

Self-efficacy and the Role of the RN

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Objectives

- Upon completion, participant will be able to describe the differences and similarities between motivation and selfefficacy and how they relate to nursing care.
- Upon completion, participant will be able to list simple, actionable self-efficacy strategies to implement with their patients.
- Upon completion, participant will be able to list simple, actionable strategies to increase their own work-related self-efficacy.
- Upon completion, participant will be able to articulate the importance of self-efficacy in the recovery process and management of chronic diseases.

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Believe you can. Believe you can't. Either way, you are right.

-Henry Ford



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What is Motivation?

The reason(s) one has for acting or behaving in a certain way.

Extrinsic Motivation

- External influence that impels people to act in certain ways
- · May include rewards, promotions and prizes

Intrinsic Motivation

- · Internal motivation
- Believed to occur as a result of actions aligning with values or pleasure for doing a task

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What is Motivation?

- When an individual is highly motivated to succeed, they are likelier to achieve whatever goal they set for themselves
- Motivation can predict progress up to 50% in an outpatient setting



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Motivational Theories

Self-Determination Theory

 Meeting psychological needs, individual competence, supporting autonomy.

Theory of Planned Behavior

Attitudes toward behavior, subjective norms, perceived behavioral component

Goal Oriented Theory

· The reason why someone engages in a goal

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Motivational Theories

Motivational Interviewing

• persons readiness to change and helps them discuss change, work through ambivalence to change

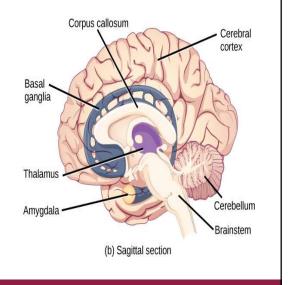
Trans-theoretical Model

 assesses an individuals readiness to act on a new healthier behavior and provides strategies or processes of change to guide that individual

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- The brainstem
- The limbic System
- The cortex
- The prefrontal cortex



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What is Self-Efficacy (SE)?

- The belief in yourself
- · When individuals feel their actions can influence the outcome of a given situation...

They don't float They feel much hopelessly from one activity to themselves another They act, think and feel differently

High vs. Low Self-Efficacy

High (Strong) Self-Efficacy:

- Promotes accomplishments
- Enhances personal well being
- View challenges as things to be mastered vs. threats to avoid
- Able to recover quickly from setbacks
- Stronger sense of commitment to goal
- Develop deeper interest in activities
- Growth mindset

Low (Weak) Self-Efficacy:

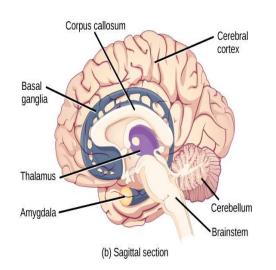
- Avoid challenges
- Believe difficult tasks and situations are beyond their capabilities
- Focus on personal failings and negative outcomes
- Quickly lose confidence in their abilities
- · Fixed mindset

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The Brain and Self-Efficacy

- Frontal Cortex
 - Medial Prefrontal Cortex
 - Orbitofrontal Cortex
 - Anterior Cingulate Cortex
- Temporo-parietal junction
- Limbic system
 - · Hippocampus
 - Thalamus
 - Basal Ganglia



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Why is SE Important in the Medical Setting?

SE can influence recovery immediately following...

- Stroke
- Cardiac event
- Hip fracture
- Brain injury
- Breast Cancer
- COPD

- Sickle cell disease
- Asthma
- Inflammatory bowel disease
- Cancer

It also has influence over...

 Satisfaction with nursing career

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Stroke and Self-Efficacy

- Long term recovery
- Post stroke depression
- Negative emotions
- Frustration
- · Reduced Motivation
- Stages of recovery



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Positive Effects of Self-Efficacy

Self efficacy is positively linked to...

