
Next-Generation Nurses: Empowered + Engaged

Examine the mindsets of next-generation nurses from a survey of US healthcare stakeholders and consumers. Focusing on the views of nurses who have been practicing 10 years or less, the results of the survey provide a snapshot of the characteristics of this growing group of caregivers. They recognize that the new healthcare environment requires a new perspective on care delivery, and they stand ready to advocate for change.

Six Characteristics of Next-Generation Nurses

1. Champions of Consistency

Most generations are proponents of consistency and effective healthcare delivery. However, as today’s nurses look to transform care delivery models and embrace value-based care, they are preventing variability in the protocols and best practices that guide patient care.

2. Proponents of Value

Evidence-based decision making is a top priority for today’s nurses. They believe that new types of clinical decision support, using technology to help with the best decisions, are making it easier to create safe, effective care. They report that new tools and processes are enabling nurses to connect care across the continuum.

3. Care Equalizers

Champions for social determinants of health, these nurses advocate for more patient data so they can deliver first-class care for all.

4. “Tuned in” to the Medication Crisis

Next-generation nurses are pained by the medication crisis, prioritizing the fight against inappropriate medication use and implementing programs for safe pain management.

- Avoiding medication errors that can cause an adverse reaction or patient harm.
- Implementing programs for opioid prescribing and safe pain management.
- Being able to control drug costs by switching to lower cost alternatives.
- Knowing a patient was prescribed an inappropriate antibiotic.

5. Tech Savvy by Nature

Having grown up with computers and cell phones, using technology is second nature to these nurses. They believe new types of clinical decision support at the point of care, using technology to help them make the best care decisions, are making it easier to deliver care. They report that specialized systems that provide treatment recommendations and integrate with EHRs improve how care is delivered. They believe that through technology patients are able to track what is happening with their health more easily.

6. The Patient’s Advocate

Nurses are keen on outcomes that have a positive impact on treatment. They believe patients are fully empowered and take an active role in their own care.

- Top 4 Pain Points *

- When care is better, it’s because of technology.

- What’s Working

- Informed choices about treatments save patients time and discomfort.
- A reduction in medication errors.
- A decrease in inappropriate antibiotic usage.
- A decrease in medication-related events.

- What’s Lagging

- Informed choices about treatments are hindered by factors such as cost, convenience, and lack of provider support.
- queen of the technology of care.
- A lack of technology of care.
- A lack of technology of care.

- Gaps

- Need for comprehensive patient data across the continuum of care.
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- Top 4 Pain Points *

- Involvement in patient education.
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- Patient experience.

- * Top 4 responses to 12 multiple choice questions on the leading challenges related to managing medications in a hospital setting.