

Bridging the Gap from "Me to "We"

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Introduction and Background

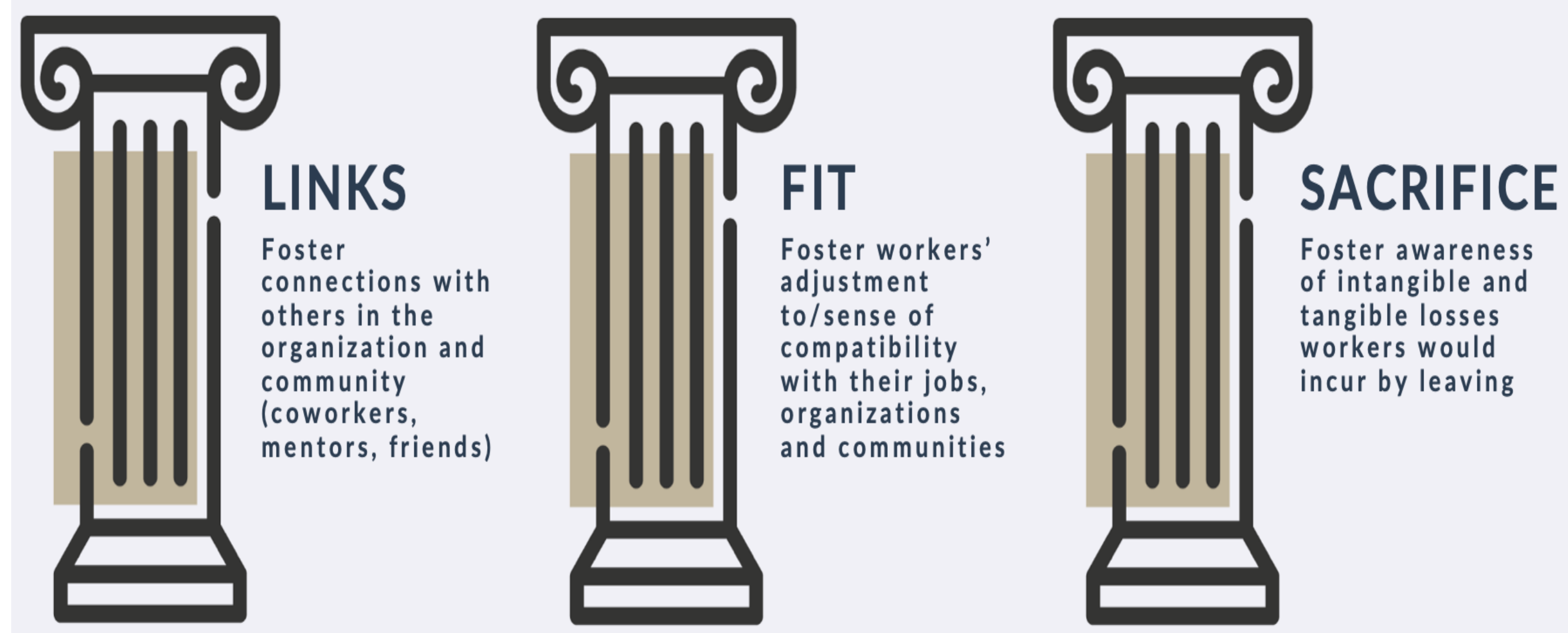
- A new generation of nurses, the Millennials (born between 1980-1999), are the largest workforce;
- Millennials are the best-educated generation
- Want more information and communication with individual feedback on performance, organizational updates, & work-life balance
- Previous measures studied in nursing (job satisfaction & commitment) may NOT be the best indicators of Millennial nurse retention
- Tyndall & Scott (2019) reported higher level of commitment, satisfaction & turnover intention for new grads compared to previous generations
- Embeddedness measures likelihood of staying versus intent to leave current job based on fit, links, & sacrifices

Collaborative Question :

What are the best strategies between Academic and Clinical Nurse Leaders to promote a better Fit for new graduates?

