identify strategies for gaining power through their own experiences. The nurses answered a series of questions on what force meant to them if they felt like they had the power within their workplace and how to obtain energy. Nursing power not only drives from the social interaction but stems from the overall perspective of their contribution to a broader social and political arena (Sepasi et al., 2017). Nurses are advocates and provide center care for patients; however, they too work alongside interprofessional that communicate plans and set goals to optimize care.

Assumptions

The general understanding of the article titled Nurses' perception of the strategies to gaining professional power: A qualitative study (2017), is that it's imperative for one to understand themselves on a deeper level to be able to become more confident and have positive attitudes that then pour into their workplace. In the study, when the participants reflected on their humanity and ethical principles, they had positive feedback to increase the power in others' eyes, including patients, doctors, and other nurses (Sepasi et al., 2017). Nurses can change their environment by changing how they look at others and take the optimistic ideas to empower themselves in the workplace. Study shows that nurses who developed a nursing culture will be present in their organization skills using the action model (Beal & Riley, 2019).

The disconnects within the study were what is power precisely, and how much influence did nurses have? Power in the survey described the ability to change behaviors and attitudes through the potential given to them (Sepasi et al., 2017). In other people's perceptions of nurses, it includes being independent, a high-risk specialist, and controlling content (Sepasi et al., 2017). When asking the Iranian nurses, they felt the opposite of others' perceptions; there was a disconnect on how much power they have versus what others feel like they had. When nurses are allowed to prove themselves and have the ability they want, they can convince others perceptions differently.

Deficit/Conclusion

For a nurse to be successful in gaining power, the nurse must put together all of their experiences they have faced from ethical, professional, human, organizational, and individual capacities (Sepasi et al., 2017). After looking over various transcripts from the nurses, some of them mentioned that to be a good nurse, you must be a part of a broader social and political standpoint, which can also define your character. When you have a good understanding

of your ethical, professional, human, organizational, and individual viewpoints, you become more confident, and it carries on into your profession. Having a secure connection with those listed capacities can lead to a positive outlook that becomes synonymous in your workplace and leads to more success and power.

Exploring Nurse's Communicative Role in Nurse-Patient Relations:

A Qualitative Study

Summary

Communication builds the relationship between the patient and nurse and empowers nurses to aspire to be more knowledgeable about patient care and respectful to all patients of many backgrounds. In the study, "Exploring Nurse's Communicative Role in Nurse-Patient Relations: A Qualitative Study" twenty-three nurses, patients, and their families interviewed to understand how effective communication can enhance nurse performance and be an effective form of nursing care between the patient and nurse (Fakhr-Movahedi et al., 2016). When a nurse addresses the patient's needs face to face and defines and clarifies the issue, the quality of care increases for the patient, thus empowering the nurse with confidence. When the nurse and the patient are at an understanding and giving each other effective communication, it will increase the care to the patient and provide the nurse confidence and professional excellence (Fakhr-Movahedi et al., 2016).

Key Points

In this qualitative study, a group of nurses from a medical and surgical ward in Tehran, Iran, underwent interviews and observations on effective communication to enhance nursing power and patient quality care. Two ways that communication becomes useful in nursing

are identifying the patient's needs and acting in communicative behavior face-to-face with the patient's needs (Fakhr-Movahedi et al., 2016). An example of an act of communicative behavior is monitoring the health status of the patient and giving caring attention to the patient. Effective communication and building a strong relationship with your patient enhance the nurse's emotional engagement and improve professional nursing knowledge (Fakhr-Movahedi et al., 2016).

