

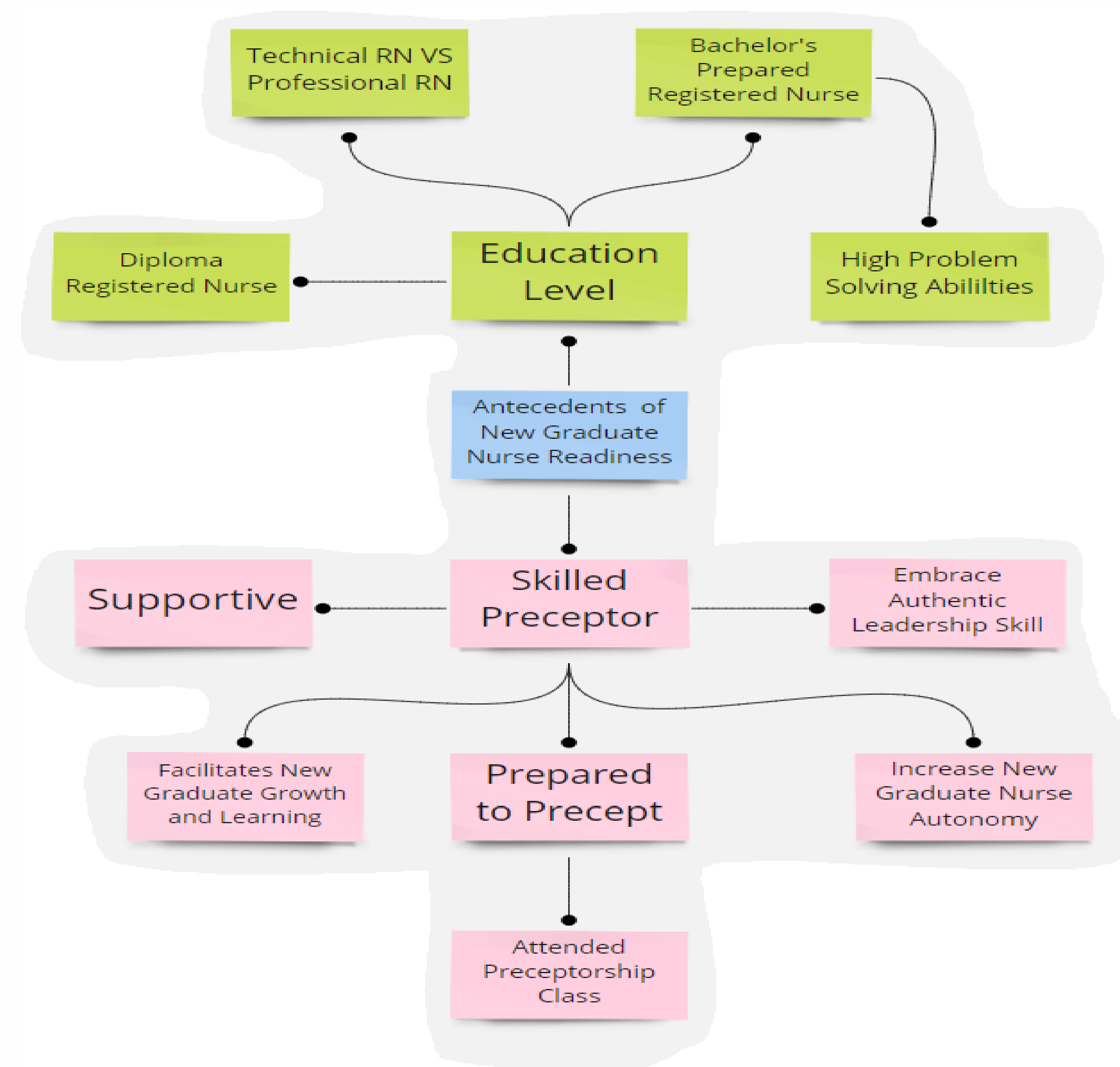
# New Graduate Nurse Readiness: A Concept Analysis

