

NOVICE TO EXPERT NURSING THEORY

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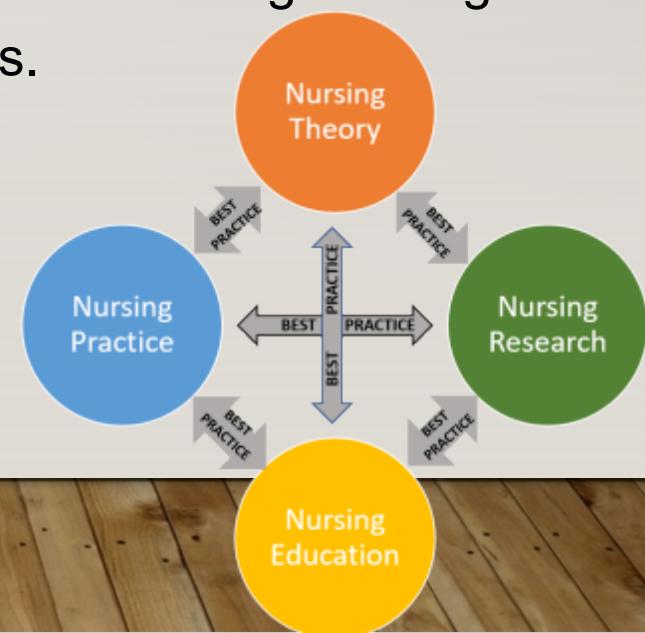
BACKGROUND OF THEORIST

- Dr. Patricia Benner
- Bachelors of Arts Degree & Master of Science in Medical-Surgical Nursing
- Head Nurse of Coronary Care Unit at Kansas City General Hospital
- Intensive Care Staff Nurse at Stanford University Hospital and Medical Center
- Research Associate at University of California at San Francisco School of Nursing



BACKGROUND OF THEORY

- Explains that nurses develop skills and understanding of patient care over time
- Combination of strong educational foundation and personal experiences
- Proposed that a nurse could gain knowledge and skills without actual learning.
- Development of knowledge is made up of the extension of knowledge through research and understanding through clinical experiences.



FIVE LEVELS OF NURSING EXPERIENCE

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert



NOVICE

- Beginner
- No experience
- Taught General rules
- Rule-governed behavior
- “They are told what to do and follow instructions”



ADVANCED BEGINNER

- Acceptable performance
- Gained experience in actual nursing situations
- Recognize recurring meaningful components
- Begin to formulate in order to guide actions



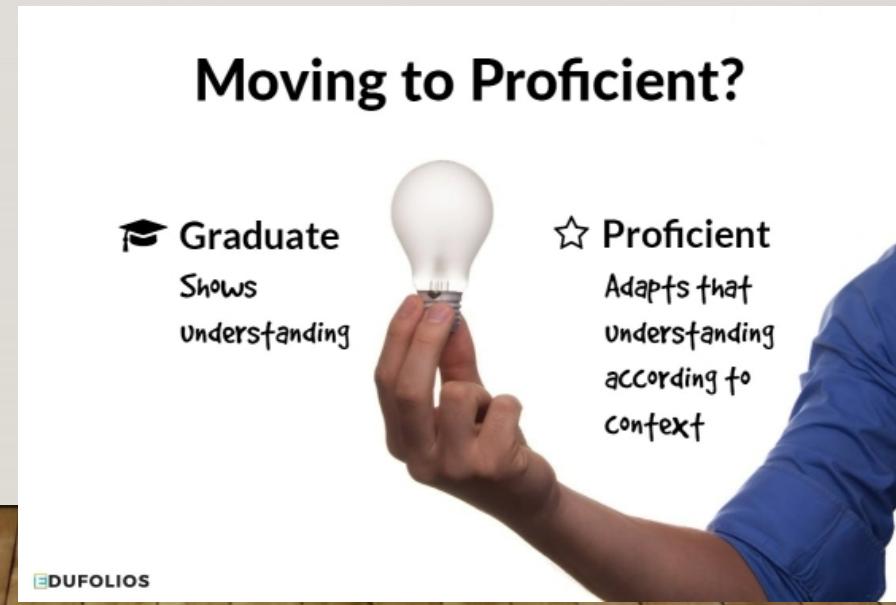
COMPETENT

- Two to three years
- Experiences may be similar day-to-day situations
- More aware of long-term goals
- Gain perspective from planning their own actions
- Greater efficiency and organization



PROFICIENT

- Perceives and understands situations as whole parts
- Learn from experiences what to expect in certain situations
- How to modify plans as needed



EXPERT

- No longer rely on principles, rules, or guidelines
- Deeper background of experience and intuitive grasp
- Fluid, Flexible, and highly-proficient



TRANSCULTURAL RELEVANCE

- Higher education stereotypes
- Label of a nurse with the highest pay or title
- Quality of patient care and proficiency



NURSING IMPLICATIONS

- Improved practice depends on experience
- Nurses engaged in various situations and learned from them to develop skills of involvement
- Relevant for the ethical development of nurses
- Helps nurses support one another and appreciate the expertise in any field



REFERENCES

Benner's from novice to expert. Nursing Theory. (2021, September 3).

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