

Reflection Stage	Learning Domain/Criteria	Exemplar
Reporting Identifies key issue: negative organisational culture. Establishes relevance: recruiting and retaining nurses	Demonstrate knowledge and understanding of the Professional Nursing practice concept.	An organisation's culture in nursing can be defined and distinguished by its underlying values and assumptions as to how policies and procedures are implemented and evaluated (Day, Yacopetti, Richard & Courtney in Chang & Daly 2008). Organisational cultures of negativity that are seen in blaming cultures and conversely those successful learning cultures determine an organisations ability to recruit and retain nursing staff (Day et.al. in Chang & Daly 2008).
Responding and Relating Relates to own experiences, gives examples, responds to the issue of negative culture, Uses 'I'	Applying the professional nursing practice concept to a clinical experience or understanding.	The tone of where you work can 'make or break' you. If you are accepted and welcomed to the team, you can learn a lot and you feel valued. When I have been on clinical placements I have seen Graduate RN's blamed for everything that goes wrong, even if they are not directly involved. Even I have been blamed for things like taking too long giving out medications, 'hogging' the shower chair, using the computer too much, or not giving a comprehensive handover. I am often anxious and stressed and I'm always double-checking things. I often do not take breaks to stay back to read up on policies and procedures, and I consider either leaving the ward as soon as possible or leaving nursing altogether.
Reasoning Uses literature as evidence; Reasons about own strategies for 'surviving' the negative culture	Analysing and evaluating the professional nursing practice issue or challenge (identified in the relating stage) and its impact on a graduate registered nurse in a clinical environment.	Organisational cultures are influenced by the history of the beginnings of the organisation (Kearney-Nunnery 2008). Graduate registered nurses are enculturated by watching and copying others behaviour believing that what they are seeing is appropriate and best for their transition (Black & Chitty in Chitty & Black 2007). The behaviour is copied throughout the organisation and a culture is born. In a blaming culture, ineffective communication, poor leadership and a general feeling of negativity is pervasive (Day et. al in Chang & Daly 2008). Shared collaboration is impossible as common goals and mutual respect is absent (Kearney-Nunnery, 2008). Graduates either copy the negative behaviour in an effort to 'fit in', as I did to survive my placement, or leave the organisation.
Reconstructing Proposes alternatives, using the literature and own experiences for guidance. Outlines strategies for future professional practice and possible outcomes eg a positive and objective focus	Creating new ways of addressing, understanding or applying the professional nursing practice concept in the clinical environment as a graduate registered nurse.	Graduates, who find themselves in a blaming organisational culture, need to be very aware of the culture, and not to become part of it (Day et al in Chang & Daly 2008). I need to be aware of the signs and symptoms of work stress and be alert to the negative impact that it may be having on me (Career Development Program 2009a), for example, not taking breaks and wanting to leave the profession. Positive self-talk using self-assessment to determine and maintain confidence in my own ability and using my social network to stay positive and focussed are important coping mechanisms (Career Development Program 2009b) that I will use. I need to secure a support person in the form of a mentor (who is not directly part the organisation) (Cherry & Jacob, 2008), and use the professional codes of practice to ensure that all care is patient centred, legal and ethical (Lehman 2004). This will enable me to have a positive and objective focus to nursing practice.