- Better mobility
- Greater independence in daily living activities
- Better quality of life
- Reduced symptoms with chronic medical conditions
- Better at coping with negative consequences of disease and treatment
- Overcoming negative thoughts

- · Higher level of well-being
- More confidence
- Higher self-goals and stronger commitment to achieving them
- More effective solutions and strategies to be applied in the recovery process
- Negatively linked to depression

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SE and Cardiac Disease

- Self efficacy expectations have consistently been related to recovery of functional abilities in older adults with cardiac disease.
- In a group of 198 older adults with Coronary artery disease, self efficacy expectations significantly predicted physical function
- For older adults undergoing CABG, self-efficacy expectations were the best predictors of walking and activity



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SE and Long Term Care

- Self-efficacy and life satisfaction positively influenced adaptation to a nursing facility
- Nursing interventions to improve self-efficacy and life satisfaction led to decrease depression in order adult residents
- SE interventions are needed to help those older adults adapt to life



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Diabetes and SE

A diabetes study reported diabetes management self-efficacy as the only predictor of diabetes control.



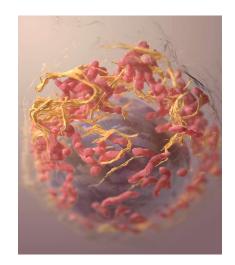
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Cancer and SE

Self-efficacy and social support directly and indirectly affected self-management behaviors in...

- 1. Patient communication
 - Communicating concerns
 - Asking questions
 - Expressing treatment expectations
- 2. Exercise
- 3. Information seeking



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Hip Fractures and SE

Results showed that patients with higher self-efficacy scores had a greater likelihood of locomotion recovery, controlling for prefracture locomotion function level.

 This positive association between rehabilitation therapy self-efficacy and likelihood of locomotion recovery persisted after adding depressive symptoms.

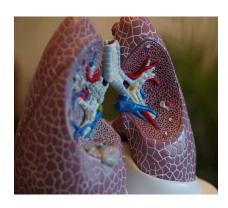


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Self-Efficacy and COPD

- Status of ADL's was more strongly related to selfefficacy in managing functional activities than FEV (physiological measure of lung volume).
- SE explained more about physical functioning in patients with COPD or congestive heart failure than diagnosis or illness severity.



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Multiple Sclerosis and SE

Increased self efficacy has been linked to....

- Enhanced quality of life
- Enhanced perceived health status
- Positive adjustment to disease
- Increased motivation and engagement in meaningful activities



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Self-Efficacy and Breast Cancer

- Falls in older breast cancer Balance confidence and survivors are the leading cause of life threatening injury and often result in hospitalization, disability or death
- Falls contribute to a range of psychological issues, including fear of falling and loss of balance related confidence
- Evaluation of falls related self-efficacy in this population is important

fear of falling avoidance behaviors are better predictor of falls than physical measures.



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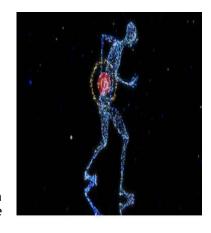
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Chronic pain and SE

The individual's beliefs in his or her ability to control and manage pain is positively related to...

- Improved physical function
- Increased activity levels
- Lower levels of disability
- Lower pain intensity
- Greater pain tolerance

Emphasis placed on the relation between greater self-efficacy and a predominance of pain-coping skills.



Self-Efficacy and Caregiving

Interventions focusing on caregivers self-efficacy showed improvements in...

- Managing patient's symptoms
- Reducing caregiver stress
- Increasing preparedness in caregiving.



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Routine self-efficacy assessment on admission to rehabilitation unit may be even more important than assessment of level of depression.



