

*Hosted by the Nurse Diversity Council*

# **Welcome**

*The First Year: Shock, Growth, and the Path to  
Thriving as a New Graduate Nurse*

*Presented by Brianna Blackburn, MSN, RN, CMSRN, CNE*

*Friday, January 23, 2026, from 12 - 1 pm*



# Zoom Orientation

1

## Captions

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CC  
Live Transcript

2

## Questions

Please add your questions for the speaker and comments for the group into the Q&A box.

Q&A

3

## Technical Issues

Please message Zaharaa Davood in the chat.

Chat



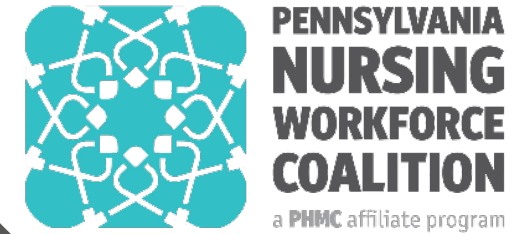
# Accreditation Statement

The National Nurse-Led Care Consortium (NNCC) and the Pennsylvania Nursing Workforce Coalition (PA-NWC) are collaborating to provide nursing continuing professional development (NCPD) contact hours for the educational activity entitled **“The First Year: Shock, Growth, and the Path to Thriving as a New Graduate Nurse.”** Nurses completing the entire activity and the evaluation tool may be awarded a maximum of 1.0 NCPD contact hour.

The NNCC is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation. None of the planning committee or speakers have anything to disclose.



# The Nurse Diversity Council



- **This webinar is hosted by the Nurse Diversity Council (NDC)**, a statewide initiative of the Pennsylvania Nursing Workforce Coalition (PA-NWC)
- **Our Mission:** The NDC empowers nurses with the knowledge, skills, and attitudes to deliver culturally humble care, foster inclusion across the healthcare system, and create space for thought leadership and open dialogue. Our work supports a nursing workforce that reflects the diverse and multifaceted aspects of the communities we serve, thereby enhancing healthcare outcomes for all.
- **How We Work:**
  - Host quarterly webinars and monthly virtual meetings
  - Create space for open dialogue using a Gracious Space approach
  - Serve as a hub for collaboration, mentorship, and shared resources
- **Want to Join?** Email Zaharaa Davood at [zadavood@phmc.org](mailto:zadavood@phmc.org)



# Our Content Expert



**Brianna Blackburn, MSN, RN,  
CMSRN, CNE**

**Instructor of Nursing/PhD Candidate  
The Pennsylvania State University, Ross  
and Carol Nese College of Nursing**



# The First Year: Shock, Growth, & the Path to Thriving as a New Graduate Nurse

Pennsylvania Nursing Workforce Coalition  
Nurse Diversity Council  
January 23, 2026

Brianna Blackburn, MSN, RN, CMSRN, CNE





# Objectives

*at the end of this session participants will be able to....*

Describe the emotional, cognitive, physical, and sociocultural dimensions of Duchscher's Theory of Transition Shock

Identify intentional, healing-centered support strategies that promote well-being during the transition to professional nursing practice







# Key Terms



## New Graduate Nurse (NGN)


Is a nurse who recently completed a nursing program. These graduates have obtained or will obtain nursing licensure within 6 months of graduation

## Transition to Practice (TTP)

Refers to the process by which NGNs move from the role of student to an independent practicing professional in a real world clinical environment

## Transition Shock

Refers to the predictable disorientation experienced by NGNs as they move from a student role to professional nursing practice. This period is characterized by feelings of inadequacy, role confusion, and distress as NGNs reconcile expectations with the realities of clinical practice







- **Remember...**

*How did you feel on your first day as a nurse? After 6 months? One year? Did you feel prepared? Was it what you expected?*

