

The Multidimensional Role of Acceptance in Nursing



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Audience Question

**How do you define the
term “acceptance”?**

Non-Disclosure Statement

***No real or perceived
vested interest is present.***

Conflicts of Interest and Disclosures: Neither the planner(s) nor presenter(s) indicated that they have any real or perceived vested interest that relates to this presentation.

Applicability

This presentation supports the NLN Nurse Educator Competencies of:

- Facilitate Learned Development and Socialization
- Function as a Change Agent and Leader
- Engage in Scholarship

This presentation also addresses current issues in nursing related to self-care and cultural competency.

Identify

Identify the multiple factors contributing to a person's unique definition of acceptance.

Discuss

Discuss the dimensions of the concept of acceptance in nursing.

Examine

Examine strategies to increase self-awareness challenges related to acceptance of oneself and others.

Recommend

Recommend practice behaviors that can promote acceptance.

Problem Overview

After an extensive literature search, there was no single research article or study identified that discusses the role of acceptance from all three perspectives that are presented in this presentation. As a result, the presentation includes the synthesis of research from the disciplines of nursing, medicine, and psychology to provide a comprehensive perspective of how acceptance applies to nurses in their patient relationships, sense of competency, and sense of self.





- There is a limited understanding of how the concept of acceptance is an integral part of nursing.
 - The concept of acceptance has several applications in nursing.
 - | Acceptance of self to promote well-being is vital to prevent stress and burnout.
 - | Nurses routinely practice acceptance of others as part of their role.
 - | Some nurses may struggle with acceptance of knowledge which can yield feelings of imposter syndrome.
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Defining Acceptance

Factors that Contribute to the Definition

- Culture
- Personality
- Experiences
- Current circumstances
- Physical and mental health

Defining Acceptance

What Does the Literature Say

“ ...Positive coping strategy ”

(Mills et al., 2019, p. 880)

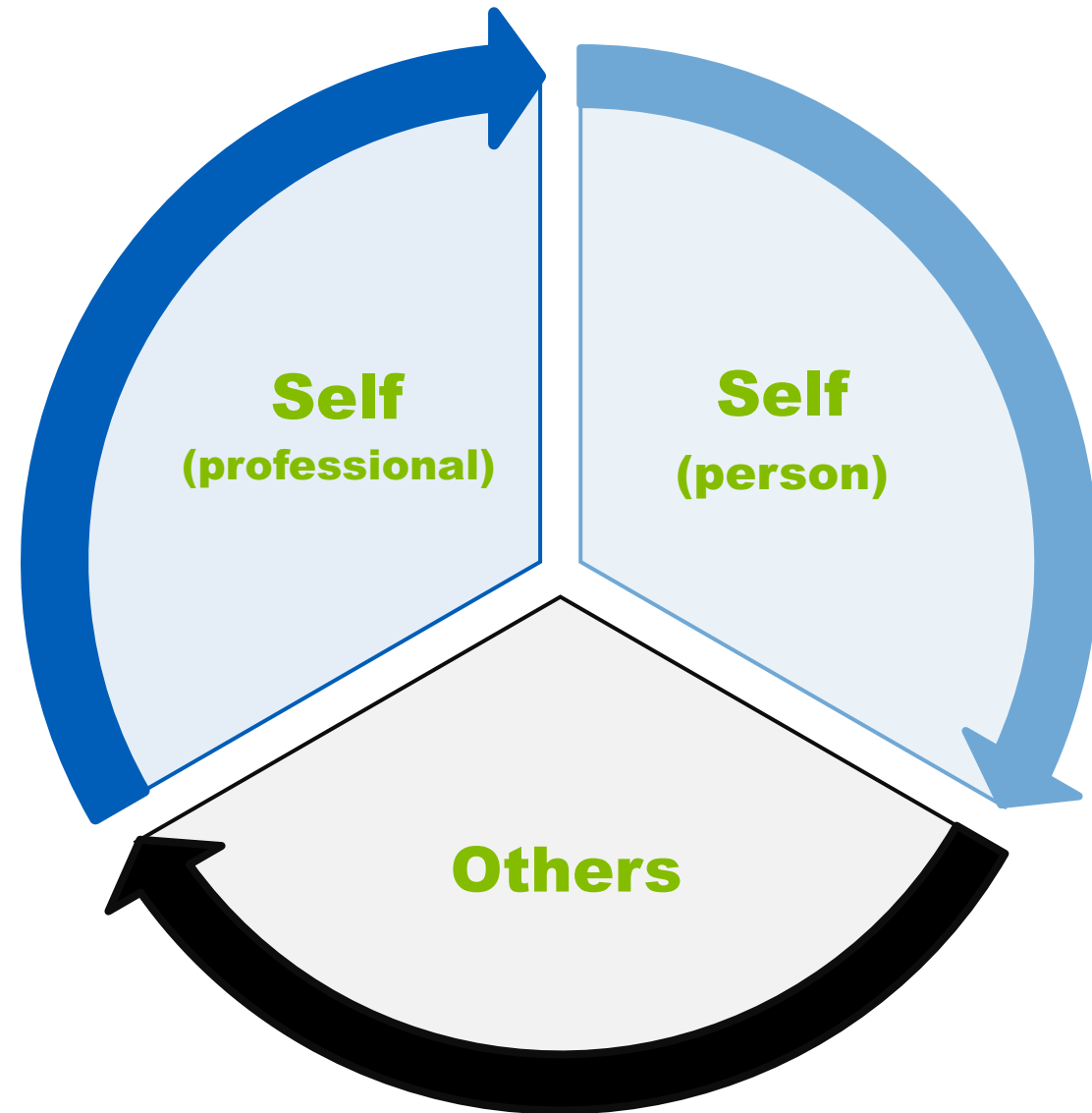
“ Self-acceptance is the foundation of any kind of care for another human being ”

