The Doctor of Nursing Practice

REFLECTIONS AND REFLECTIVE PRACTICE OF A DNP SCHOLAR

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“There is no greater agony than bearing an untold story inside you.”

Maya Angelou
REFLECTIVE THINKING
Reflective Thinking Is

- Thinking that is purposeful and working towards a conclusion
  - Reflection begins with an unexpected difficulty, challenge or problem (Dewey)
  - Where the thinker examines the sources of, and evidence supporting, a set of beliefs or expectations surrounding a situation, and to search and inquire in an effort to resolve doubt (Musolino & Mostrom, 2005).
Reflective Thinking

- Goals
- Knowledge Construction (KC)
- Application
- Reflective Thinking (RT)

leads to new
improves
REFLECTIVE PRACTICE

Reflective practice (RP) is critical and deliberate inquiry into professional practice in order to gain a deeper understanding of oneself, others, and the meaning that is shared among individuals. This can happen during practice and after the fact, and can either be done alone or with others (Forrester, 2010; Peters, 1991; Schön, 1983).
What is Reflective Practice

- Part of a change that acknowledges the need for students to act and to think professionally as an integral part of learning throughout their courses of study, integrating theory and practice from the outset (Mann, Gordon, & MacLeod, 2009)

Helps close the gap between theory and practice

(Working in Partnership Programme, 2006)
Reflective Practice

- **Donald Schon (1983)**
  - Expanded on theory of reflection
  - Developed concept of *Reflective Practice*

- Improving clinical practice and consequently quality of care, through exploring and evaluating one’s understanding of a problem rather than simply trying to solve it (Leung, Pluye, Grad, & Weston, 2010)
DNP Scholars & Reflection

- “to see things from a different perspective and then gain insight that makes it an effective learning experience” (Ashby, 2006, p. 37).
Kolb’s Experiential Learning Cycle, 1984

Kolb’s Cycle of Experiential Learning

- **Active Experimentation** – testing new ideas; honing skills in a new experience
- **Concrete Experience** – engaging directly in authentic situation
- **Abstract Conceptualization** – distilling perceptions into abstract concepts
- **Reflective Observation** – noticing what happened and relating to past experience and conceptual understandings
Gibb’s Reflective Cycle, 1988

- **Description**: What happened?
- **Feelings**: What were you thinking and feeling?
- **Action Plan**: If it arose again, what would you do?
- **Conclusion**: What else could you have done?
- **Evaluation**: What was good and bad about the experience?
- **Description**: What sense can you make of the situation?
How Do You Build Your DNP Toolbox?

- Time
- Reflection & Professional Development Plan
- Clarification
- Validation
- Analysis
- Application
- Dissemination
Student Learner to DNP Scholar

This is me
This is what I have achieved so far
This is how I am doing
This is where I want to get to
This is how I will get there

Learner
Essential Attributes “Tools”

- Learn from one’s experiences
- Develop & maintain competence over a practice lifetime
- Identify your learning needs
  - Present application of skills and competencies
- Professional identify development
  - Understanding your personal values, beliefs, & attitudes within your professional culture (and the world around you)
  - Linking new to existing knowledge
  - Becoming more self-aware to engage in self monitoring and self regulation

Mann, Gordon, & MacLeod, 2009
Where are you going? Where do you begin?

• Being a good DNP scholar involves more than “merely” coming up with brilliant ideas & implementing them.

• Most scholars spend a majority of their time reading papers, discussing ideas with colleagues, writing & revising papers, staring blankly into space -- and, of course, having brilliant ideas and implementing them.
APPRECIATIVE INQUIRY
Appreciative Inquiry Process

1. Discover the best of what is and what makes it that way
2. Dream what could be the vision for the future
3. Design a plan to realize the vision based on best practice
4. Deliver on what will make the plan sustainable
As DNP Scholars

“Be slow to criticize. And fast to appreciate.”
- Robin Sharma

Positive Leadership
“Those who say it cannot be done should not interrupt those doing it.”

Author unknown
APPRECIATIVE LEADERSHIP
Paradigm Shift in Leadership

Appreciative Leadership (AL) is “the relational capacity to mobilize creative potential and turn it into positive power—to set in motion positive ripples of confidence, energy, enthusiasm, and performance—to make a positive difference in the world.” (Whitney, 2010)
Four Formative Ideas to AL (Whitney, 2010)

- It involves relational processes and practices through which people come together and make things happen collaboratively.
- It is a positive worldview, based on the belief that every person, team and organization has positive potential.
- It recognizes potential and seeks to turn it into positive power; that is life-affirming results.
- It creates waves of positive change rippling outward.

**focus on learning what is working rather than what is wrong in the practice environment and build upon that**
5-Areas of Relational Practice (Whitney, 2010)

- Different needs that people have for high performance:
  - **Inquiry**: people need to know they belong.
  - **Illumination**: people need to feel valued for what they have to contribute.
  - **Inclusion**: people need to know where the organization or community is headed.
  - **Inspiration**: people need to know that excellence is expected and can be depended on.
  - **Integrity**: people need to know that they are contributing to the greater good.