Concept of Embeddedness

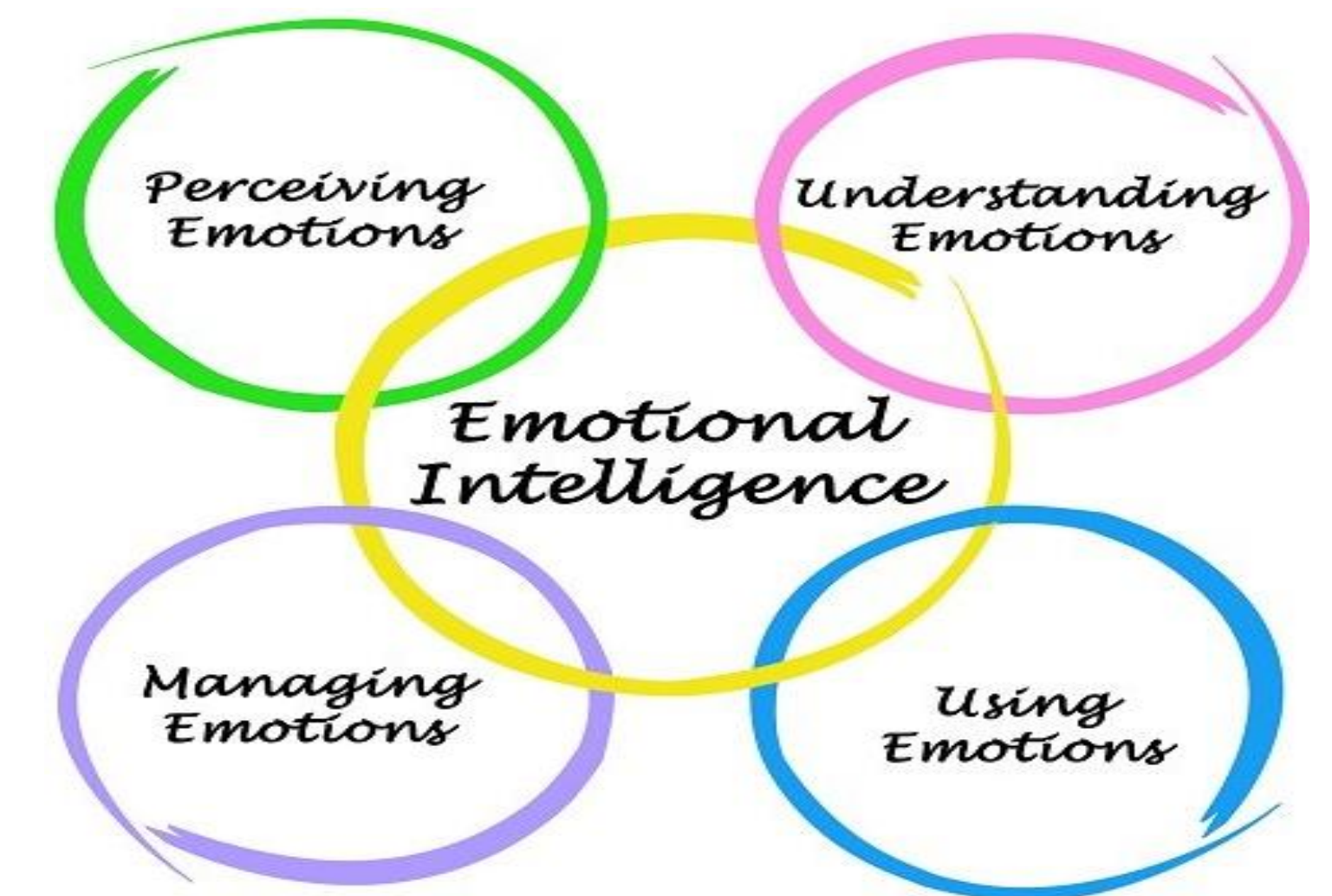
Measureable attributes that promote loyalty and retention



Methods

- A five question survey seeking Nurse Leader's (Managers, Coordinators) viewpoints on New Graduate Nurses inclusion, expectations, and retention
- A total of 8 Nurse Leaders with various expertise contributed to the survey and project results
- 7 Scholarly articles were referenced to support themes, findings, and next steps.

Emotional Intelligence



Key Findings Nurse Manager Survey

Broad Theme: Desired Characteristics	<ul style="list-style-type: none"> •Subthemes •Critical Thinking •Clinical Knowledge •Emotional Intelligence •Work Ethic
Broad Theme: Characteristics of Millennial Nurses	<ul style="list-style-type: none"> •Subthemes •Continuous Learners •Readily Communicate •Novice •Not Prepared for Reality •Need Support/Praise
Broad Theme: Retention Ideas	<ul style="list-style-type: none"> •Subthemes: •Clear Expectations •Movement to Gain Different Experiences within Organization •Opportunities to Grow and Learning •Financial Incentives

Recommendations



Next Steps

Shadow Day	<ul style="list-style-type: none"> • Condition of interview process • Realistic perspective of unit expectations
Unit Leaders Speaking at Nursing Schools	<ul style="list-style-type: none"> • Prepares graduates for interview process • Dissolves disconnect between academia and clinical misconceptions
Create a Mentorship Program	<ul style="list-style-type: none"> • Graduates paired with other unit's nurse leaders • Unbiased support and social networking
Explore Possible Unique Benefit Offerings	<ul style="list-style-type: none"> • Specialized health insurance, savings plan, tuition plans • Community and educational discounts