A Narrative Review of Nurse Residency Programs Using the Roy Adaptation Model

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INTRODUCTION

Nurse residency programs (NRPs) are designed to help bridge the transition to practice gap commonly experienced by undergraduate nursing students that exists between their nursing program graduation and their clinical institution of hire. However, while nurse residency programs are common, resilience education, training, and development is not. This review provides a current state of the literature on NRPs, their use of resilience education, and opportunities to expand resilience education in NRPs.

PURPOSE

(a) Describe the theoretical foundation of the Roy Adaptation Model for which resilience is a key component.
(b) Define resilience in nursing.
(c) Identify gaps in nursing education that translate to clinical practice addressed by NRPs.
(d) Identify gaps in nursing education that are not addressed by NRPs.

METHODS

A narrative review using resilience and nurse residency program as keywords was conducted in EBSCOHost, CINAHL, and Google Scholar with the date range beginning in 2022 to the present in English. The search yielded 333 articles which were sorted based on title and further sorted based on abstract. Eighty articles were reviewed and sorted based on qualitative, quantitative, and mixed methodology into a data extraction table.
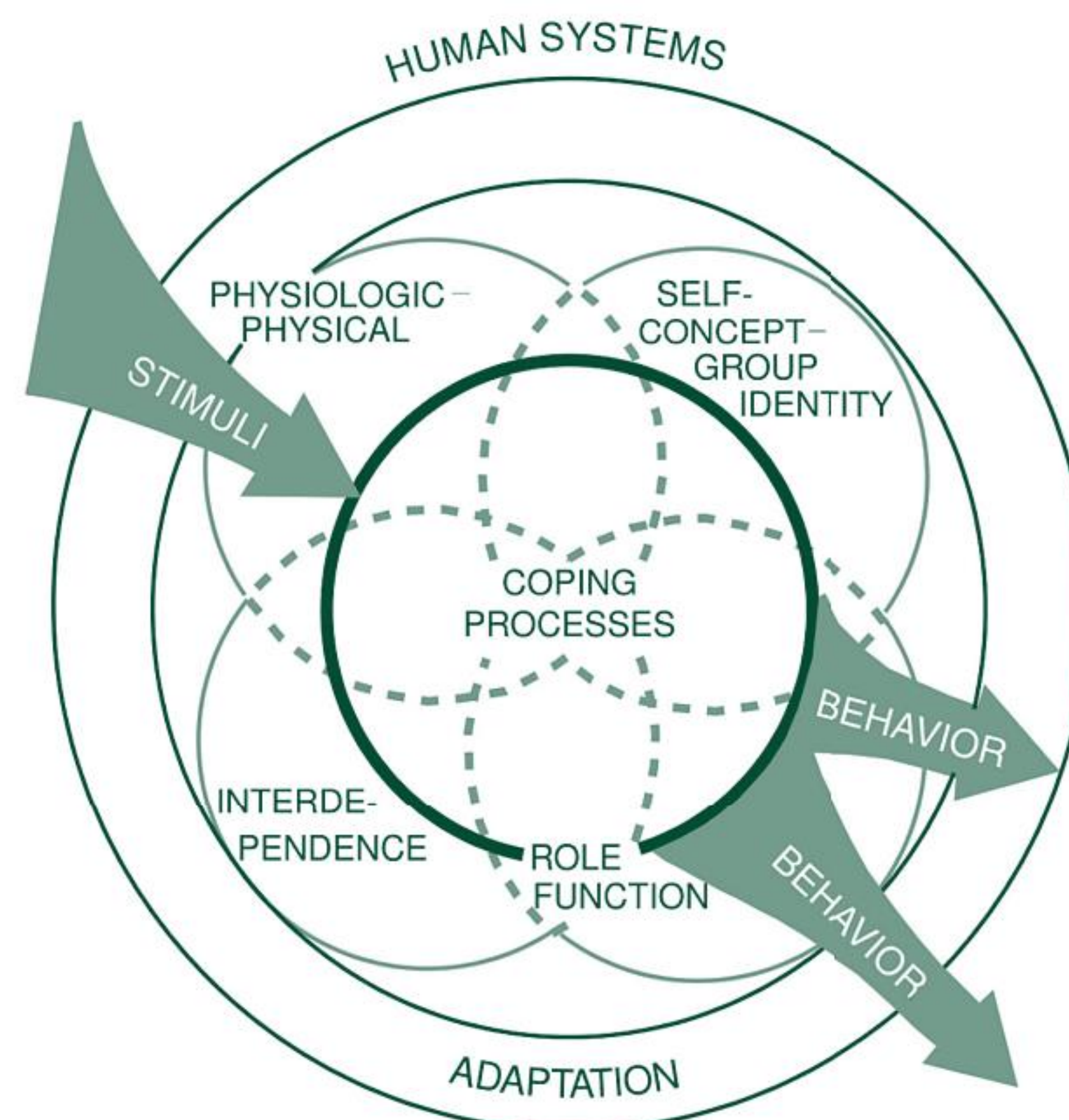
COLLABORATION

A necessity between multiple disciplines including:

Nursing, Medicine, Psychology, Physical Therapy, Occupational Therapy, Speech Therapy, and Allied Health Professionals.

RESULTS

Resilience has been recognized as a unique entity, lacking an all encompassing definition, including categories as a (an):

- Trait
- Process
- Outcome
- Idea
- Ability
- Tool
- State
- Concept
- Characteristic
- Phenomenon
- Quality
- Recoil
- Act
- Construct
- Capability
- Capacity
- Robustness
- Rebound

THEORETICAL FRAMEWORK: THE ROY ADAPTATION MODEL

Four Adaptive Modes:
1. Physiologic
2. Self-Concept
3. Role-Function
4. Group Identity

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CONCLUSIONS

- A single definition of resilience does not exist.
- Adversity is the antecedent to resilience.
- Maintaining baseline functioning and improving functioning, indicators of coping, are features of positive adaptation.
- Nurse residency programs are becoming a standard of hospital based nursing education.
- Including resilience based education and potential interventions to enhance and develop resilience in the NGRN population is crucial to their own health and wellness while concurrently being able to provide excellent care, prevent errors, and improve patient outcomes.
- Its absence in the National Academy of Science's The Future of Nursing 2020-2030 report indicates more work remains on the subject.
- Resilience must continue to be studied to help NGRNs, retain NGRNs, help patients, and improve the collective resilience of our healthcare system.
- The transition from academia to practice is challenging and requires collaborative efforts from both parties.

QUANTITATIVE MEASURES

Connor-Davidson Resilience Scale (CD-RISC-25)

25-Item Resilience Scale (RS-25)

Brief-Resilience Scale (BRS)

Brief Resilient Coping Scale (BRCS)

Dispositional Resilience Scale (DRS-15)

The Response to Stressful Experiences Scale (RSES-22)

The Resilience Scale

LITERATURE AND REFERENCES