

LIVE WELL NURSING

NURSE'S NOTES

Denise Foster, CNO



“Whatever makes you feel uncomfortable is your biggest opportunity for growth”

— Bryant McGill

A growth mindset is one that acknowledges that skills and knowledge can be continuously acquired and that a person’s capacities and talents can be improved over time. As nurses, we are lifelong learners, so the growth mindset aligns with our commitment to seeking knowledge and competence that reflects the current nursing practice and promotes futuristic thinking (ANA, 2021).

Please seek out discomfort and look for things that push your limits. I know it is a cliché, but life is a journey, and many journeys have rocky roads. The key to success is to stop avoiding what is hard and to start looking for things that stretch your ability. This means new perspectives, new skills, and pushing boundaries. You never know where small steps will lead you. It does not have to be a huge undertaking; even small victories can lead to big things. In other words, success breeds success. I recall that when I started back to school for my BSN, suddenly, I was taking on a new orientation program in our Labor and Delivery unit. And from there, I became a Clinical Lead and then an Educator, then a manager, and eventually, I made it to the County as the CNO. I can promise you that for each step, I was very uncomfortable. That said, I am so grateful for the opportunity to learn and grow. I would not change any of the rocky steps in favor of an easier path. I am me because of those uncomfortable experiences. I hope you will continue your journey to being the best you.

American Nurses Association. (2021). Nursing Scope and Standards of Practice (4th edition). American Nurses Association.

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UPCOMING TRAININGS

PHN Residency Program is opening up the Psychological Safety in the Workplace Webinar to all who would like to attend. It will be on Monday, May 1st, 2023 3pm to 5pm via Zoom. Register at https://www.surveymonkey.com/r/PsychologicalSafetyClass_May2023

*Registration will close April 24th, 2003 or when capacity is full/reached.

SUBMISSIONS

Please e-mail submissions (ideas, photos, articles, trainings, dates, accolades, local or national news, etc.) to: davina.trejo-valdez@sdcounty.ca.gov

For consideration in the next issue, please submit entries by close of business on May 15. Submission limits: 125-275 words





Self – Awareness in Nursing

By Angela Mitchell, ACNO

Personal development and growth provide opportunity to cultivate and improve relationships, careers, wealth, health, and even contentment. A crucial foundation of this journey is self-awareness. Self-awareness is the ability to perceive and understand the things that make an individual, including personality, actions, values, beliefs, emotions, and thoughts. Essentially, it is a state of mind in which self becomes the focus of attention. Self – awareness varies depending on a situation and an individual’s patterns of thoughts, feelings, and behaviors. Self-awareness is essential for nurses for improving nurse-patient relationship and patient outcomes (Younas et al., 2020)

Three strategies that help promote self – awareness in nursing include:

1. Self – Inventory Skills Assessment:

As health care continues to evolve, so must nurses to lead the way. Whether a new nurse on the front line of patient care, in an executive role, or somewhere in between, a self – inventory assessment facilitates awareness of strengths, as well as the areas that can be developed further to ensure continued growth (AACN, 2021).

2. Reflection/Reflective Journaling/Reflective Practice:

The purpose of reflection is to improve practice and become informed in our decisions. Commonly, reflection is done to make more sense of critical experiences, and challenging dilemmas; however, reflection doesn’t necessarily have to start with an experience, but rather a reflective question using experiences as evidence or support (The University of Edinburgh, 2022).

3. Seeking Feedback from Others:

Engaging a trusted colleague to provide constructive input on your strengths and opportunities can broaden self – awareness and help with setting meaningful development goals.

Professional growth is a personal responsibility. Being committed to individual growth and development shows dedication to providing quality, safe, and evidence-based care. According to the ANA Code of Ethics, the nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

What are some additional strategies for increasing self-awareness?

Please send responses to: angelamitchell@sdcountry.ca.gov

References

- American Association of Colleges of Nursing (AACN) (2021, October 1). Self-Awareness. 5B Trailblazing Innovation Integrating the Documentary 5B Into Nursing Education. Retrieved April 13, 2023, from <https://www.aacnnursing.org/5B-Tool-Kit/Themes/Self-Awareness>
- American Nurses Association. (2015). Code of ethics for nurses. American Nurses Publishing.
- University of Edinburgh (2022, March 22). Reflectors’ Toolkit. Retrieved April 14, 2023, from <https://www.ed.ac.uk/reflection/reflectors-toolkit>
- Younas, A., Rasheed, S. P., Sundus, A., & Inayat, S. (2020). Nurses’ perspectives of self-awareness in nursing practice: A descriptive qualitative study. *Nursing & health sciences*, 22(2), 398–405.
<https://doi.org/10.1111/nhs.12671>