- **Type...**

*In the chat, type one word that describes your experience as a new nurse*



## Background & Literature Summary

Every new nurse feels the effects of transition

Theory to practice gap exists & persists

This gap contributes to difficulties in role transition

Transition shock is multifactorial

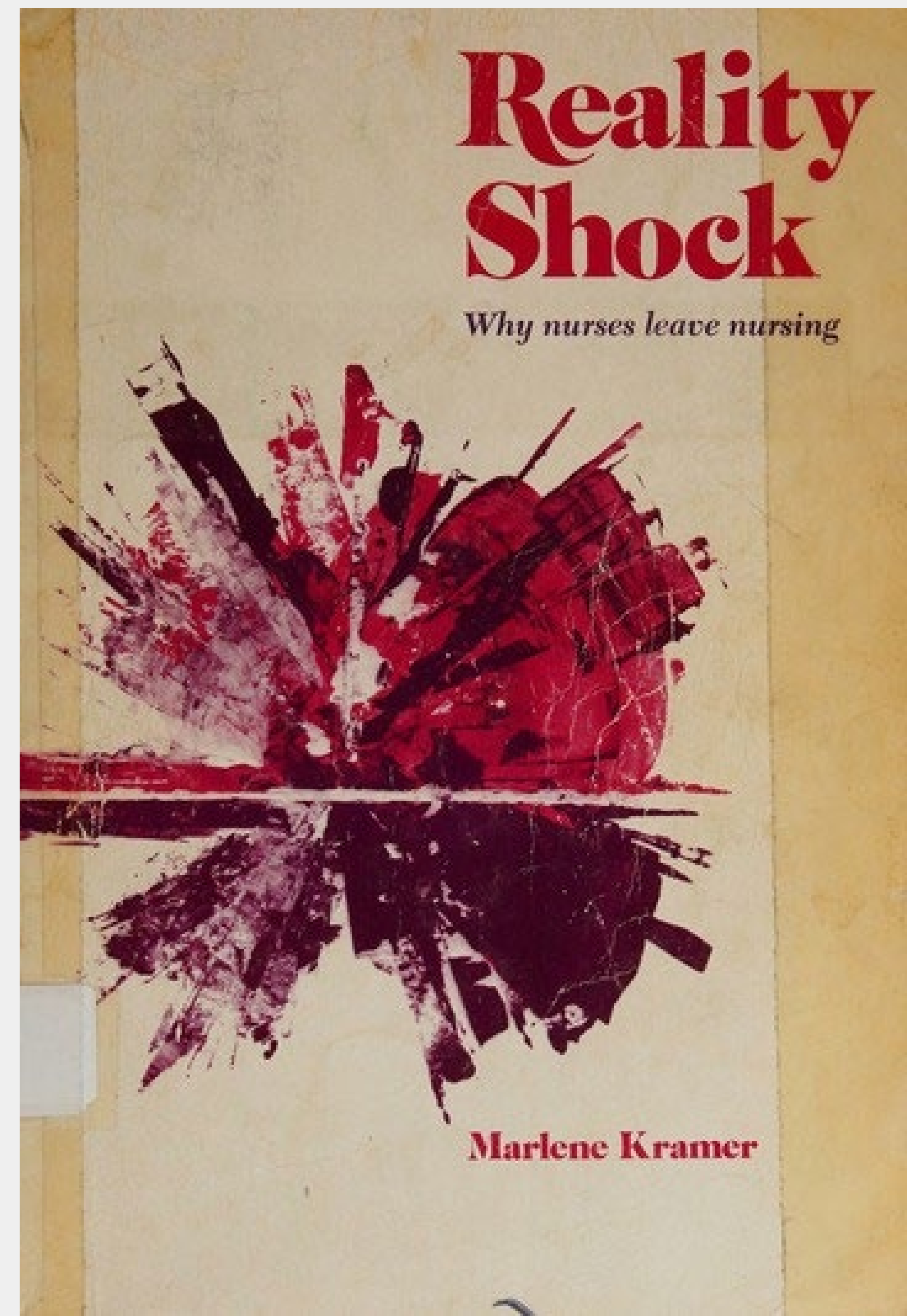
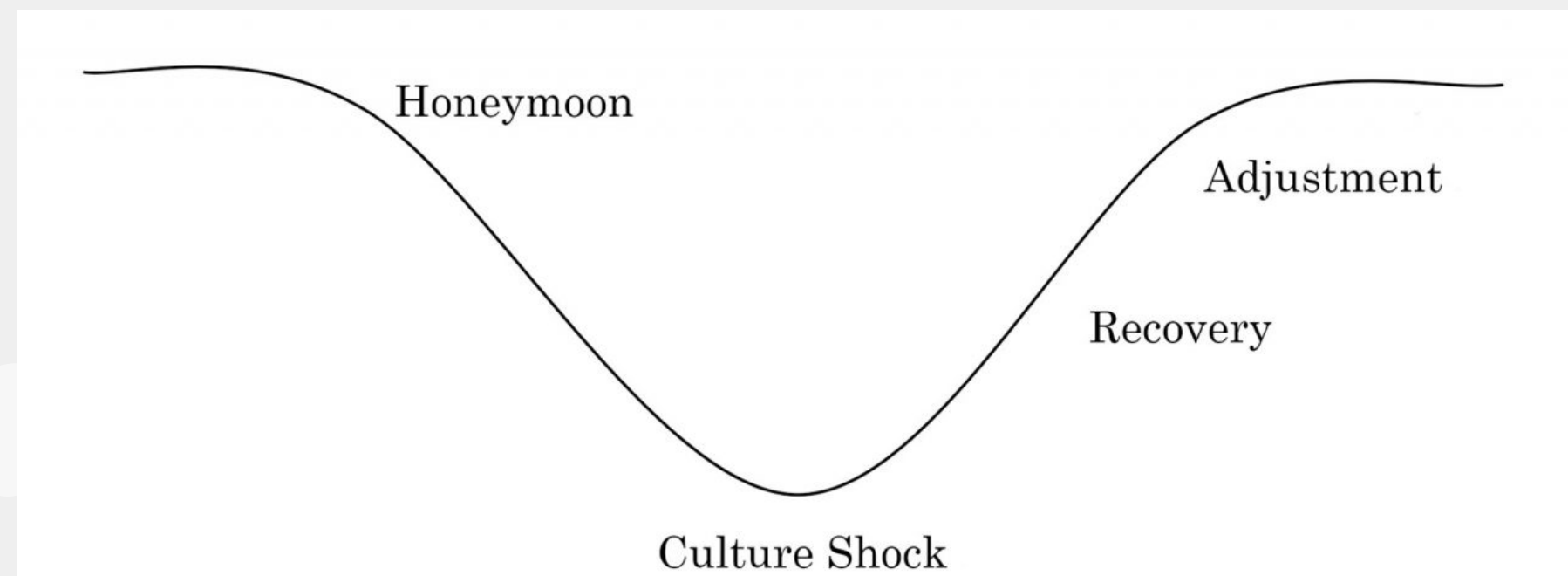
Transition to practice issues are underexplored





