

Title:

Learning How to Interview for a Professional Role

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Session Title:

Leadership Poster Session 2

Slot (superslotted):

LDP PST 2: Monday, 19 September 2016: 7:00 AM-8:00 AM

Slot (superslotted):

LDP PST 2: Monday, 19 September 2016: 9:45 AM-10:15 AM

Slot (superslotted):

LDP PST 2: Monday, 19 September 2016: 12:00 PM-1:30 PM

Slot (superslotted):

LDP PST 2: Monday, 19 September 2016: 3:15 PM-3:45 PM

Purpose:

The purpose of this presentation is to help other chapters engage their nursing students in leadership activities that help them with the transition to professional practice and to develop personal leadership attributes.

Keywords:

Interviewing, Leadership and Professionalism

References:

Kovner, C., Brewer, C., Greene, W., & Fairchild, S. Understanding new registered nurse's intent to stay at their jobs. *Nurse Economics*, 27(2), 81-98. Twibell, R., Johnson, D., & Kidd, M. (2012). Tripping over the welcome mat: Why new nurses don't stay and what the evidence says we can do about it. *American Nurse Today*, 7(6)

Abstract Summary:

The Chapter partnered with a university based Office of Community Engagement to host an active workshop for students on the entire professional job search process.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
The learner will be able to identify 2 strategies that new registered nurses need to help them interview for a professional job.	At least 2 strategies will be provided to help the learner to interview for a professional nurse position
The learner will be able to identify strategies to help students and new nurses develop leadership qualities.	Provide suggestions to develop leadership qualities

Abstract Text:

Senior nursing students have many things to consider as they begin transitioning to a newly licensed registered nurse (RN) after graduation. New RN's are at risk for failing to acclimate to the professional environment with 30-60% often ending their first position within the first year of practice (Kovner, Brewer, Greene, & Fairchild, 2009; Twibell, Johnson, & Kidd, 2012).

Developing leadership and professional attributes is essential when transitioning into practice. Nursing practice is a profession and one that is very demanding on its members. Additionally, nurses should strive to be leaders to help advance nursing as a profession.

Matching an RN with the right organization is key to success for the RN, and this starts with the professional interview. A professional interview is the initial discussion of the RN's goals, skill sets, clinical expertise, and overall leadership abilities.. Senior students need to understand how a professional interview can match them with a position that is long-term and benefits them and the organization.

A Sigma Theta Tau International Chapter, sought to help students understand how to interview professionally while highlighting their own unique skill sets while sharing their goals for the future. The Chapter partnered with a university based Office of Community Engagement to host an active workshop for students. Employment resource professionals were invited to work with students, on the entire professional job search process, including: resumes, seeking the right job, interviewing strategies, and the importance of being a leader.

There were eight junior and senior nursing students and four faculty, who were also STTI members, who participated in the workshop. The workshop was highly successful as students were given individual attention, strategies were provided to successfully interview, write a professional resume, and develop positive leadership attributes as they transition to the professional registered nurse role.