

# What Do Nurses Actually Need? Is It Competence or Confidence?

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## Introduction

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Modern nurses are expected to be competent to practice independently, but some have inadequate training and knowledge (i.e., modern technological equipment) necessary for independent practice, can be in the phase of adaptation with the new environment and people, or can be from a new role or task, while others have skills and knowledge, but lacks or have little difficulty in putting into practice. Nurses who lack difficulty in their profession may compromise the delivery of safe and quality healthcare that bears impact to competence. The Joint Commission on Accreditation of Healthcare Organizations emphasizes that competence is an important criterion required from each healthcare provider. In addition, the Institute of

## Recommendations on boosting confidence with competence

- Improve your nursing skills. Individual confidence is built up over several events or training sessions. There are numerous nursing courses, workshops, seminars and conferences that provide enhancement and excellent skills. The more specialization in a particular subject, the more aware, the more successful, and the more impressive you will become.
- Have ample preparations. Prioritize, think in advance, and anticipate. Be well prepared at your very best i.e., make a reminder's checklist. Before going into a patient room, have everything you need. For physician referrals, be certain on what to communicate.
- Practice effective communication. Effective communication prevents errors and corrects mistakes. It promotes safe practice by asking adequate support and knowledge particularly with colleagues and other multidisciplinary team members.
- Enhance skills by the following ways: Speak clearly with objectivity. Listen and verify/clarify, make sure you understand the message. Pay attention to the other person's non-verbal cues (read between the lines), and readiness (be sensitive with his mood, condition or state of authority) in communication. Ask questions and work out solutions and answers.
- Know your self-worth. Do not expect gratitude at all times from your services. Sometimes, we are "thanked" at the last moment. Learn to handle this fact. Acknowledge your own success and believe that you have done your part in the best of your knowledge.