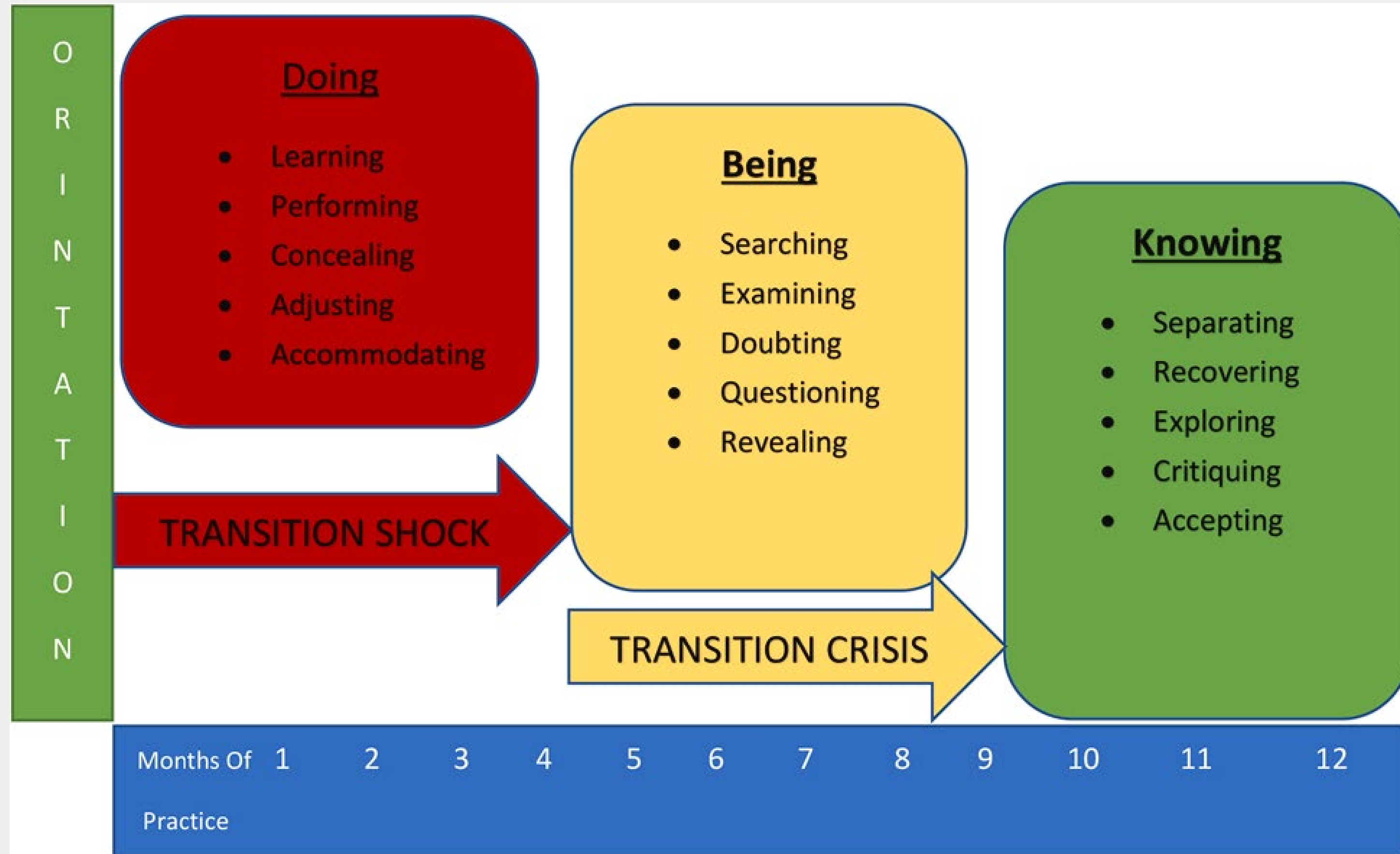
## Historical Contexts

- . Oberg's Culture Shock Theory
- . Marlene Kramer's Phases of Reality Shock





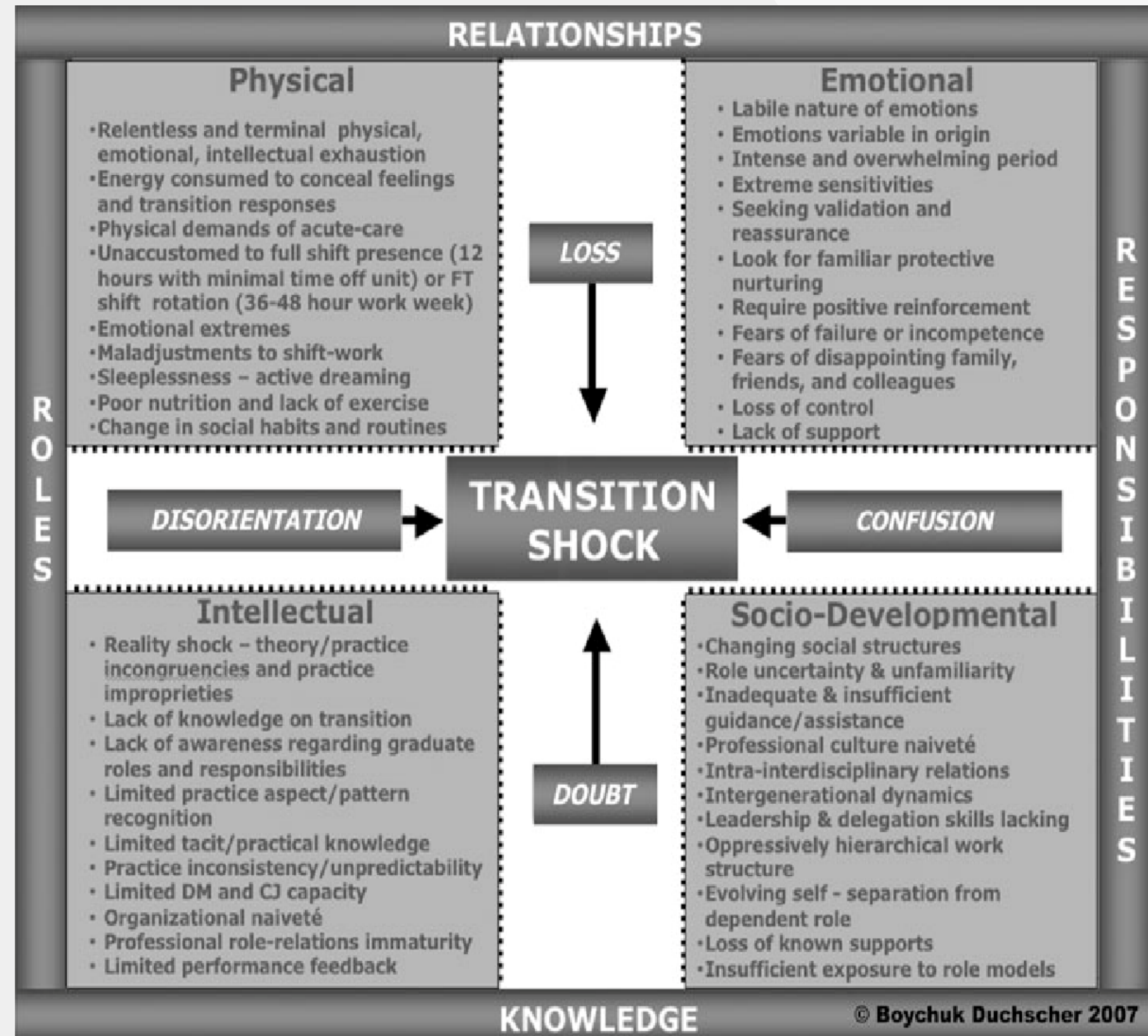
# Duchscher's Transition Stages Model





# Duchscher's Psychosocial Elements of Transition Shock

1. Emotional
2. Physical
3. Sociocultural
4. Intellectual





## Element 1- Physical

- Relentless exhaustion
- Significant energy consumed concealing emotions
- Active dreaming
- Emotional extremes
- Long shifts
- Night shifts
- Poor nutrition, lack of exercise
- Change in routines





## Element 2- Emotional

- Labile emotions
- Intense, overwhelming
- Seeking validation & reassurance
- Fear of failure & incompetence
- Loss of control
- Loss of support
- Fear of disappointing others





## Element 3- Intellectual

- Limited knowledge
- Lack of organizational acumen
- Practice inconsistencies
- Practice unpredictability
- Limited performance feedback
- Lack of knowledge on transition





## Element 4- Socio-Developmental

- Changing social structures
- Role uncertainty
- Intra and inter disciplinary relations
- Lacking delegation and leadership skills
- Loss of known support structures
- Unit and generational dynamics





# Impact of Transition Shock

**30.2%**

Rate of NGNs leaving their job within a year of employment (2024 report)

**17%**

Average amount of NGNs leaving nursing within the first year of practice

**\$88,000**

Cost to replace a NGN that leaves within the first year of employment





- . How may transition shock be amplified for underrepresented nurses?
- . What structural and cultural barriers exist?
- . Who is responsible for supporting NGNs?
  - . What supports currently exist?
  - . What supports are still needed?







# Existing Supports

- ✓ Transition to Practice Programs
- ✓ Extended Orientation & Onboarding
- ✓ Preceptor Development
- ✓ Mentorship Programs