**Different strategies for different needs**

Source: [http://positivechange.org/five-strategies-of-appreciative-leadership/](http://positivechange.org/five-strategies-of-appreciative-leadership/)
EI and DNP Scholars

Self Awareness

Awareness of Others

Self Management

Relationship Management
Asking the Right Questions

Winning Performance

Thriving Outcomes
Becoming a DNP Scholar means...

Becoming part of a larger scholarship community.
Planning and Structuring the DNP Scholarly Project
What is a DNP Scholarly Project?

- Builds upon student expertise through practice inquiry:
  - “Practice Inquiry is an ongoing, systematic investigation of questions about nursing therapeutics and clinical phenomena with the intent to appraise and translate all forms of ‘best evidence’ to practice, and to evaluate the translational impact on the quality of health care and health outcomes.” (Magyary, Whitney & Brown, 2006, p. 143)
  - “The DNP focuses on providing leadership for evidence-based practice.
    - This requires competence in translating research in practice, evaluating evidence, applying research in decision-making, and implementing viable clinical innovations to change practice.” (AACN DNP FAQs, updated 2009).

Areas of DNP Practice Inquiry

- **DNP practitioner focus**
  - Translational science
  - Program evaluation
  - Practice change (improvement) programs
  - Quality improvement
  - Translating evidence to clinical practice

Scholarly Project Deliverables

- Demonstrates synthesis of the student’s work and lays the foundation for future scholarship
  - Produces a tangible and deliverable academic product
- Derived from the practice immersion experience
- Documents outcomes of student’s educational experiences
  - Provides a measurable medium for evaluating immersion experience
- Summarizes student’s growth in knowledge and expertise

Tips & Strategies

• Staying Motivated
  o We all suffer from insecurity, anxiety, and even boredom
  o Be realistic about what you can accomplish, and try to concentrate on giving yourself positive feedback for tasks you do complete, instead of negative feedback for those you don't
Tips & Strategies

- **Time Management is Key**
  - Stay focused
  - Organize activities to force you to manage your time and to do something every day
- **Setting daily, weekly, and monthly goals**
- **Use a “buddy system”** where you and another student meet/talk regularly
- **Find people to work with**
Tips & Strategies

- Allocate enough time to ‘decide’ on your topic
- Match your particular niche
- Decide on a topic which you already have some knowledge of or one you are ‘passionate’ about
  - The topic should keep you motivated over a 2 year period
Organizing for Success

- Early Identification of Problem
  - Turning preliminary thoughts into a scholarly concept
  - Formulating a practice question
    - Good questions cannot be posed without knowledge of what researchers already know

*What does the evidence say?*
Organizing for Success

- Understand the Research Process
  - ROL (critical /analytical appraisal of the theoretical/empirical literature)
    - the first step in posing a question worth answering is reviewing the literature on the topic
  - Methodology
  - Findings/Results
  - Summary/Conclusions
  - Implications/Discussion
Organizing for Success

- Understand how a manuscript is written
- Basic format and writing style (APA)
- Written guidelines to supplement format (university specific)
- Length
- Expect numerous revisions to the DNP Scholarly Project
Organizing for Success

- Divide-and-conquer strategy on writing
  - Breaking down any project into smaller pieces is always a good tactic when things seem unmanageable
  - Instead of writing an entire manuscript, focus on the goal of writing a chapter, section, or outline
- Identify tasks that you can do in an hour or less; then you can come up with a realistic daily schedule
Organizing for Success

- Social & Academic Support
  - Involve and use your mentors
  - Discussions with your mentors help generate ideas for your DNP Scholarly Project and may steer you towards more interesting approaches
- Talk to your peers
- Engage the right resources
  - Surround yourself with Positive People
Organizing for Success

- **Work with your DNP Project Team-Advisor**
  - Guides you to attain goals
  - Schedule of tasks and accomplishments: prospectus-proposal to final project
  - Timetable of due dates

- **IRB approval**

- **Seek their counsel to effective DNP Scholarly Project**
  - Help & advisement
  - Use them to your advantage

- **Understand students’, advisors’, and committee members’ responsibilities**
Remember...

Every task you complete gets you closer to the finish line
Recap...

- Planning
- Structuring the DNP Scholarly Project
- Time Management
- Writing
- Staying Motivated
- Social & Academic Support
- Dissemination and Presentation
The Four Agreements, 1997

- Be Impeccable With Your Word
- Don’t Take Anything Personally
- Don’t Make Any Assumptions
- Always Do Your Best
Final Thoughts……

“love life, engage in it, give it all you've got. love it with a passion, because life truly does give back, many times over, what you put into it”

Maya Angelou