

Empowering Your Nursing Career:

Connect Your Personality Characteristics and Leadership Traits with a Specialty Track

Naomi D. Jones, RN, MS, CRNI



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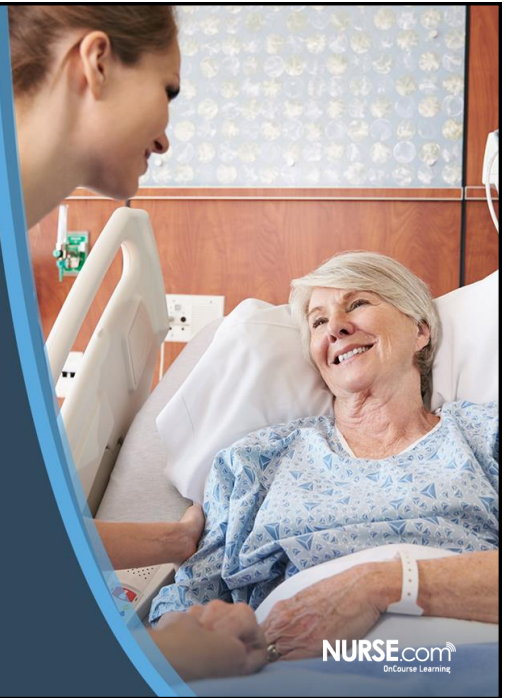
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Your Presenter

- President and CEO, Consults Unlimited Inc.
 - www.LifeCoachRN.com
 - Free download: “Living the Legacy of Leadership Day by Day”
 - Offers no cost 30-minute consultations
- Speaker, Author, Mentor
 - Specializes in leadership, personal development, and career management
 - Author of *Lead Powerfully From Within*
- More than 35 years’ experience in nursing (20 years concentrated in management)
- Certified Life Coach



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Goal and Learning Outcomes

The goal of this presentation is to **discuss career planning** in regard to empowerment, personality, and personal values.

Upon completion of the webinar, learners will be able to:

- **Explain** how living your individual legacy leads to empowerment as a nurse
- **Identify** tools that will assist you in correlating your personality and career path
- **Apply** insight to connecting your passion and purpose for your career

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Legacy and
Leadership =
Empowerment

Nursing History:
Look at our past to
determine our future

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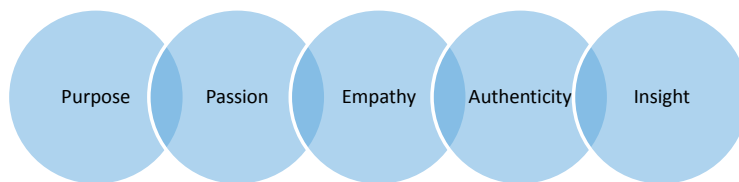
What Is Legacy?

- Legacy is a way of living into the future. It directs your actions toward a purpose that is bigger than yourself.
- Living your legacy is easier when you are living your passion.



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Legacy Leadership



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Empowerment

Relationship with self

- Story
- Insight
- Inspiration
- Motivation

Relationship with others

- Influence
- Impact
- Career

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What Does Empowerment Look Like?

- Definition of Empowerment
 - “To give official authority or legal power to”
 - To “enable”
 - “To promote the self-actualization or influence of”



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What Does Empowerment Look Like?

- Empowerment
 - Leading
 - Working as a team
 - Influencing



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Women of Power and Legacy in Nursing

- Jane Minor
 - Sometimes known as Jensey Snow
- Florence Nightingale
- Linda Richards
- Mary Eliza Mahoney
- Clara Barton
- Lillian Wald



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Davis VA. 2005; Florence Nightingale

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How Has Nursing Changed?

- Calling vs. career
- Hospital training vs. college/purely academic
- Team nursing vs. primary
- Career path changes
- CNA/LVN/LPN/RN/APRN
- ADN/BSN/MSN/DNP/PhD

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Are We Going
in the Right
Direction as a
Profession?

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Question to Consider

- **Do you feel empowered right now in your nursing career?**
 - A. Yes
 - B. No
 - C. Uncertain

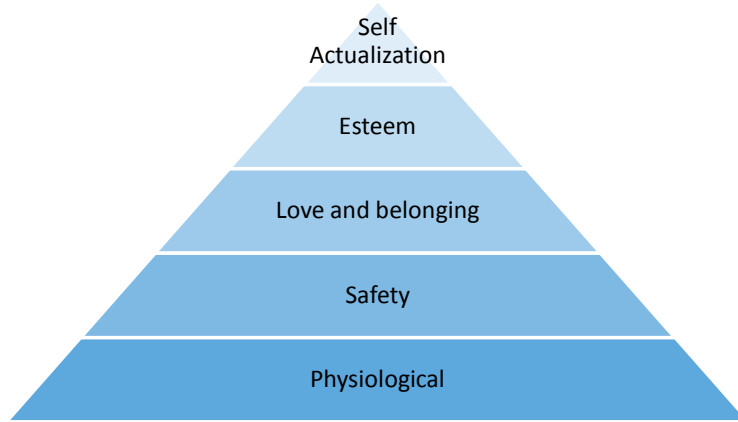
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Maslow's
Theory

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Elements of Maslow's Theory



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Personality



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Why Does Personality Matter?