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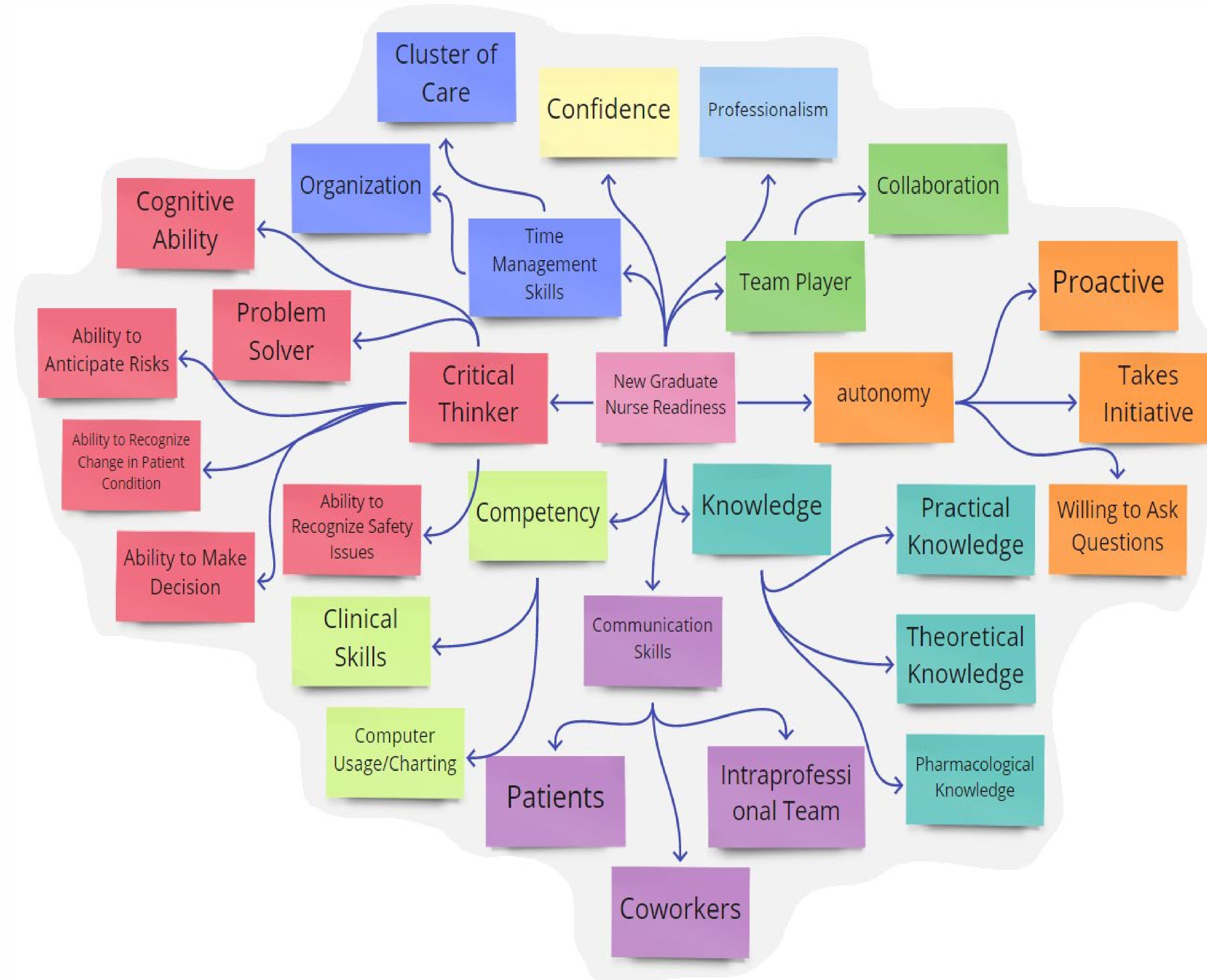
## BACKGROUND

New graduate nurse readiness is a relatively new concept being explored in academia. With an increasing need to fill the gaps of the current nursing shortage gaps, many have turned to new graduate nurses to meet the demand. Statistics demonstrate that 35- 60% of new graduate nurses will leave within the first year of practice (Eckerson, 2018). This is a significant percentage that costs healthcare facilities thousands of dollars and impacts the new graduate nurses and their perception of the field of nursing. While it is easy to give one's own opinion of what readiness looks like in a new graduate, one must stop and consider what needs to be investigated. Is it possible the right question is not being asked? Perhaps it is more important to ask how to determine readiness (Black et al., 2010).



## PURPOSE

A concept analysis was formed to analyze new graduate nurse readiness. The aim is to define new graduate nurse readiness and describe the attributes used to measure readiness.



