

Each One Reach One Nurse

We Hold the Solution to the Nursing Shortage!

We all feel the impact from the nursing shortage and it is expected to only get worse. Predictions say we will be short over 500,000 nurses within the next ten years. With commitment and determination, nurses solve complicated problems every day, and we can solve this one too.

Nurses have it within our power to end the nursing shortage.

Think about it. There are nearly 3 million nurses in the United States. If each nurse recruits or retains just one nurse, we can end our own shortage in just a few years. We all know the benefits of that... improved staffing ratios, less burnout, and most importantly, better patient care.

That's why, with the release of *Chicken Soup for the Nurse's Soul, Second Dose*, I have initiated my **Each One Reach One Nurse** campaign. Look how simple this can be if we...

E.A.C.H. ONE R.E.A.C.H. ONE NURSE:

Endorse nursing as a great career. When someone asks, "Are you a nurse?" do you share your passion and compassion, telling them how wonderful this profession of service is? (or do we complain too much?) What other career offers such diverse experiences? Part-time, full-time, bedside, boardroom, intensive care, palliative care, schools, clinics, infant to geriatric...the options are limitless. Suggest nursing to middle-aged people seeking a career change.

Advice middle or high schoolers to join. This age group is deciding what they want to be when they grow up. Go to the school and/or career day. From Johnson and Johnson's www.DiscoverNursing.com website, order free posters and videos to excite them about our profession. Suggest it as a career to babysitters, boyfriends, and baseball teams.

Counsel CNAs to get nursing degrees. We've all worked with nursing assistants who have the compassion and capabilities to contribute at a higher level. Recognize that in them, and if possible help them find funding and opportunities to get a higher education.

Help a tired nurse stay in. When you recognize that a colleague is developing achy feet and an achy heart, offer support. Talk to administration about flexible working conditions. Suggest a transfer to a less demanding position. Ask him/her what they need to continue to serve.

ONE

Recruit a non-practicing nurse to return. When I ask my audiences, “How many of you know a nurse who is not currently practicing in our profession?” 20-30% of them raise their hands. Just think if we could increase our workforce by 20%! Invite that nurse to return to work in healthcare. Remind him/her of the many work-place options today. Help them find a refresher course to update their skills.

Encourage nurses to be instructors. Last year our nation turned away 120,000 nursing students for lack of instructors and schools. Are you or a colleague ready to leave the demands of the bedside to teach? Do you know caring people with a Bachelor’s degree in another field? Help them explore MSN programs qualifying them to teach.

Assist and support a new nurse. Were you as appalled as I to learn that 20% of first year nurses quit? What are we doing to them? Take a new nurse under your wing. Help your facility set up a mentoring program. Ask the new nurse what he/she needs and offer that supportively.

Care for yourself and model that to others. It’s time to stop bragging or complaining about not taking breaks or eating lunch or going to the bathroom. Maybe if we role-modeled eating right and emptying our bladders promptly, our colleagues will too! Maybe if we stop agreeing to work exhausted doing overtime and double shifts, other staffing solutions will be found.

Honor and recognize your colleagues. Awards from administration are reaffirming and appreciated. We can reward one another too by acknowledging good work and thanking each other and all departments for the support they give. Write a note. Speak up. Ten seconds of expressed gratitude can provide hundreds of hours of boosted morale.

ONE NURSE

Every nurse can do every one of the strategies above. And when we do we will achieve what the government, money, and well-intention programs have not. If each one of us reaches out to one – just one-- our ranks will grow and thrive from the grass roots level up.

What can you do today to do your part? Let’s get started!

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LeAnn Thieman LPN, CSP, CPAE is in the Speaker Hall of Fame and coauthor of *Chicken Soup for the Nurse’s Soul* and *Chicken Soup for the Nurse’s Soul, Second Dose*. To learn more about her books or presentations, visit www.NurseRecruitmentandRetention.com or call 1-970-223-1574.