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General Self-Efficacy Scale

General Self-Efficacy Scale (GSE)

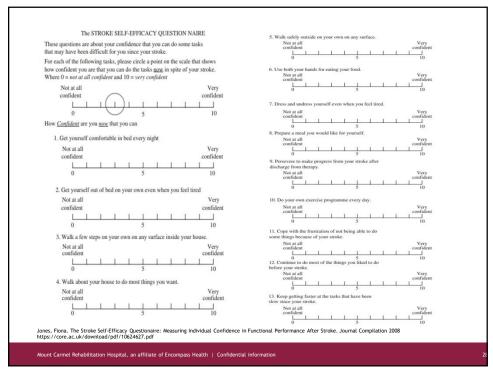
	Not at all true	Hardly true	Moderately true	Exactly true
I can always manage to solve difficult problems if I try hard enough				
If someone opposes me, I can find the means and ways to get what I want.				
It is easy for me to stick to my aims and accomplish my goals.				
 I am confident that I could deal efficiently with unexpected events. 				
Thanks to my resourcefulness, I know how to handle unforeseen situations.			П	
I can solve most problems if I invest the necessary effort.	0			
 I can remain calm when facing difficulties because I can rely on my coping abilities. 				
When I am confronted with a problem, I can usually find several solutions.			0	
If I am in trouble, I can usually think of a solution				
10. I can usually handle whatever comes my way.				

Schwarzer, R., & Jerusalem, M. (1995), Generalized Self-Efficacy scale. In J. Weinman, S. Wright, & M. Johnston, Measures in health psychology: A user's portfolio. Causal and control beliefs (pp. 35-37). Windsor, UK: NFER-NELSON.

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Barriers to SE in Healthcare

Health literacy

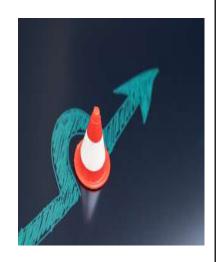
- Passive educational support does not work
- Overwhelm
- Pertinent for providers to understand needs of patient individually

Access

- · Gaining access to healthcare system
- Location
- Provider who can easily communicate with and trust

Support

 Lack of formal (HCO) and informal (peer and family)



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Tips for Addressing Motivation

- Consider the patients cognitive abilities, traumatic events, depression at baseline, social issues
- · Truth tellers
- · Changing our own behavior
 - Mirror neuros
- Concept of difficult knowledge



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Providing continuous daily care gives nurses excellent opportunity to adopt and use self-efficacy in the care and rehabilitation of patients in a variety care facilities, such as hospitals, nursing homes, rehab centers and community home care.

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Self Management and SE

Self-management refers to an individual's ability to manage the symptoms, medication, physical and psychosocial consequences and lifestyle changes inherent in living with a chronic condition.

Components of a selfmanagement intervention may include

- Problem solving
- Goal setting
- Decision making
- · Self-monitoring
- Support
- Empowerment
- Coaching
- · coping techniques
- interventions that maintain or improve physical and psychological functioning.

Self-management provides patients with knowledge and skills that increase confidence, self-efficacy, and motivation to actively manage their ongoing recovery and rehabilitation

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Patient engagement

Increasing Patient Engagement (PE) is viewed as critical to improving outcomes and lowering health care costs.



Precursors to engagement:

- Self-efficacy
- Resources
- Willingness
- Capability

Recommendations include:

- Fostering self-efficacy by making sure the patient has all the information and support necessary to feel confident in taking part in their care
- Patient self-efficacy can also be bolstered by offering selfmanagement programs

(Sieck, Cynthia J.; 2023)

Tips for Improving Self-Efficacy in Patient Populations

Focus on...

- self-management
- Individualized patient care and goals
- · Therapeutic connections
- Knowledge is power
- Feedback and achievement
- Personalized approach

Keys to self-efficacy



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Performance Outcomes

1

Repeatedly performing tasks until mastered.

2

Performance includes functional and cognitive activities.

3

Mastery experiences build coping skills and exercise control over potential threats.

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Vicarious Experiences/Role Modeling

1

Partner with others in similar physical condition throughout the rehabilitation process

2

Expose patients to a videotape/you-tube/testimonial that focuses on positive role models that focus on...