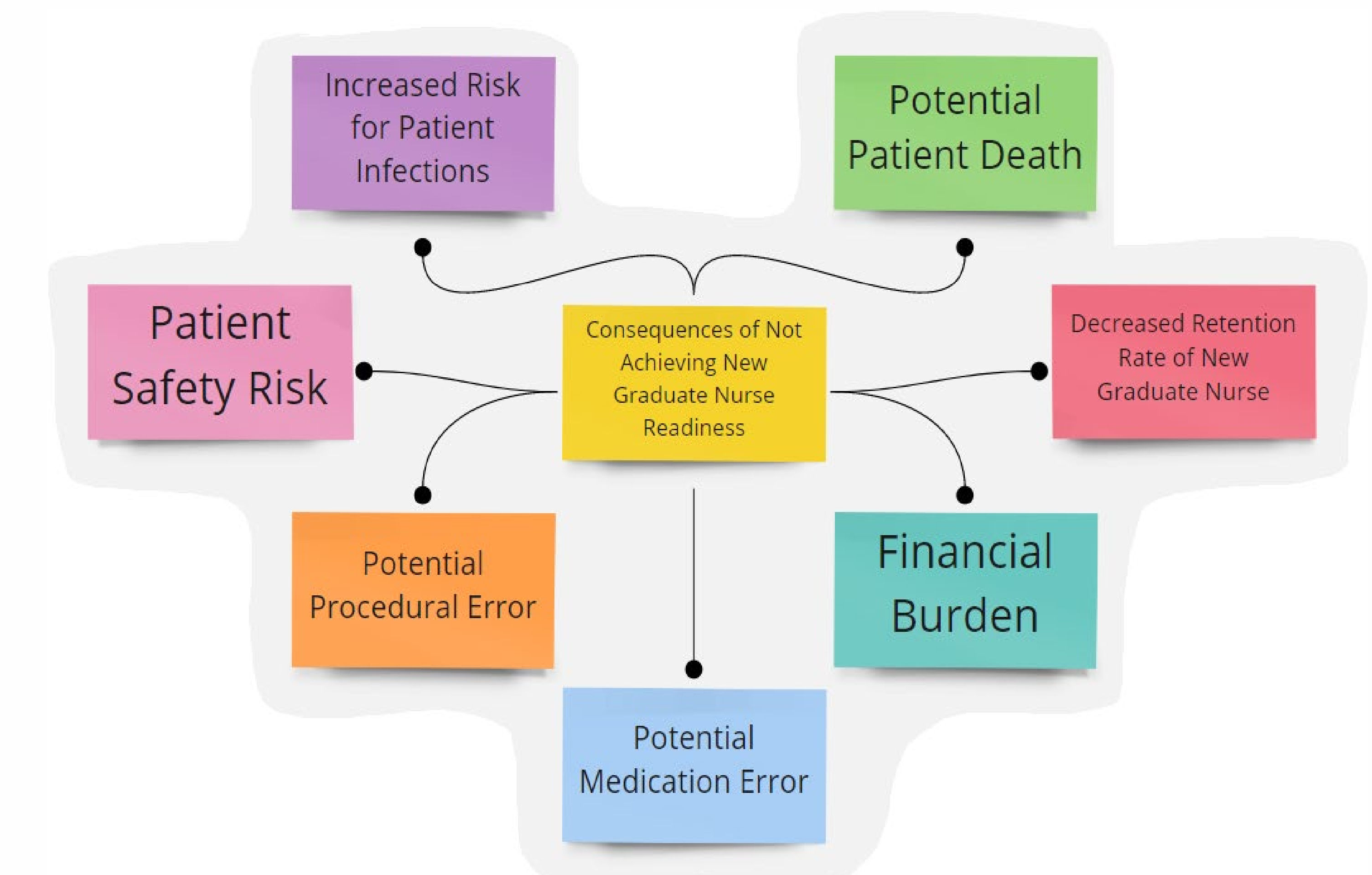
## METHODS

To define the new graduate nurse readiness, literature was retrieved through the CINAHL, PubMed, Wiley Online Library, and OVID databases. Using Rodger's evolutionary method, the author identified pertinent attributes and readiness characteristics among new graduate nurses.

## RESULTS & CONCLUSIONS

After evaluating the articles, communication skills, competency, critical thinker, knowledge, time management skills, autonomy, professionalism, team player, and confidence were identified as defining attributes of readiness. Level of education and having a skilled preceptor were also viewed as antecedents of readiness.

With an increasing number of new graduates being hired into healthcare facilities, it is essential to assess a new graduate nurse's readiness for practice. By identifying readiness attributes, healthcare facilities can help to facilitate a new graduate nurse's progression towards readiness.



## REFERENCES

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