

**I GOT CHILLS AND I AM LOSING CONTROL:
RESOLVING PERFORMANCE ANXIETY IN NEW NURSE GRAD**

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Background Information: Anxiety about clinical performance is one reason that new graduates do not experience successful transitions to the workplace and profession (Hinds and Harley, 2001). Challenges faced during the first year of practice as a new nurse include: lack of clinical knowledge and confidence in nursing skills, forming relationships with peers, workload demands, prioritization and organization related to care delivery, and interaction with physicians. It is critical to address this barrier in a learning environment to enhance knowledge and skill acquisition in perianesthesia nursing practice and to promote smooth transition from novice to advance beginner level.

Objectives: Identify and implement strategies to facilitate the transition of new nurse graduate in the PACU and management of performance anxiety is to alleviate the personal costs to the new graduates, the financial costs to the organization, and the human costs to the profession

Process of Implementation

- Performance Anxiety Assessment Survey was completed by New Nurse Graduate pre and post orientation
- Principles used were Bandura Social Cognitive Theory and Benner Model
- New Nurse Grad also evaluated the 12 strategies used during her orientation using a Likert Scale

Statement of Successful Practice: The Performance Anxiety Assessment Survey provided an overview of factors that caused anxiety to the new nurse grad. Preceptors were able to use strategies that helped in alleviating the anxiety encouraging and promoting confidence on the orientee. Outcomes were reflected on the scores as well as the comments on the evaluation of the strategies.

Comments: "Having the opportunity to physically use and set up and simulate different equipment and scenarios proved extremely valuable in reducing anxiety. Seeing or experiencing a possible situation before it actually happened made me much more calm and helpful when situations did arise."

Implications for Advancing the Practice of Perianesthesia Nursing: Addressing emotional barriers to learning enhances cognitive processing and skill attainment benefiting multi sectors in the workplace i.e., orientee, educator, manager, finance