“Growth is actually contagious, so if you want to reach your goals, you’ve got to get around people who are going in the same direction you want to be going, and you will catch the success.” – Dr. Henry Cloud

Growth and Change in Public Health Nursing

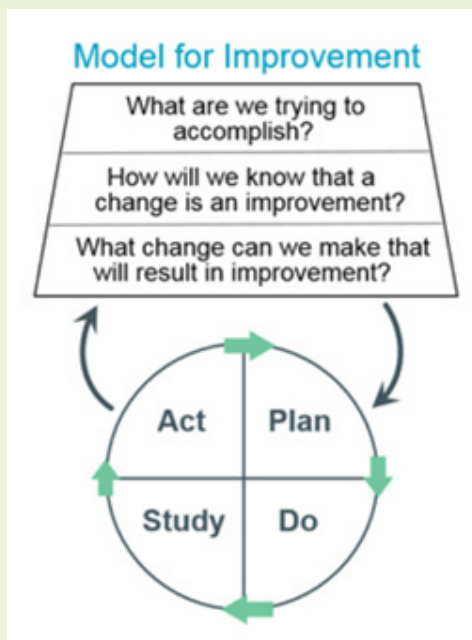
By Mariana Badial, PHN Manager, Office of Nursing Excellence

”True life is lived when tiny changes occur.”

– Leo Tolstoy

Change can be difficult for all and can be a lot to undertake, however change is inevitable and needed for growth. Identifying opportunities for change and improvement is for everyone. No matter how big or small the opportunity for change is, we can together create sustainable and positive changes to our profession. One method to utilize to achieve continuous improvement and successful change is the Plan-Do-Study-Act (PDSA) cycle (Institute of Healthcare Improvement, 2023). Recognizing the need for change is one of the most important tasks we can undertake in our workplace. We can start the process by planning, in which we can identify our goal and plan its implementation (Ulrich, 2022). After the planning process, we continue to the Do step, in which we implement our change. Once our change has been implemented, we move to the Study step, in which we get the opportunity to monitor outcomes and identify areas for improvement. Once the areas for improvement are identified, as our last step, Act, can either close the cycle by addressing the areas for improvement and learning from the process, or we can adjust the goal and start the cycle once again (Connelly, 2021).

This cycle allows us to adapt interventions until they best serve our goals. Embrace the power of change, even though sometimes more than one cycle of change is necessary to reach success. We invite you to look at current processes that can be improved in your workplace. The Office of Nursing Excellence continues the journey to support everyone through the process of change, practicing excellence and collective synergy along the way.



Plan-Do-Study-Act Cycle retrieved from: [How to Improve | IHI - Institute for Healthcare Improvement](https://www.ihl.org/resources/Pages/HowtoImprove/default.aspx)

For questions, please contact MCSDNursingAdmin.HHSA@sdcounty.ca.gov

References:

Connelly, L. M. (2021). Using the PDSA Model Correctly. *Medsurg Nursing*, 30(1), 61–64.

How to improve: IHI. Institute for Healthcare Improvement. (n.d.). Retrieved March 29, 2023, from <https://www.ihl.org/resources/Pages/HowtoImprove/default.aspx>

Ulrich, B. (2022). From the editor-in-chief: Quality Improvement - Every Nurse’s responsibility. *Nephrology Nursing Journal*, 49(2), 93. <https://doi.org/10.37526/1526-744x.2022.49.2.93>

Growth and Change in the STD Clinic

By: *Carlos Ayala, Sr. PHN, Lourdes Medina, Staff Nurse, & Sara Covarrubias De Hernandez, Staff Nurse*

Now that the COVID pandemic is winding down, we can finally take a moment to step back and look at all the change and growth that our clinic has experienced. The Rosecrans clinic, the main clinic for STD infection control, had to be shut down. We were not prepared, nor did we know where we were going. South Region LWC invited us to become part of their family and the clinic received a major overhaul. All disciplines and regions helped bring the Main STD clinic back again.

Proliferation of telework, masking, social distancing, and the disruption of clinic traditions like potlucks and traditional meetings caused some stress for our clients and staff. As a team, we were able to cope with new protocols and situations not experienced prior to the pandemic. A STD staff nurse was very excited upon our return to traditional in-person meetings and was “very happy to see our office mates again”. She also believes she is “more understanding of the people around us”. The senior PHN added, “we have grown professionally as well. We had the opportunity to provide COVID-19 testing onsite, and many of our staff were called upon to work in areas new to them, including COVID vaccinations, case investigations, in addition to our regular duties.” The STD clinic is designated an essential service, so the clinic never closed during the COVID-19 pandemic.

