

Helping Novice Nurses Make Effective Clinical Decisions: *The Situated Clinical Decision-Making Framework*

MARY GILLESPIE AND BARBARA L. PATERSON

There is well-documented concern in the nursing literature that decision-making among novice nurses tends to be linear, based on limited knowledge and experience in the profession, and focused on single tasks or problems. Novice nurses, new graduates or nurses with limited experience in the care settings in which they work, tend to view decision-making as responding to patient complaints and following protocols or documented care plans (Chase, 1995; Itano, 1989; Radwin, 1998). As they make decisions, their focus leans toward doing, rather than on thinking and reflecting (Benner, 1984; Benner, Tanner, & Chesla, 1992). Novice nurses often do not recognize or appreciate the relevance of deviations from the textbook picture of a clinical situation (Benner, Tanner, & Chesla, 1996; Haffner & Raingruber, 1998; Tahak, Bae-Tal, & Cohen-Mansfield, 1996).

When confronted with complex or unfamiliar clinical situations, novice nurses frequently respond by drawing on theoretical knowledge and psychomotor skills, rather than enacting decision-making that addresses the complex and multidimensional nature of the situation. Further, when novices lack confidence in the clinical setting, they may rely excessively on more experienced nurses and avoid situations that require them to make decisions. Experiencing role dissatisfaction, some novice nurses will leave the profession (Messmer, Gracia Jones, & Taylor, 2005).

The full significance of this phenomenon becomes evident when placed at the intersection of two current trends in health care. First, a significant percentage of the nursing workforce is expected to retire within the next decade (Yanczy, 2005). Second, complexity and acuity of patients is increasing in every sector of health care (Elbright, Patterson, Chalko, & Render, 2003). It is

anticipated that the inexperienced nurse will carry increasing responsibility for clinical decision-making about the care of increasingly complex patient situations.

It has been suggested that nurses become expert in their practice when they have sufficient experience in the clinical setting to move from reliance on abstract principles to the application of concrete experience, viewing clinical situations within context and as a whole (Benner et al., 1996; Docket, 2006). However, in practice settings today, nurses function with few supports and mentors. It is clearly not feasible to simply wait for nurses to develop sufficient experiential knowledge to ensure that their decisions will be accurate and safe.

This article presents the Situated Clinical Decision-Making Framework as a means to help novice nurses reflect on the decisions they make in their clinical practice and develop features of expert clinicians. This tool assists the nurse in making decisions based on more than a basic understanding of nursing, patients' reported needs, and documented care plans. It can be used to guide retrospective reflection on the efficacy of decision-making processes and outcomes and to socialize nurses to an understanding of decision-making as complex and interactional, incorporating a broad knowledge and experiential base and influenced by the context of practice. Primarily, it fosters the development of their knowledge, skill, and confidence as nurses.

The framework has been used in various clinical settings, including critical care, high acuity care, and acute medicine and surgery. In addition, it is a curricular component in selected British Columbia Institute of Technology specialty nursing programs. A brief overview of the framework is provided, including its

ABSTRACT The nature of novice nurses' clinical decision-making has been well documented as linear, based on limited knowledge and experience in the profession, and frequently focused on single tasks or problems. Theorists suggest that, with sufficient experience in the clinical setting, novice nurses will move from reliance on abstract principles to the application of concrete experience and to view a clinical situation within its context and as a whole. In the current health care environment, novice nurses frequently work with few clinical supports and mentors while facing complex patient situations that demand skilled decision-making. The Situated Clinical Decision-Making Framework is presented for use by educators and novice nurses to support development of clinical decision-making. It provides novice nurses with a tool that a) assists them in making decisions; b) can be used to guide retrospective reflection on decision-making processes and outcomes; c) socializes them to an understanding of the nature of decision-making in nursing; and d) fosters the development of their knowledge, skill, and confidence as nurses. This article provides an overview of the framework, including its theoretical foundations and a schematic representation of its components. A case exemplar illustrates one application of the framework in assisting novice nurses in developing their decision-making skills. Future directions regarding the use and study of this framework in nursing education are considered.