- ✓ Wellness Initiatives





# Individual Level Supports



Peer connection

Mentorship

Normalize emotions

Assist with lifestyle adjustments

Frequent check-ins

Role modeling







# Unit Level Supports



Psychological safety

Frequent feedback

Supporting a growth mindset

Unit & role socialization

Learning tools







# Organizational Level Supports



Access to individual support resources

Access to peer support

TTP Programs

Supportive policies

Protected time/time off





# Key Takeaways



**-Transition shock is real, normal, and predictable**

**-The cost of transition shock is heavy on individuals and systems**

**-Intentional support matters**



# References





# Thank You!

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# Q&A

Please add your questions for the speaker and comments for the group into the Q&A box.



# Evaluations

1

Complete your evaluation **before Friday, February 6, 2026**. You must submit an evaluation for NCPD contact hour credit.

2

Please provide any comments/quarterly content topic ideas!

3

Evaluation link will be emailed this afternoon.



THANK YOU. **THANK YOU!** THANK YOU  
THANK YOU. **THANK YOU!** THANK YOU  
THANK YOU. **THANK YOU!** THANK YOU

**Brianna Blackburn!**  
**Nurse Diversity Council!**  
**To our members!**



# Connect with the PA-NWC



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# Let's Stay in Touch!

- Recording will be available soon!
- Our next webinar will be April 2026 - more to come!
- If you would like to join the Nurse Diversity Council, please email Zaharaa Davood at [zadavood@phmc.org](mailto:zadavood@phmc.org)



# Join Us in Supporting Our Work



- The NDC is a statewide initiative of the Pennsylvania Nursing Workforce Coalition (PA-NWC)
- Scan the QR code to explore the impact of PA-NWC initiatives across the state!
- Help us sustain and grow this work, your support makes a difference!