



## 10.1 Required: Leadership Development — Overview

### Purpose

This section helps the mentees develop a better understanding of the meaning of *professionalism* in nursing. This section also is a guide to nursing certification and advanced educational opportunities.

### Perspective

Specialized knowledge and skills obtained through education, experience and certification demonstrate a personal dedication to professional development, leadership initiatives and innovations in clinical practice. This knowledge and skills enable mentoring relationships and nurses as change agents. Obtaining and retaining a nursing specialty certification is one way to show a commitment to excellence.

### Preparation

As a mentor, you do not have to have a certification or a certain degree to consider yourself *professional*. However, a mentor does need to possess certain attributes, including the ability to guide others in their professional journey and a commitment to life-long learning.

### Tools

- Leadership Development — Discussion Starters
- Definitions of Profession, Professional and Professionalism Handout★
- Attributes of a Professional★
- Personal Reflection on Professionalism★
- Leadership Development References

### Pointers

- ▶ Think about a *professional* nurse who you know. What traits/values does this *professional* exhibit?
- ▶ If applicable, include information and resources on your hospital's clinical ladder.

★ *designates handouts and tools intended for the mentee*