

Practice Reflection: Learning from Practice

March 3, 2015

Learner Objectives

- To discuss the professional and regulatory requirements
- To describe practice reflection and its benefits
- To explain how you can reflect on your practice
- To share two examples of practice reflection

Why Must I Reflect?

- A professional expectation
- Self-Assessment involves:
 - Practice Reflection, and
 - Developing a Learning Plan
- Demonstrates a commitment to lifelong learning and continuing competence
- It's legislated

What is Practice Reflection?

- Practice reflection is more than just thinking about practice
- An intentional process of thinking, analyzing and learning
- Identify learning needs
- A commitment to action

Peer Input

- An objective perspective
- Strengthens the reflective process
- Anyone familiar with your nursing role
- Can be formal or informal

The Benefits of Practice Reflection

- Benefits for the nurse:
 - Improved critical thinking
 - Empowerment
 - Greater self-awareness
 - Personal and professional growth
- Benefits for clients:
 - Improved quality of care
 - Improved client outcomes

Conditions for Reflection

- Belief that there is no end point in learning about practice
- Willingness to learn
- Motivation to change
- Open-mindedness
- Courage to act

How do I Reflect?

- The College's Practice Reflection Worksheet
- Many alternative methods
- Written reflection
- A learned skill
- How often should I reflect?

Practice Reflection Worksheet

1. Describe an significant experience
2. Identify strengths and areas for improvement
3. Peer Input
4. Identify learning needs
5. Identify which elements relate to your learning needs

Example One

Practice Reflection Worksheet

Use this worksheet to reflect on your practice.

You do not have to submit this worksheet to the College if you are selected for Practice Assessment.

QA Year:

Describe an experience, event or change in your practice or practice setting that was significant to you.

I was providing care in an emergency situation last week. I shared information about the client's diagnosis of epilepsy as I felt that it was important information for the first aid team to know. Now I'm wondering if I breached client confidentiality.

What happened?

What was your role?

Example One

Based on what you described above, what were your strengths and what were your areas for improvement?

I am very diligent about sharing of client information without consent of the client. When I look at the CNO Confidentiality and Privacy standard I think since this was an emergency situation it was okay to share information. But it made me think that I need more information about this legislation.

Areas for improvement will inform your learning needs.

Example One

What input have you received from your peers about your practice?

I talked with a co-worker and he told me I am very careful about getting consent from a client before I share information. However, he also wondered if sharing the client's diagnosis during the emergency was okay as other people who observed the seizure are now saying that they are afraid that the client will have a seizure when they are around and wondering what they should do.

Consider asking:

"Can you give me an example of what my learning needs might be?"

Consider any feedback you have received from clients.

Example One

Based on your own reflection and the input you received, what are your learning needs?

1. learn more about privacy & confidentiality legislation
2. learn more about circle of care and sharing of information without consent

What do you need to learn to improve your practice?

Which elements relate to your learning needs?

- Advances in technology
- Changes in the practice environment
- Entry-to-practice competencies
- Interprofessional care

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Example Two

Practice Reflection Worksheet

Use this worksheet to reflect on your practice.

You do not have to submit this worksheet to the College if you are selected for Practice Assessment.

QA Year:

Describe an experience, event or change in your practice or practice setting that was significant to you.

Last week I was working with a client who doesn't have family or community support. He was discharged from my program as he no longer met eligibility for care. I am very concerned about what will happen with this client and I don't think he has the ability to advocate for himself or the insight that he needs care from alternate services. I find this situation is happening more frequently; it seems that clients are falling between the cracks. I am worried that despite this being a decision of my program that I might be disciplined for discharging clients who I know require more care.

What happened?

What was your role?

Example Two

Based on what you described above, what were your strengths and what were your areas for improvement?

I am a client advocate and I am diligent about providing safe and excellent care to my clients. I have been in this role for years and I do it well. However, it seems more and more I am dealing with budget related issues that result in scenarios like I described above. I am wondering if I am accountable when I discharge a client who I think still needs care, even if they are no longer eligible to receive care from my program. I also think about ethical issues that arise here. This had made me think that I need more information about the CNO standards that address these issues.

Areas for improvement will inform your learning needs.

Example Two

What input have you received from your peers about your practice?

I talked with my manager and she reiterated that many of my co-workers are experiencing similar concerns. She agreed that further knowledge about CNO documents might help us understand our accountabilities in these situations better.

Consider asking:

"Can you give me an example of what my learning needs might be?"

Consider any feedback you have received from clients.

Example Two

Based on your own reflection and the input you received, what are your learning needs?

1. understand my accountability when I discharge a client who needs further service
2. understand how to manage ethical dilemmas when care needs exceed what I am able to provide
3. understand how to maintain boundaries when care needs exceed what I am able to provide

What do you need to learn to improve your practice?

Which elements relate to your learning needs?

- Advances in technology
- Changes in the practice environment
- Entry-to-practice competencies
- Interprofessional care

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Key Points

- Practice reflection is a professional expectation and a legislated requirement
- It is an intentional process of thinking about your practice, analyzing it and learning
- Practice reflection benefits both nurses and clients
- Practice reflection worksheet option

“To reflect is to grow and thrive in the nursing profession” (Lim & Shi, 2013)



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