CNA Webinar Series: Progress in Practice

EXPLORE ETHICS MENTORING

Opportunities for Giving and Growing

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Speakers

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This webinar will explore...

- The concept of mentoring
  - What is a mentor?
  - What does it mean to be an “ethics mentor”? 

- Tools and resources to help your mentoring skills grow.
Famous MENTORS ...

“Thackeray”
To Sir With Love

“Mr. Miyagi”
The Karate Kid

Florence Nightingale

“Yoda”
Star Wars

Big Brother Big Sisters of Canada

“Mr. Keating”
Dead Poets Society

Mother Teresa

“Maria”
The Sound of Music
MENTORSHIP:  
What does the Code say?

“Nurses share their knowledge and provide feedback, mentorship and guidance for the professional development of nursing students, novice nurses and other health-care team members.”

How is MENTOR defined? What comes to mind?

“An experienced and trusted adviser”

MENTORING ...

“... is a brain to pick, an ear to listen, and a push in the right direction.”

John C. Crosby

“is a developmental partnership through which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of someone else.”

MENTORING

What gets in the way?

A lack of...

- Confidence
- Time
- Resources / Tools
- Flexibility (openness to new ways of teaching and learning)
- Support and recognition
- Follow-up mechanisms to evaluate success
BEING AN **ETHICS MENTOR**: What does it mean?

“The greatest good you can do for another is not just to share your riches but to reveal to him his own.”

Benjamin Disraeli

- Providing guidance and constructive feedback
Being on the receiving end...remember what it feels like?

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

The power to inspire confidence ...

The power to extinguish it ...
BEING AN **ETHICS MENTOR**: What does it mean?

- Helping another see a situation through an “ethics lens.”
BEING AN **ETHICS MENTOR**: What does it mean?

- Being knowledgeable about ethics resources
- Helping another learn about ethics resources and how to use them
BEING AN **ETHICS MENTOR**: What does it mean?

- Being a role model
- Becoming “ethically fit”
- Displaying “ethical fitness”
BEING AN **ETHICS MENTOR**: What does it mean?

- Making time for a “mentoring moment”...
  - During day-to-day practice
  - By buddying-up with another
  - By naming ethical problems in practice
  - By creating special times (e.g., lunch & learns; team meetings)

- What about lost moments?
  - Is there still an opportunity to go back and mentor?
BEING AN **ETHICS MENTOR**: What does it mean?

- Helping to create a moral community...

**How?**
- Be a “champion” to spearhead efforts
- Obtain support from others
- Have persistence and ongoing commitment
- Have hope that change can be achieved
- Make “strengthening ethical practice” part of your organization’s values and commitments
ETHICS MENTORING
Examples

- Students
- Across the generations
- Internationally educated nurses (IENs)
- Colleagues
Case scenario:
- Ling, 2nd-year BSN student, witnesses an incident

Ethics resources:
- Module 5 of CNA’s E-Learning Modules
- Appendix D of the Code (p.49): “Ethical Considerations in Relationships with Nursing Students”
“Each day learn something new, and just as important, relearn something old.”

Robert Brault
**ETHICS MENTORING**

**IENs**

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**Case scenario:**
- Ushi, new to Canada and to her job in community health, dreads coming to work.

**Ethics resources:**
- Ethics in Practice paper: “Ethics, Relationships and Quality Practice Environments (2010)”
Case scenario:

- A long-term care client wants to will Myra a substantial amount of money.
- Janet is assigned to look after a patient receiving chemotherapy, but questions her competence to do so.

Ethics resources:

- Module 5 of CNA’s E-Learning modules
- Module 8 of CNA’s E-Learning modules
CNA’s ETHICS TREASURES

Code of Ethics

- PDF
- Poster
- Pocket card

E-learning modules

Ethics in Practice papers

Short discussion papers on a variety of ethical issues of concern to nurses in everyday practice. Features discussion of case scenarios.

Position Papers

CNA’s position on different ethics-related issues.

Ethics Reading Resources

A listing of ethics resources on a variety of topics.

Online learning tool helps bring the Code of Ethics to life through discussion and case scenarios. Features 8 modules, self-tests and certificates of completion.
What are CNA’s ETHICS E-LEARNING MODULES?

www.nurseone.ca
ETHICS E-LEARNING MODULES

**Module 1:** Introduction to the *Code of Ethics*

**Module 2:** Providing safe, compassionate, competent and ethical care

**Module 3:** Promoting health and well-being

**Module 4:** Promoting and respecting informed decision-making

**Module 5:** Preserving dignity

**Module 6:** Maintaining privacy and confidentiality

**Module 7:** Promoting justice and Part II of the Code

**Module 8:** Being accountable
ETHICS E-LEARNING MODULES

Module Features

- Visual slides
- Voiceover (closed captioning available)
  - learning objectives
  - discussion
  - thought-provoking scenarios
  - quiz questions
  - certificate of completion
  - resources (e.g., links to various publications)
ETHICS E-LEARNING MODULES

- Foster awareness of the *Code of Ethics*
- Promote understanding of nursing values and responsibilities under the Code
- Bring the *Code of Ethics* to life
- Provide guidance
- Support ethical reflection
MENTORING

Additional Resources

  

  
  [http://findarticles.com/p/articles/mi_m0FSL/is_5_75/ai_86040265/pg_5/](http://findarticles.com/p/articles/mi_m0FSL/is_5_75/ai_86040265/pg_5/)
ETHICS MENTORING

Truly provides opportunities for giving and growing

Fosters:
• personal and professional development
• new insight
• a sense of satisfaction
“Try not. Do or do not; there is no try.”
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