- Discovery of our personality traits
 - Constructive, pertinent tool
 - Guidance
 - Choosing a career path
 - Obtaining fulfillment in jobs

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Characteristics

- Personality
 - Made up of the complex characteristics that distinguish an entity
 - Individual
 - Nation
 - Group
 - Regarding a distinction of traits
 - Personal
 - Social

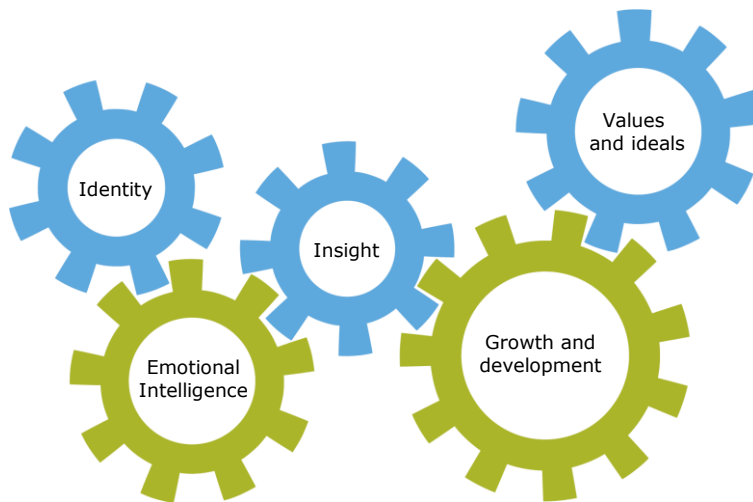
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Personality Development

- Personality is developed through several means.
 - Learned (childhood)
 - Adapted to (reflected by our environment or circumstances)
 - Imposed (by an organization or institution)
 - Cultural norms of a profession
 - Preferred group behaviors

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Components of Personality



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Component No. 1

- Our identity
 - Self definitions in terms of roles
 - Relationship abilities
 - Personal characteristics

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Component No. 2

- Emotional intelligence
 - Emotions and instincts are prevalent skills we need in our careers as nurses

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Component No. 3

- Insight
 - Our response to events have an influence.
 - Perceptions
 - Judgments
 - Insight is what's needed in development of good judgment.

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Component No. 4

- Growth and development are factors to consider.
- As human beings, we go through transitions.
- What's important in your 20s changes when in your 30s, 40s, 50s, etc.
- Transitions and changes in thinking factor into the type of career we choose.

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Sheehy G. 1976

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Values

What are your values?

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Values



Component No. 5

- Values and ideals
 - When choosing a career path, your values are crucial to your happiness and sense of fulfillment in a job.

Values to be Considered in Your Search of Your Ideal Career

- Teamwork vs. Autonomy
- Status/success
- Work-life balance
- Morality
- Security

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What are your values?

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Additional Values to Consider

- Spirituality
- Recognition
- Power/influence
- Freedom/independence

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Personality Theorists

John L. Holland

- Six human Personality Types
- Nurses tend to fall into four categories

Myers-Briggs (MBTI)

- 16 Personality configurations

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John L. Holland; Personality and careers; Myers-briggs type theory overview

John L. Holland Personalities

- **Realistic:** Doers
- **Investigative:** Thinkers
- **Artistic:** Creators
- **Social:** Helpers
- **Enterprising:** Persuaders
- **Conventional:** Organizers

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John L. Holland

Choices



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Realistic

- Realistic
 - Prefers hands-on work
- Enjoyable career possibilities
 - ED nurse
 - Wound care specialist
 - OR nurse
 - Intensive care nurse

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Social

- Social
 - Prefers tasks that are involved in socializing, helping, and/or teaching
- Enjoyable career possibilities
 - Educator
 - Community health nurse
 - School nurse
 - Disease management specialties
 - Travel nurse

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Investigative

- Investigative
 - Prefers tasks where one can explore, seek to understand events, be technically oriented, and/or inquisitive overall
- Enjoyable career possibilities
 - Nursing researcher
 - Informatics nurse
 - Advanced practice nurse
 - Holistic nurse
 - Forensic nurse