The Cesarean Experience Theoretical And Clinical Perspectives For Nurses

**Howard S. Rowland, Beatrice L.
Rowland**



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The Cesarean Experience Carole Fitzgerald Kehoe,1981 **Theoretical Nursing** Afaf Ibrahim Meleis,2011 An additional assumption was that the processes for theory development were new to nursing and hence nurses in graduate programs learned strategies for advancing knowledge from other disciplines This assumption was debunked with the knowledge that nurses were always engaged in knowledge development driven by their experiences in clinical practice Because of these assumptions most of the early writing about theory development was about outlining strategies that should be used rather than strategies that have already been used in the discipline to develop theories Theorists themselves did not uncover or adequately discuss ways by which they developed their theories therefore the tendency was to describe processes that were based on theories developed in other disciplines mainly the physical and social sciences And an implicit assumption was made that there should be a single strategy for theory development some claiming to begin the process from practice and others believing it should be driven by research Provided by publisher **Theoretical Nursing** Afaf Ibrahim Meleis,2007 This text guides you through the evolution of nursing s theoretical foundations and examines the ways in which these principles influence the practice of the discipline Jacket Evaluating Research for Evidence-Based Nursing Practice Jacqueline Fawcett,Joan Garity,2008-08-22 Where is the evidence in a nursing research study What is the evidence How good is the evidence And how is it relevant to providing evidence based nursing care Ensure that students can meet the AACN s American Association of Colleges of Nursing goal of identifying valid research findings and using them to determine if they are providing care that is supported by evidence *Annual Review of Nursing Research, Volume 5, 1987* Joyce J. Fitzpatrick, PhD, MBA, RN, FAAN,Roma Taunton, PhD,1987-04-15 Now entering its second decade of publication this landmark series draws together and critically reviews all the existing research in specific areas of nursing practice nursing care delivery nursing education and the profession of nursing **Nursing Theorists and Their Work** Ann Marriner-Tomey,Martha Raile Alligood,1998 This text describes and analyzes 28 nursing theories It provides an introduction to nursing theory presents theorists who helped develop philosophies of nursing and covers theorists who created conceptual models or grand theories of nursing It also discusses middle range theorists **The Nursing Profession** Norma L. Chaska,1983 **Introduction to Nursing** Janice B. Lindberg,Ann Z. Kruszewski,1998 Provides coverage of the basics of nursing Treats four basic areas of human health environment and nursing *Nursing Theory* Ann Marriner-Tomey,2002 This new edition demonstrates theory based nursing practice showing how nursing theory guides critical thinking for decision making in professional nursing practice Includes a new section on nursing philosophies of Nightingale Watson and Brenner and a new section on middle range nursing theories including six new chapters **Analysis and Evaluation of Conceptual Models of Nursing** Jacqueline Fawcett,1995 Covers the development of nursing knowledge for nurses and nursing students Discusses components of the structural hierarchy of contemporary nursing knowledge such as the

metaparadigm theories and empirical indicators and outlines conceptual models such as King's General Systems Framework and Roy's Adaptation Model. This third edition includes discussion on the substantive and process elements of implementing conceptual model based nursing practice. Annotation copyright by Book News Inc Portland OR. *Current Catalog* National Library of Medicine (U.S.), 1982. First multi year cumulation covers six years 1965-70. **Midwives Chronicle and Nursing Notes**, 1982. Curriculum Development from a Nursing Model Marguerite B. White, 1983. **National Library of Medicine Current Catalog** National Library of Medicine (U.S.), 1982. *Comprehensive Community Health Nursing* Susan Clemen-Stone, Diane Gerber Eigsti, Sandra L. McGuire, 1995. **Frankly Speaking**, 1989. *The Nurse's Almanac* Howard S. Rowland, Beatrice L. Rowland, 1984. **Alternative Parenting Patterns**, 1984. *Medical Books and Serials in Print*, 1983. **Relationship Between Method of Delivery and Breastfeeding Outcomes** Laurie Bania, Roberta Moll, 1985.

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