

Concept Article: *Nurse and Nursing: Evolution and Future*

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A nurse usually passes through five levels of 'evolution of proficiency' while acquiring and developing skills in nursing: Novice, advanced beginner, competent, proficient and expert. Difference in each level reflects changes in areas of skill performance. As Novice, a beginning nursing student or any nurse entering a situation in which he or she has had no previous experience, their behavior here will be governed by established rules and is limited and inflexible. The same person in the second stage, as the advanced beginner can demonstrate marginally acceptable performance. He or she has had enough experience in actual situation to identify meaningful aspects or global characteristics that can be identified only through prior experience. At the third stage of evolution the competence is reflected by the nurse who has been on the same job for 2 to 3 years and who consciously and deliberately plans nursing care in terms of long range goals. At the fourth level of proficiency the nurse perceives situations as a whole rather than in terms of aspects and manages nursing care rather than performing tasks. Finally at the fifth level of proficiency the expert nurse no longer relies on rules or guidelines to connect understanding of a situation to an appropriate action. The expert

nurse, with an enormous background of experience, has an intuitive grasp of the situation and thereby solves the problems. This is the 'Dreyfuss's Model' of skill acquisition applied to nursing. This model was modified and described by Benner & Wrubel in their theory of excellence and power in clinical nursing practice (1989).

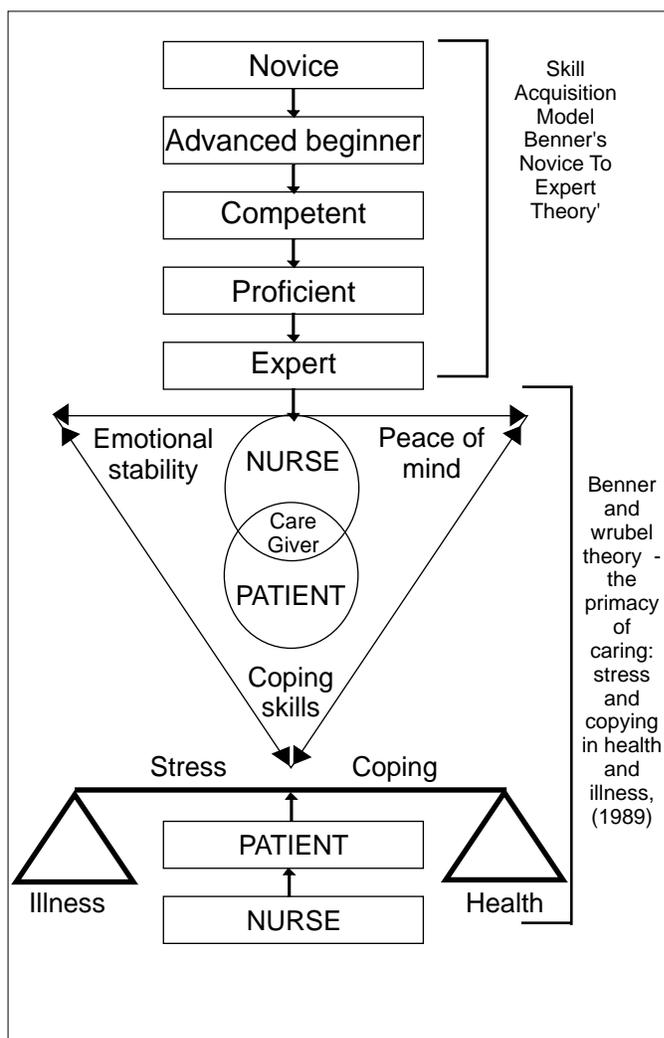


Fig. 1 Benner's and Wrubel's Theory of Excellence and Power in Clinical Nursing