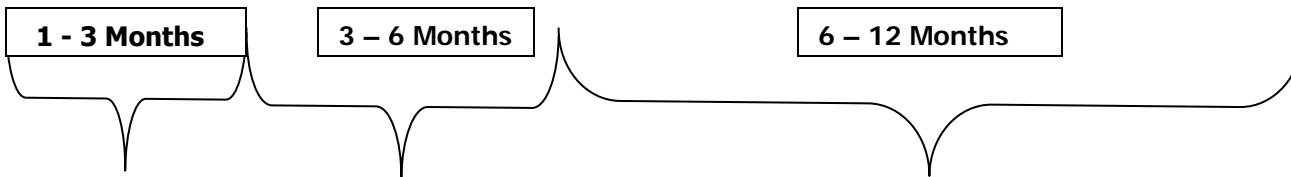
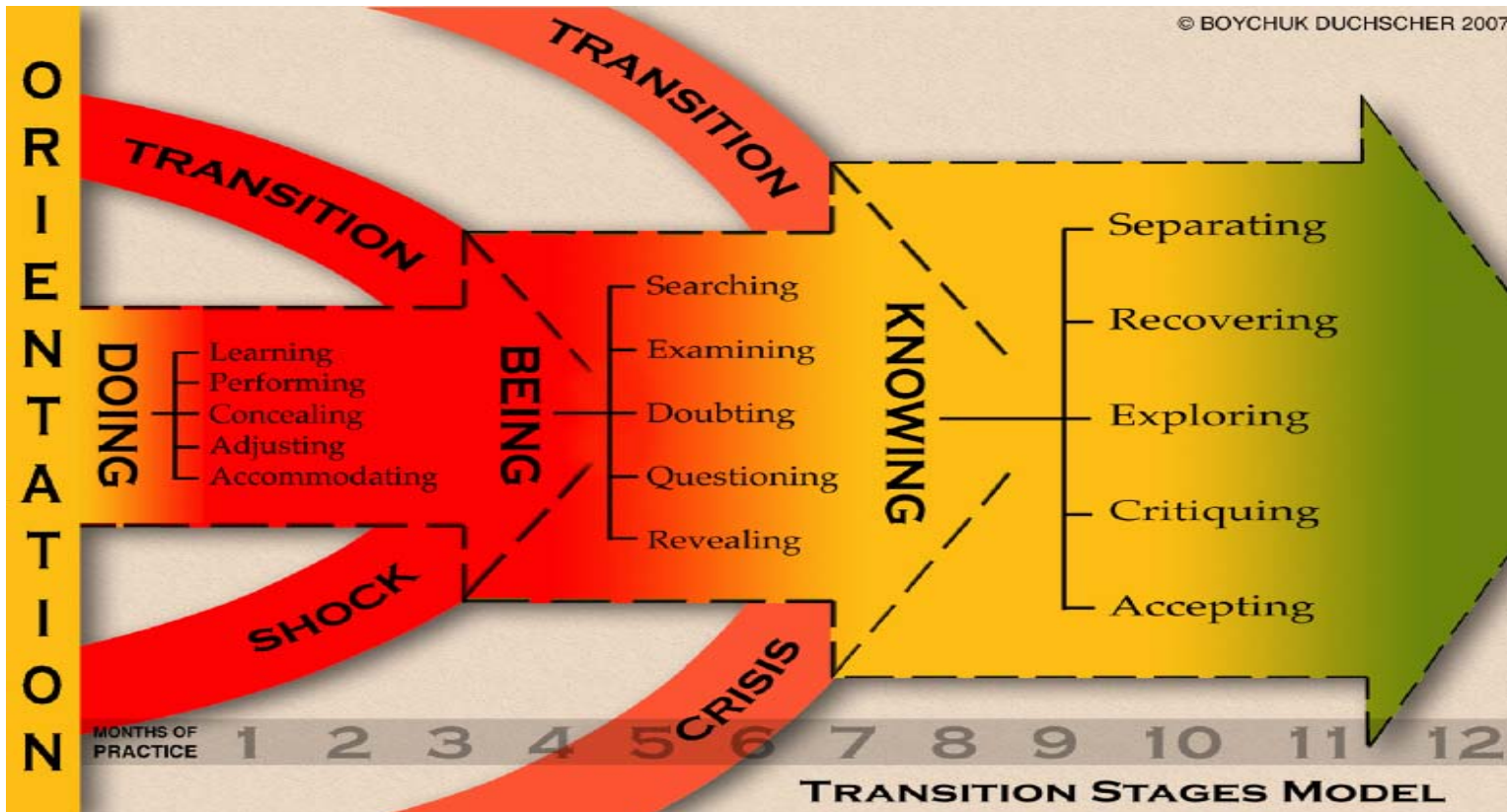


