

**Synthesis**  
**Exit Self-Assessment**  
**Gloria Hicks**  
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## **Part I Developing as a Practitioner**

A. I am better prepared to convey to nurses my ideas and strategies for encouraging and fostering more control and power in their practice and their lives. I have incorporated tools such as the role play where I pass out specific roles on a sheet of paper with dialogue for each. We play act the dialogue and students are asked to embellish and ad lib as they feel to make it more fun. We then switch roles between group members see how it feels to be the other. This has proven to be fun and informative as well as providing empathetic learning.

I need to be receptive in creating new ideas to get the word out. It is sometimes difficult to think of new ways in approaching old problems.

B. I know what some of the others are doing in terms of enlightening nurses to their oppressed states but there is much work going on that I do not even know about. I am quite familiar with the work of Dr. Susan Roberts and Dr. Rosanna DeMarco because they are educators having done work well known in the area of nurses as an oppressed group. I have had the pleasure of meeting and talking with both. I have copied articles and had discussions with peers about their work. This is how enlightenment begins.

I wish to become a part of the process and with their endeavors in the process of change.

I plan on writing an article for AORN (Association of Operating Room Nurses) about the ideology of nurses as an oppressed group and the behaviors we see every day in the OR.

C. I have teased out my vision by doing extensive research in the area of oppression theory and its application to nurses as an oppressed group. I feel committed to helping nurses become aware of the behaviors that result from their oppressed state. I also feel that with understanding we can halt and reverse some of the circumstances and behaviors that we see every day. I see the entire healthcare system involved in the process eventually. Oppression exists in many societies and cultures one of which is healthcare. For me it is important to teach new nurses in their practice to ward off the internalization of feelings based in inferiority and powerlessness. Teaching nurses to have a voice and speak up about bad behavior is key in preventing poor self-esteem. I have students and peers practice with me (which is safe) so that they may be prepared to do it for “real” in the future.

Keeping people and myself motivated in moving towards change is difficult. One nursing assistant I am working with on finding her voice is still fearful of confronting a charge nurse. It is difficult for me to keep at it when I see no progress being made. I struggle with finding a way that can reach her.

D. In terms of counter propositions I have been unsuccessful in finding any. Everyone I have interacted with has wholeheartedly seen exactly what I am feeling and discussing in my synthesis project. I even had a discussion with a male surgeon colleague who now feels that he is oppressed!

The more research and reading I do the more I deepen my views on issues surrounding my synthesis. For example while reading a magazine, I came across an interview by Dr. Phil McGraw. One of the most influential books he has ever read was by Dr. Viktor Frankl. A Holocaust survivor, Dr. Frankl wrote Man's Search for Meaning. He discusses how and why some people remain intact even under the most dire of circumstances. Some break and others do not. If I apply this to my synthesis I am struck by the connection of how and why some nurses internalize beliefs that they are inferior and powerless and those that remain sure of who and what they are.

E. My objectives have become increasingly clear as the process has moved on. I see examples of behavior at work (bullying by a superior) that has warranted an explanation by peers for the behavior. I have brought articles and counseled peers if you will to minimize the damage of such behaviors.

My practice has become increasingly reflective in that I question how I could have made it different or a valuable experience for others and myself. We have discussions about feelings and how nurses treat one another quite frequently. Many nurses have asked to read my synthesis because they find it all so interesting.

F. The interviews with Dr. Roberts & De Marco were invaluable to me for direct information and to serve as models for me to value and stay connected with. Emmett Schaeffer has been pivotal as well in this project. I also enlightened him to oppression and oppressive behaviors in healthcare professionals.

G. I am quite proud of my synthesis and feel it has surpassed my expectations. My research has been extensive and the workshop design will be used on many levels for me.

H. My writing has been viewed as well done by critics such as Emmett Schaeffer whose work in oppression has been extensive. I lay out the problem, apply it to nurses and then walk them through the fix in a workshop. The workshop can be applied to professional life as well as personal.

I. I have incorporated my work in the classroom at Northeastern University and at work. I did a workshop in Conflict and Resolution where we role played to experience finding a voice in a safe environment. At work I have demonstrated different communication techniques in an attempt to help us all understand each other. The different listening skills with the same information was received well as a demonstration.

J. I have put into practice many of the strategies in my workshop. I am easing into it because this must be

thoughtful, deliberate and well organized to work at changing the cultures in which we work. Right now it is conversations and demonstrations which are received well. What needs changing is the attitude that culture change is infact possible. By keeping on track and motivated I can help push nurses along to believing that they do have the power and control to change their environments and to expect more from themselves and colleagues.

## **Part II Developing as a Reflective Practitioner**

1. It has been quite recently that I have come to realize how much I have changed during my experience in the CCT program. A Nurse in the Recovery Room asked me how to correct another nurse's medical terminology without sounding offensive. I told her to phrase it like..... I never would have thought that quickly 2 years ago. I would have said I'll get back to you. The CCT program has changed the way I think.

I thought the synthesis project was the end of it but I now realize it is just the beginning.

2. I struggled desperately with cognitive psychology. Since then I have read several works based in psychology to try to gain insight and a foundation for thought. Eric Fromm in his book To have and To be has been pivotal for entering the becoming mode on many levels.

3. I am still not as organized as I would like to be but I am getting better. I have a serious file cabinet at home with bookshelves that are organized by category. My research is

on file by author and subject matter for future use. My office at work has my nursing journals for reference. When I buy my next computer I will get a Zip! I also back up everything in at least 2 methods.

4. I have used the values exercise in my workshop both at work and at Northeastern with great success and promise for future reflections and communication. I look forward to developing more as I progress.

5. I do not answer the phone when deep in thought or writing. I can pick up the messages later. My thoughts and writing have become far too important to not be focused and on track. I also fixed my study to lessen distractions and keep my thoughts clear. No music, phone, eating etc. to take me away. When frustrated or stumped I leave my workspace for a few moments about work through it and get beyond it.

6. I have developed wonderful relationships with classmates and peers. The buddy system for synthesis is a must! Thank you Barbara, April and Jeanne. I always had help with only a phone call.

7. I dragged my feet in the beginning. Getting started was hard for me but since then I have never worked so hard on anything in my whole life. I have taken every opportunity to meet with my readers and speak with him several times as well as taking his suggestions and making changes in my project. I feel I took charge of this project and have turned out a piece I am immensely proud of. Even Emmett said I

should be proud of the paper! I made every attempt to make this paper better by contacting a professional editor as well.

8. I have SERIOUSLY revised upon every request to do so. I did not always agree but in the end (because I remained open-minded) I was pleased with the suggestions and then the results. I have overhauled this paper in a big way many, many times to make it what it needed to be. Reflection has become a part of my life and quite frankly I couldn't make it stop if I tried. Even when I leave the project my mind keeps going, in the shower, watering plants, reading a recipe.

9. I am still revising in my head about how I could make my conclusion better. It might be OK but it really isn't as clear and as deep as I would like. Even if it gets the OK I want to change it because I'm not happy with it. I NEED to do it.

10. I have been successful with not harboring criticisms in the synthesis course. This has not been the case with other courses and you Peter can testify to this fact! I have always found it frustrating and difficult to go one step further but the synthesis was a different experience for me. I held myself to a higher standard and I am pleased with the results. It is a comprehensive work that I think encompasses everything I have learned and has started me on a process of change and influence for others. Thank you.