- Ability to participate in the rehabilitation process
- Progression from dependence to independence

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Verbal Persuasion

1

Establish realistic short and long term goal

- Review these goals regularly
- · Discuss progress towards stated goals
- Give reinforcement for achievements

2

Positive feedback and self-talk

3

Influencing patient to believe in the capabilities to achieve a goal

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Goal Setting

Goal setting positively impacts...

- Effective communication
- Patient centered plans
- Linking purpose of treatment to personal goals
- Noticeable progress forward
- Support and encouragement
- Adequate resources and education for patients and families



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Individualized Care

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Get to know the individual

- Demonstrate caring by providing special care interventions i.e. scheduling tasks at time that is convenient for the individual
- Share your joy and excitement as patients functional ability improves

3 Use humor and kindness

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Individualized Care

Key component in the recovery process that allows for the therapeutic relationship to occur between patient and nurse.

Nurses can

- Coach
- Encourage
- · Help patient to adjust to daily life

Knowledge of known barriers and facilitators can lead to development of targeted interventions for increased engagement and improved patient outcomes

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Social Supports

1

Use social supports as allies

- Help encourage the patient to perform functional activities and participate in rehabilitation
- 2

Use social supports as source of rewards

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Physiological feedback:

1

Assess impact of pain, discomfort, fatigue and fears on patient's willingness and ability to perform functional activities

2

Interpreting inferences from physiological and psychological states indicative of personal strengths and vulnerabilities to reach goals.

2a

Techniques include:

- · Exploring thoughts and feelings
- Helping patients to develop more realistic attitudes towards their current level of ability
- Encourage patients to experiment with new attitudes and thoughts in stressful situations
- Use relaxation and distraction techniques
- Encourage and empower patients to request and use interventions to decrease pain (meds/ice/heat)

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The Art of Active Listening and Humble Inquiry

Active Listening:

- Reflective listening
- Try to understand what that person is facing
- Non-verbal:
 - Eye contact
 - Nodding
 - · Leaning forward
- Verbal affirmations
- Asking open ended questions

Bad Listening:

- Interrupting
- Responding vaguely or illogically to what was just said
- Looking at your phone, watch or otherwise away from the speaker
- Fidgeting (clicking a pen, frequently shifting positions)

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How to improve Self-Efficacy

Language has a profound impact on your brain. Whatever you repeat often enough, will eventually become your truth

- Negative words mobilize the fear center of the brain
 - Increasing anxiety and fear
- Positive words activate the rationale brain
 - Greater sense of well being



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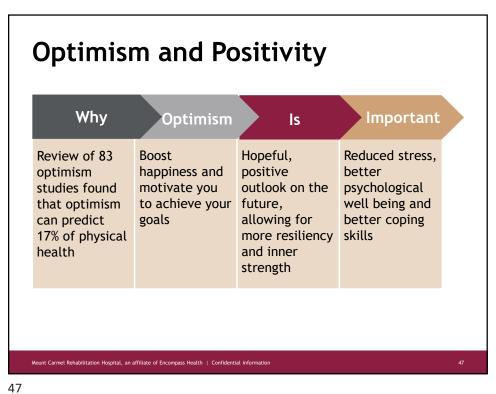
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Optimism and Positivity

Optimism is a wise and sophisticated positivity about the future, based on past successes



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- Reflecting
- Nature
- · The "high five"
- Mindfulness
- Gratitude
- Journaling
- Positive self-talk









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SE and Nursing

In nursing education, selfefficacy plays a vital role in enhancing nurses competence, motivation and clinical performance, which influences job satisfaction and quality of patient care provided.