New Grad Transition Stages



1 – 3 Months

Experience of the New Grad	Tips for Survival	Support Needed at this Time
<p>Full of ups and downs, intense emotions and clinical dilemmas.</p> <p>Potential feelings of grief over loss of the support system of school (students and instructors).</p> <p>You may miss the student life (evenings and weekends free).</p> <p>Work life is different from being a student: the idealism you felt about nursing as a student may be challenged; some feelings of vulnerability and emotional distress are normal.</p> <p>You may feel alone and that few people (family and friends) understand what you are going through.</p> <p>At work you are task-oriented, you may be scrambling just to keep up with things like baths, meds and vital signs. You may have a bit of “tunnel vision” at this point. THIS IS NORMAL!</p>	<p>Lots of sleep!</p> <p>Limit overtime shifts. Tempting as the extra money may be, you will have your whole career to earn extra money. Focus upon pacing yourself for now.</p> <p>Eat well! Proper nutrition will help you feel better and provide better energy. Exercise. Your energy will start to decline in the first three months and exercise will help.</p> <p>Continue your social life. Meet with friends and family even during the times you don't feel like it.</p> <p>Meet with your mentor regularly for feedback and discussions.</p>	<p>Encourage downtime.</p> <p>Encourage communication of feelings and offer support during this time.</p> <p>Be an example with eating habits and exercise.</p>

Source: **Stages of Transition for the New Graduate Nurse** – Judy Boychuk Duchscher, RN, PhD

3 to 6 months

Experience of the New Grad	Tips for Survival	Support Needed at this Time
<p>Be consistent with waking/sleeping cycles during days off.</p> <p>Start a hobby during your “new” days off that now do not always occur during a weekend.</p> <p>Ask for help during your work day. Do not feel that you must complete all tasks by 0900hr.</p> <p>Socialize with co-workers at lunch, breaks and gatherings. Let your co-workers know you are interested in getting to know them.</p>	<p>Physical exhaustion starts in month three.</p> <p>Coping with twelve-hour shifts is a new experience for many.</p> <p>Emotions can cause undue strain with personal relationships as you take stress and frustration home with you.</p> <p>Realize the steep learning curve and can feel intimidated.</p> <p>You start to realize the nursing contradiction between theory and ward/unit reality.</p>	<p>Help build new friendships at work to promote team camaraderie and team building.</p> <p>Don't forget to include new staff during floor/unit functions. Often new staff is too shy to ask directly for details and will sometimes hint and hope for inclusion.</p>

Source: **Stages of Transition for the New Graduate Nurse** – Judy Boychuk Duchscher, RN, PhD

6 to 12 Months

Experience of the New Grad	Tips for Survival	Support Needed
<p>Start to think outside yourself.</p> <p>Begin to see yourself more as a team member.</p> <p>Start to feel comfortable in your “nursing skin”.</p> <p>May feel unmotivated to engage in more than just your job due to physical exhaustion of past months.</p>	<p>Be open to learning experiences.</p> <p>Take time to relax and de-stress.</p> <p>Find a mentor in the area of nursing you are interested in and start a dialogue.</p> <p>Remember to keep your sense of humour.</p> <p>Take courses offered by the ward/unit to help further your knowledge and confidence.</p>	<p>Continue to support the new grad.</p> <p>Continue to provide feedback.</p> <p>Continue to ask for feedback.</p> <p>Point out learning opportunities.</p>

Source: **Stages of Transition for the New Graduate Nurse** – Judy Boychuk Duchscher, RN, PhD