(Chmielewski et al., 2021, p. 2)

“ ...self-acceptance, positive interrelationships with others, autonomy, environmental mastery, purpose in life, and personal growth for ensuring psychological well-being. Conceptually, both from theoretical and philosophical perspectives gratitude has been viewed empirically as an integral part of well-being ”

(Karmakar & Bhattacharyya, 2022, p. 207)

Acceptance Contributes to Who We Are



Acceptance of Self (Person)

- **Considered more of a personality trait**
- **Can include any or all aspects of self**

Feelings	Abilities
Thoughts	Knowledge
Relationships	Behaviors
Appearance	Culture
Performance	Past Experiences



Emotional Intelligence

How emotionally intelligent are you?



Emotional intelligence is measured through evidence-based assessments ranging from 20-100 questions



Controversy about the validity of emotional intelligence assessments

Emotional Intelligence

Emotional intelligence questions are used routinely in interviews in bedside nursing, leadership, and academic settings.

- Conflict scenarios or experiences
- Emotional regulation during stressful situations
- General disposition questions
- Goal setting and self-assessment
- Prioritization and communication, especially in group work

Which of These Questions Measure EIQ

- 1 I can recognize my emotions as I experience them.
- 2 People have told me that I'm a good listener.
- 3 I know my strengths and weaknesses.
- 4 I set long-term goals and review my progress regularly.
- 5 I enjoy organizing groups.

Emotional Intelligence



- Crucial to all aspects of nursing (practice, education, leadership)
- Directly correlated to better patient outcomes including caring behaviors
- Proven predictor of performance, job satisfaction, and retention in nursing

Acceptance of Others

- Nurses are typically best at this application of acceptance.
- Skilled in providing care to persons of all backgrounds with various belief systems without hesitation.

What challenges and obstacles do you think currently exist regarding the acceptance of others in nursing?



Acceptance of Others

Challenges



Different values or
beliefs



Language barriers



Comprehension
barriers



Incivility with other
nurses which can be
generational,
educational, or
cultural

Acceptance of Self (Professional)

Key Concepts Related to Acceptance of Self

- Imposter syndrome
- Stress, compassion fatigue, burnout
- Intention to stay in the profession

Acceptance of Self (Professional)

What is Imposter Syndrome?



Defined originally as “a false internal experience of low intelligence or ability.”

(Clance & Ives, 1978)

Described as “intense feelings of fraudulence and self-doubt in the face of success. It is common, particularly in environments where intellect is central to success.”

(John, 2019)

Core construct is self-acceptance

Acceptance of Self (Professional)

Imposter syndrome is not specific to nursing, but it is unique in nursing.

Gender is not a factor in the research.

Can be experienced at multiple points in career.

- New graduate
- New specialty
- New role (management, educator, practitioner)



Acceptance of Self (Professional)

What is the big deal?

Imposter syndrome in nursing:

- Self-restriction such as not seeking promotions
- Self-doubt which increases burnout
- Fear of success and failure
- Causes feelings of depression and anxiety
- Can impact nurse's ability to deliver quality care
- Determined to be one of the contributing factors for nurses leaving the profession/high turnover



Acceptance of Self (Professional)

Not all challenges with professional self-acceptance yield imposter syndrome.

Some nurses who doubt their abilities and knowledge are accurate in their perception.

Compassion fatigue can be the cause or the result of lowered self-acceptance in the profession

- Repeated exposure to stress and suffering
- Exhausting giving of self

What Can We Do About It?

**Self-acceptance is a contributing factor
in overall psychological well-being.**

Strategies for Self-Acceptance (Person)

- Mindfulness
- Self-awareness
- Improve Emotional Intelligence
- Meditation
- Journaling
- Reflection
- Positive Affirmations
- Cognitive Behavioral Therapy

Strategies for Self-Acceptance (Personal → Professional)

Increase Emotional Intelligence

- Positive affirmations that are grounded in reality
- Self-awareness
- Therapy
- Reading and workbooks
- Apps

Strategies for Self-Acceptance **(Personal → Professional)**

“ Compassionate self-awareness enables individuals to accept their limitations and failures with courage, take responsibility for personal actions, and then develop different ways to overcome their failures. ”

(Younas & Rasheed, 2018, p. 221)

Strategies for Acceptance of Others

- Self-awareness
- Education (cultural diversity)
- Communication and curiosity
- Active listening
- Ask for help

Strategies for Self-Acceptance

(Professional – Overcoming Imposter Syndrome)

- Use the same strategies for personal
 - Emotional intelligence
 - Mindfulness
 - Self-awareness especially
- Provide education to others
- Retain skills (volunteer, CEUs)
- Professional opportunities
 - Presentations
 - Publish, contributor, reviewer
 - Professional organization opportunities
 - Serve on community boards

Strategies to Improve Nursing Culture

Nurse educators have a unique opportunity to help prevent burnout and ultimately improve nursing culture.

- Integrate self-acceptance and acceptance of others into the curricula
- Model behavior
- Encourage acceptance of self as a person and professional
- Improve cultural humility, competency
 - | Decrease bias in healthcare

What Strategies Would You Propose?



While there are good ideas in the literature, some recommendations take too much time or more resources than people may have.



Audience Question

What ideas do you have to promote better self-acceptance (professionally or personally) or improved acceptance of others?

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Recommend practice behaviors that can promote acceptance.

Did We Meet Them?

Open Discussion



Questions?



Perspectives to
share?

Thank you for your attendance and participation.



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