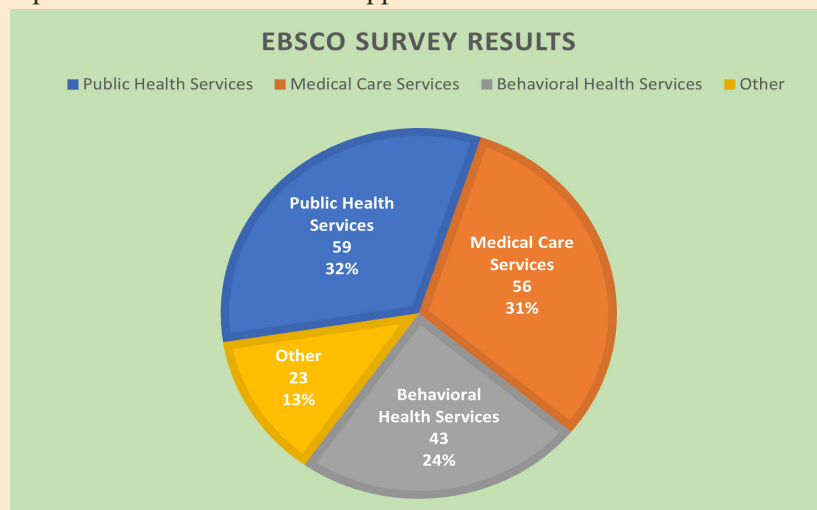
Change affects everyone and can bring positive growth, personally and professionally. Nursing is one of the few occupations that is in constant change. We are proud to have continued to serve our underserved and at-risk population in San Diego County and are preparing ourselves for our next challenge(s).



South STD Clinic (l to r):
Lourdes Medina (Staff RN),
Sara Covarrubias De Hernandez (Staff RN),
Jaswinder Takhar (Temp RN),
Laura Blosser (Nurse Resident).
Carlos Ayala (Senior PHN),
(Maricris Zisselsberger (Staff RN), not pictured)

EBSCO Health Online Database: Follow-Up Survey

Thank you to all that participated in the EBSCO Health Online Database: Follow-Up survey. Below is the breakdown of participation from each department. Your feedback is appreciated as we work on our current EBSCO Health initiative.



Tuberculosis and Refugee Branch Contact Investigation Team

By Kayla Bisbal, Senior Public Health Nurse

The Tuberculosis Contact Investigation (TB CI) is a new team that officially started on 02/25/2022. Prior to the start of the TB CI team, the PHN case managers managed their TB patients, along with conducting disease investigation for their patient's contacts. Each TB patient usually has 5 to 20 contacts, and in some cases many more contacts. Contact investigation is an integral part of Tuberculosis Control Program and a useful method to find people who have TB disease or TB infection. It requires several conversations with the contact, care coordination, and follow-up. Many contacts are considered high risk due to having chronic illnesses which take additional care coordination. Due to the amount of time and care coordination needed, this is where our team comes in.

The purpose of the TB CI team is evaluating close contacts that have been exposed to a person with active Tuberculosis. After a risk assessment has been conducted, TB testing is offered either through home visiting or referrals to other nearby testing sites. Depending on the results, the TB CI team ensures appropriate evaluation and treatment for Latent Tuberculosis Infection (LTBI) is completed either through County services or the contact's primary care provider. During the investigation, we provide education on TB disease, transmission, testing, and LTBI.

The team is now fully staffed with public health nurses, community disease investigators, and an office assistant. We have expanded our role to not only perform contact investigations, but also assist in group sites with known TB exposures, interpreter assistance, and being a liaison between the PHN case managers and the contacts. Our ongoing goal is to continue to assist the TB Control and Refugee Health branch to find innovative solutions and continue to grow in our new roles. Leading the charge is our fearless leader Angie Miner, PHN Supervisor. The County of San Diego TB CI team supports the COSD Strategic Initiative goals by participating in the TB Elimination Initiatives for early detection, screening, and referral for treatment of LTBI contacts. We practice excellence by following the Live Well San Diego Professional Practice Model for Nursing, emphasizing on person-centered care and collective synergy to serve our diverse communities of San Diego.



Pictured from left to right: Ramses Morel-Nunez, CDI; Maria Pinedo, CDI; Brenda Aguirre, PHN; Ladan Yoosofi, OA; Julia Vicencio, PHN; Kayla Bisbal, Sr. PHN; Angie Miner, PHN Supervisor

Our Statistics

142: number of cases referred to us since our inception on 2/25/22

630: number of contacts referred

4: number of contacts with prelim diagnosis of active TB disease

1: number of contacts with final diagnosis of active TB disease