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Conventional

- Conventional
 - Prefers organization, structured environments, precision, and accuracy
- Enjoyable career possibilities
 - Occupational health nurse
 - Organizational development staff
 - Health and wellness coach
 - Military nurse

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Myers-Briggs Personality Factors

Four scales/continuums

Extraversion/
Introversion
(E-I Scale)

Sensing/
Intuition
(S-N Scale)

Thinking/
Feeling
(T-F Scale)

Judging/
Perceiving
(J-P Scale)

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Myers-briggs type theory overview

E-I Scale (Attitudes)

- **“People with a preference for Extraversion generally draw energy from the outside world; they tend to act, then reflect, then act further.”**
- Enjoyable career field settings for extraverts may include critical care/ICU, ED, combat care, acute care, prison health, anesthesia, flight nursing.
- An extravert might enjoy careers that require quick response times and quick thinking on one’s feet.

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Myers-briggs type theory overview



E-I Scale (Attitudes)

- **“Conversely, those whose preference is Introversion become energized from their internal world.”**
- “... often prefer to reflect, then act, then reflect again. Introverts desire depth of experience.”
- Enjoyable career field settings for introverts may include: home health, hospice, nursing education, midwifery, geriatric care, and school nursing.
- Every job has emergencies, but due to the complexity of interactions and information to analyze in these settings, time for reflection is an asset for the introvert.

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Myers-briggs type theory overview



Question to Consider

- **Do you think you are more energized or recharged by social interaction or relaxing time to collect your thoughts?**
 - A. E, extraversion, recharge by social stimulation
 - B. I, intraversion, recharge by "me time"

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S-N Scale (Experiencing) Function

- **"Individuals who prefer Sensing are more likely to trust information that is in the present, tangible, and concrete"**
- "They prefer to look for details and facts."
- Enjoyable career settings for the strong sensors may include forensic nursing, nursing research, nursing informatics, legal nurse consulting, and administration.

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S-N Scale (Experiencing) Function

- The preference of intuition will **“tend to trust information that is more abstract or theoretical”** Future possibilities and insight may seem more interesting than fact or data.
- Enjoyable career settings for the strongly intuitive may include nursing authorship, education, hospice, nursing entrepreneurship, or holistic health.



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Myers-briggs type theory overview

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Question to Consider

- **Do you tend to assess situations by gathering information through your senses or by your gut feelings/intuition?**
 - A. Senses
 - B. Gut feelings/intuition

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T-F Scale (Evaluating) Function

- Thinking vs. feeling preferences have to do with how one makes decisions and what one allows to influence decision-making.
- Thinking dominance tends “**to decide things from a more detached standpoint**, measuring the decision by what seems reasonable, logical, casual, consistent and matching a given set of rules.”
- Enjoyable career settings for strong thinkers may include administration, oncology, legal nurse consulting, advanced practice nursing, clinical nurse specialist arenas, critical care, research, and informatics.

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Myers-briggs type theory overview



T-F Scale (Evaluating) Function

- Feeling dominance **tends “to come to decisions by associating or empathizing with the situation**, looking at it ‘from the inside’ and weighing the situation to achieve the greatest harmony, consensus, and fit, considering their needs or values.”
- Enjoyable career settings for strong feelers may include nursing policy, nurse entrepreneurship (starting movements or organizations), parish nursing, school health, and parent-child nursing.

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Myers-briggs type theory overview



Question to Consider

- **Which do you tend to allow to have a greater influence on your decisions?**
 - A. Thinking, reasoning, and rules
 - B. Feeling, empathy, and mercy

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J-P Scale (Judging/Perception)

- This characteristic relates to how one responds or relates to the outside world.
- This way of judging (wanting to make a decision and then move on) or perceiving (wanting to stay open to new information or possibilities) lends an overall theme to the other attitudes and functions.
- Once we understand our internal functions, we relate to the world through a prism of either judging or perceiving.

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Myers-briggs type theory overview

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Question to Consider

- **Which do you tend to prefer?**
 - A. Making a decision so you can move on to the next decision
 - B. Delaying a decision so you can be open to possibilities

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Your Journey

- No matter which career choice you make in nursing, you must realize nursing is all-encompassing.
- Knowing who you are as an individual is key to understanding where you will be most content.
- Remembering that no choice is permanent and that life is a journey may help you gain balance.
- Decide to enjoy the journey and live your legacy!

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Myers-briggs type theory overview

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Thank You!

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"It is up to each person to recognize his or her true preferences."

—Isabel Briggs Myers

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C G Jung's theory

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Resources

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