Nurse Specialist as Career Coach
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Career Coaching Results

Perseverance Pays Off

Determining Next Career Steps

From Football to Nursing

Nursing in the current healthcare climate requires empowerment to help meet the challenges of a growing profession in the development of our role as leaders. We must grow nurses for forthcoming endorses starting with developing leaders at the bedside. At present, we must consider the importance of ongoing professional development.

The Nursing Career Coaching and Professional Development Program was established to assist nurses in the pursuit of advanced education, growth and development. Nurse educators and career counselors provide a wide range of services. These include career assessment tools, available for continuing education, support in mapping out a professional development plan, providing guidance with financial planning and resources to fund their career advancement. Other services offered are researching schools that will work best for the individual to achieve advanced degree status. For nurses wanting to advance in the Clinical Career Path, coaching by qualified career counselors focuses on four broad categories: promotion to next level, obtaining certification, transitioning to a specialty area and work-life balance. Additionally, career counselors provide shadowing opportunities for those undecided about a path and who would like a glimpse at a specific area before making a decision about which journey they would like to pursue. Through this program, registered nurses have decided to pursue promotion on the clinical career path, certification, advanced nursing degrees and transition to various practice areas of greater interest. Ultimately, the career counselors will assist nurses in attaining their work-life balance.

A review of the literature shows that coaching can be “beneficial in helping people reach and succeed toward their career goals by partnering with clients in a creative process that inspire them to maximize their personal and professional potential” (Thompson, Wolf and Sabastine, 2012). Characteristics of a career coach include ability to listen intently, ask pertinent questions, focus on the needs of the client and customize a plan that meets the client's needs.

The Nursing Career Coaching and Professional Development Program of Houston Methodist Hospital will continue to assist nurses in the pursuit of advanced education, growth and development. The strategic goals of the Career Coaching and Professional Development Program for nurses and nursing leaders at all levels in the organization. Another goal is to shape and influence the nursing profession, as well as the health care community by fostering leadership development and exposure to comprehensive career development opportunities. This program has been expanded to all hospital employees to assist every individual to reach their individual goals and take responsibility for their achievements. Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. (Thompson, Wolf and Sabastine, 2012, p. 538).

In the future, the program will be expanded to train and develop other Nurse Specialists to be career coaches to ensure professional development continues and achieve the Institute of Medicine’s (IOM) request for nurse educators to make their contribution in educating nurses to fill the gap in nursing, nurse faculty, and nursing leadership (IOM, 2011).

Theory

This program is currently based on Swanson’s Caring Theory, a delicate blend of guiding and partnering to empower a person to achieve their goals. The nurturing nature of the theory consists of five important categories: Maintaining Belief, Knowing, Being With, Doing For, and Enabling (Janson and Additon, 2011). Maintaining belief, as a career coach, requires one to sustain belief in the individual that the individual can accomplish their goals. Being with, requires having self-awareness and being emotionally available to the individual for understanding and adjustments in their future. The career coach must also identify with the individual’s fears and allow them to express themselves for growth and ultimately future professional development. Doing for, means assisting the individual by mapping out options and providing guidance based on the individual’s needs. At times, it is important for the individual to see the vision from an educator perspective. Lastly, the career coach acts as a facilitator to enable the client to see the vision and actively participate in their pursuit of a career path. Various studies advocate that using theories have the potential to produce positive outcomes in many aspects of nursing (Fingles and Raff, 2011).

References