Assumptions

The amount of work that nurses do daily can be impactful in many ways, physically and mentally. The emotional engagement between the nurse and the patient increases the nurse's engagement. It brings energy into the nurse again when there is effective communication. People have an assumption that over time, nurses may stop being as engaged, 'burned' out, and not improving their professional knowledge. The observations consisted of nursing in their position for 18 months to 28 years, after the observations and interviews. Nurses that felt more connected and focused on meeting the patient's needs and acting in communicative behavior collected more data, research, and analysis no matter the number of years they were a nurse (Sepasi & Abbaszadeh, 2017). The collection of this data proves that those that are more engaged with their patient feel more engaged in their work and providing quality care to the patient (Sepasi & Abbaszadeh, 2017).

Deficit/Conclusion

In conclusion, nurses who interact with patients' ineffective communication that involves acting in communicative behavior and put the patient's needs first tend to improve their professional nursing knowledge and emotionally engage with the patient (Fakhr-Movahedi et al. et al., 2016). Effective communication can teach nurses to improve patient care quality and join

the nurses more in their work to improve their engagement and give them confidence in their work (Sepasi & Abbaszadeh, 2017).

Configuration of Power Relations in Physicians and Nurses' Professional Practices

This article discusses the growth of nurses' empowerment by establishing four main subjects that promoted professional identification, self-recognition, disciplinary demeanor, and circulation of knowledge through nursing practice (Mattar Silva et al., 2020). This qualitative study collected four months of data from adult ICU departments in Brazil, totaling 17 nurses, 12 nurse practitioners, 100 nurse technicians, eight physicians, and 31 ICU care practitioners (Matter Silva et al., 2020). Nurses, throughout their scope of practice, develop an ideological standard of practice. Nurses must understand that their power submerged with a group of team care professionals, and establishing relationships with physicians is essential (Tang et al., 2019). Nurses' task is not only centered around patient care but following physicians' orders. Nurses are familiar with being undervalued; however, the delegation of responsibilities between nurses and physicians establishes identity, disciple, and subjection of power (Mattar Silva et al., 2020). Moreover, allowing integration between knowledge and ability.

Key Points

This study involved physicians and nurses in interviews that discussed their professional identity and self-recognition in their work. Many nurses struggled with this question, whereas physicians were able to congratulate themselves, give details about their profession and what they do. As stated by a few nurses, they felt distant from direct patient care even though overall, that is how they can describe their work role (Mattar Silva et al., 2020). Nurses feel distant from direct patient care because they're not as involved in casework with physicians, and they would want to be recognized more by the physicians for them to feel more

confident (Mattar Silva et al., 2020). Two other interviews were conducted about discipline and circulation of power in a hospital, to determine the relation of ability to work performance (Mattar Silva et al., 2020).

Assumptions

When an employee is not as confident or lacking recognition, it can be difficult for them to do their job to their full potential. Some could assume that nurses have direct care to patients because they are the first to see the patients. Although nurses see the patients first, they are not always the one patients go to for answers or afterward care. Most patients turn to their doctors or physicians, now making the nurses feel unrecognized and looking at the power dynamics (Tang et al., 2019).

Deficit/Conclusion

In conclusion, the strong-positive self-identity, circulation of power, and discipline to further professional education are critical elements in a nurse being able to do their job to the fullest potential. For nurses to do their job for longer and also put in the maximum effort is too fully recognized, communicated with, and a fix in the circulation of power. Hence, nurses feel as respected as doctors and physicians (Tang et al., 2019). This study with its limitations focused on the difference between physicians and nurses outlook on work

Conclusion

Overall, nurses go through a lot; in order for them to be successful in their profession, nurses need recognition and a strong understanding of their identity to become empowered in the workplace. The summary of 'The Power of Nurses' is a combination of each qualitative study presented. The first section of this paper covered the topic of nurses not having the full ability to

grow in their profession due to the lack of communication and collaboration with physicians and doctors. The second section discusses the interaction between nurses and patients to enhance further the quality of care to the patient and how it also increases the performance of the nurse. The last section talks about nurses to be successful by strong personal identity, recognition, and discipline. Communication, praise, and own strong identity were communicated about in various studies for nurses to feel empowered and continue to be motivated in the workplace.

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