



## **Beyond Knowledge, Skills, and Abilities: The New Era of Competence in Nursing**

Presented by Cheri Constantino-Shor, MSN, RN, CMSRN, CRNI

During the 2018 Annual Convention

**Summary:** This presentation explored the establishment of and emerging viewpoints on what defines competency in the nursing profession. The presenter engaged the audience in a discussion on the need to develop assessment and clinical skills, as well as non-technical skills, such as teamwork, communication, advocacy, giving and receiving feedback, reflection, and emotional intelligence to survive and thrive in the modern healthcare environment.

### **Nursing Implications:**

- Describe the importance of incorporating skill development around emotional intelligence into nursing education and continuing education.
- Discuss how the quality of learning is heavily influenced by the quality of a clinical experience and/or the culture and context in which the learning occurs.
- Interrelate how cultivating professional relationships can create a healthy learning environment in clinical and classroom settings.

### **Key Takeaways:**

- Newer definition of competence: The habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, values, and reflection in daily practice for the benefit of the individuals and community being served.
- Nurses should identify competencies required by new nurses, think about future needs, and respond by creating nursing programs and curriculum that will inform a new generation.

**Link:** <https://library.amsn.org/amsn/sessions/4123/view>

### **References:**

Paris, L. & Terhaar, M. (2010). Using Maslow's Pyramid and the National Database of Nursing Quality Indicators to attain a Healthier Work Environment, 16 (1), DOI: 10.3912/OJIN.Vol16No01PPT05

Sabzevar, A., et. al. (2016). The effect of emotional intelligence training on employed nurses. Journal of Nursing and Midwifery Sciences, 3(3), 46-53.

View a complete menu of REAL Briefs™ at [amsn.org/real-briefs-convention](https://amsn.org/real-briefs-convention).

---

Copyright ©2020, Academy of Medical-Surgical Nurses (AMS). No materials, including graphics, may be reused, modified, or reproduced without written permission.

