Challenges of clinical judgement for novice nurses
Problem of novice nurse

- 1. Self doubt
- 2. Inadequacy new work environment recognition.
- 3. Inadequacy experience.
- 4. Inadequacy professional skill disability to use theoretical knowledge in practice new colleague.
Problem of novice nurse

- 9. Expectation of staff.
- 10. Lack of support.
- 12. Feeling overwhelmed with their workload and amount of responsibility.
Three phases that novice nurses will experience during the first year of practice
The first three to four months

Trying to understand what is expected—trying to do well

**Main aim**: finish their tasks on time (they realize that they are not as prepared to practice as they thought —most stress full time in nursing cancer.)
Novice nurse transition from feeling overwhelmed to becoming more comfortable with his Roles and responsibility, it marked by advanced their knowledge level – thinking/skill validation from their peers.
The final three to four months

Time of invalidity and integration into their community of nurses more comfortable and confident.
Novice nurse require for competencies

- Nursing care
- Human relationship
- Communication
- Decision making
- Problem solving
- Quality development
- Assurance
- Critical thinking (knowledge + experience)
Novice nurse need to mentors who

- Solid practitioners
- Assist them in decision making - critical thinking
- Evidence-based practice
- Holistic nursing care
Mentoring relationship are great support for novice.

- Novice nurse require more than answer.
- They need help with learning how to think though the steps to find the answer.
- Mentors must help novices to develop their skill and encourage them.
- Novice involves question and reflection rather than telling and doing.
Mentor must ask them to help because often novices will not ask for help.

All the while feeling alone unsure and unsure and placing a risk to patient safety.

Novice nurse need to feel like accepted members of the health care team who actively participate and contribute to patient care based on their level of skill and ability.
Novice believe that professionalism in influenced by three themes.

- Being a member of the team (belonging).
- Ability to answer question from patients and their families (knowing).
- Feeling valued for what they do (affirmation).
Support and guidance acceptance from experienced nurse increased level of responsibility.

Awareness of others roles as well as feeling of expanding knowledge and confidence can all positively influence a novices transition through the development of their professional self.