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SE and Nursing (continued)

High Nursing Self-Efficacy

- positively correlated with professional autonomy and empowerment.
- main factor involved in nurses' functioning, which is positively correlated with nurses' performance
- protective factor to adjust depression symptoms among nurses
- better ability to strike a balance between their work and personal needs.
- set challenging goals,
- invest much effort into achieving their goals
- Improved job performances
- plays a critical role in the practice of nursing and professional development

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SE and Nursing (continued)

Low Nursing Self-Efficacy

- Plays a key role in depression, anxiety, stress, and other emotional states
- Reduced abilities to show all capabilities at workplace
- negative attitude toward themselves and their job
- reduce their interests in job and satisfaction with work
- Reduced general health
- May affect the dimension of achievement motivation in difficult situations
- More likely to face problems in conducting specific activities

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Nursing Related SE Scales

- Nursing Profession Self-Efficacy scale (NPSE)
- The Evidence-Based Nursing Practice Self-Efficacy Scale©
- Nursing Care Self-efficacy Scale
- The Nursing Competence Self-Efficacy Scale (NCSES)
- Medication Adherence Self-Efficacy Scale (MASES)
- Nursing Student Self-Efficacy Scale
- General Health Questionaire (GHQ-28)
- Caregiver Self-Efficacy Scale (CSES-8)
- Self efficacy for rehabilitation outcomes
- PROMIS Self-Efficacy for Management of Chronic Conditions Tool

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Evidence-Based Nursing Practice Self-Efficacy Scale

0	ONE OF THESE NUMBERS AND WRITE ON THE LINE NEXT TO EACH ITEM BELOW. 10 20 30 40 50 60 70 80 90 100				
Not	onfident Moderately confident Confident				
SEL	-EFFICACY STEM CONFIDENCE MARK 0-100%				
I am	THIS PERCENT confident I can complete the following activities that support nursing practice:				
1.	Routinely ask questions about my practice%				
2.	Locate resources in my department and institution to facilitate my understanding of research literature relevant to my nursing practice				
3.	Locate resources in my department and institution necessary to institute an evidence-based practice change. $\ensuremath{\%}$				
4.	Locate and review published practice guidelines that support nursing interventions important to my practice%				
5.	Locate and review published research studies that have relevance to nursing interventions important to my practice.				
6.	Organize the necessary support and procedures to make a nursing practice change based on evidence (research, clinical practice guidelines, clinical expertise, patient goals/preferences). %				
7.	Routinely identify patient outcomes to target nursing interventions. %				
8.	Integrate the various sources of evidence and apply to my specialty population and practice.				
9.	Activate the processes to implement an evidence-based practice change.				

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Evidence-Based Nursing Practice Self-Efficacy Scale

10.	Modify nursing interventions recommended for my patient population based on characteristics of the specific unit in which I work%				
11.	Routinely evaluate the research literature and other sources of evidence related to nursing interventions for my specialty population and practice				
12.	Routinely implement nursing interventions that are supported by evidence (research and other sources such as practice guidelines) for my patient population and practice.				
13.	Modify nursing interventions I routinely implement based on what I learn about my patient's preferences				
14.	Routinely modify nursing interventions based on outcomes and goals%				
15.	Routinely evaluate the effectiveness of nursing interventions using measurable outcomes%				
16.	Obtain proper training and education to be able to effectively implement an evidence-based nursing intervention or practice%				
17.	Implement an evidence-based nursing intervention individualized to my patient/family situation without losing the fidelity of the intervention (i.e., delivering as it was intended to be delivered)%				

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Improving Nursing SE

- Offer regular trainings and practical courses to better manage stress
- Encourage higher level managers to create friendly, supportive and collaborative environments
- Avoid intensive and unstandardized work shifts
- Pay more attention to the improvements of nurses health and wellness
- · Improve recreational mechanisms for nurses
- · Create leisure activities
- Allow regular leaves of absence
- Emphasize importance of regular physical exercise (at least 3 hours a week)
- · Respect autonomous decision-making at work
- · Positive feedback
- Utilize keys to self-efficacy

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How to Improve Personal SE

- · Set goals above abilities
- Simplify goals into small pieces
- The big picture should be main focus
- Obstacles have to be reframed
- Take over the control of your life
- Work on communication skills



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