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Commentary

Ethical practice of Authenticity in Nursing

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Abstract

The proportion of patients with severe diseases is rising, clinical situations are becoming more intricate, and changes are occurring more quickly. Healthcare providers must possess higher levels of improved clinical competencies including clinical reasoning and problem-solving. The standard of treatment and patient contentment in healthcare facilities are decreased by authoritarian leadership and unmotivated nurses. Understanding the elements that boost nurse participation and leadership effectiveness can help healthcare executives enhance patient outcomes.

Keywords

Ethical Practice, Authenticity, Clinical Reasoning, Healthcare, Nursing

Introduction

The proportion of patients with severe diseases is rising, clinical situations are becoming more intricate, and changes are occurring more quickly. Healthcare providers must possess higher levels of improved clinical competencies including clinical reasoning and problem-solving¹. The standard of treatment and patient contentment in healthcare facilities are decreased by authoritarian leadership and unmotivated nurses. Understanding the elements that boost nurse participation and leadership effectiveness can help healthcare executives enhance patient outcomes^{2,3}.

The majority of healthcare professionals are nurses, and they perform and engage in their work in ways that improve patient care⁴. As these actions are consistent with deeply held nursing beliefs, organizational leaders must show trust and autonomy to promote nurse engagement. An atmosphere of trust and empowerment can be created in large part by leaders. Leaders, according to Lewis and Cunningham, are expert manipulators of the workforce⁵. According to Wong and Laschinger, leaders who exhibit authenticity foster an organizational culture that encourages increased self-awareness and healthy self-regulated behaviors. They do this by drawing on their life circumstances, cognitive ability, and moral perspective⁶. Furthermore, Wong and Laschinger as well as Bamford, Wong, and Laschinger came to the conclusion that more engaged employees are a result of authentic leadership⁶.

Authenticity, or abiding with one's actual self, is regarded as a good personality trait^{7,8}. The humanistic approach of psychotherapy posits that pain and emotional instability develop from a mismatch between one's self-image and environmental circumstances, which is where the notion of authenticity comes from⁹. Nursing must be efficacious while also being attentive to individuals and communities needs as well as ethnic beliefs and traditions, according to moral and occupational norms. Researches have investigated important aspect of human functionality are predicated on preconceptions about what makes us human, and so rely primarily

on metaphysical notions of 'good living.' Aristotle, for instance, proposed that the excellent life entails both contentment and involvement, with contentment characterized as the act of truly exhibiting one's virtues or attributes¹⁰. Authenticity, or the act of reflecting one's real self, making purposeful decisions, and assume charge for them, adds a sense of well-being and involvement in life. Authenticity is linked to a variety of favorable work outputs, notably improved quality of work life, enhanced devotion, and reduced turnover. Prevalent reason between authenticity and happiness have been shown in a variety of settings, such as the job. Furthermore, authenticity is linked to employee commitment, which is becoming more widely acknowledged as a critical aspect of organizational sustainability. Because authenticity became a "pervasive emergent societal trend" and a "standard trait in leaders"¹¹.

The idea of radical authenticity in nursing practice might be seen as a component of authentic leadership. It is a manner of being that challenges accepted notions. Imagine the following scenario: Due to frequent nurse turnover, an inpatient surgical unit has been understaffed. The supervisor appears sincere in her initiatives to strengthen the job atmosphere and is collaborating with the team to address issues. While patient care is actually worsening, she praises the nurses for maintaining to deliver what she perceives to be outstanding care. In this scenario, a radically honest clinical nurse is one who challenges the nurse manager's perspective and raises concerns about how the staffing shortfall is negatively affecting patient care. This is a radical move since it calls into question the integrity of the person with authority. The nurse's genuine care for the wellbeing of the patient makes it an authentic deed. A true nurse leader must take note of these issues¹²⁻¹⁴.

Perceived authenticity is linked to psychological qualities within the actor called "internal states," such as happiness and work engagement. According to Kaiser, Hogan, and Craig, externally perceived authenticity is linked to performance outcomes (specifically, leader effectiveness as manifested in desired follower behaviours like

commitment). It is also linked to results for the actor's image and profession (including how others see him or her and how they make job-related decisions). "External reactions" are the latter two result categories¹².

According to the studies, there are two main ways that authentic conduct might improve workplace involvement. The ability to draw more completely on one's own resources (such as enthusiasm and capabilities) while at work is one way that integrating one's behaviour with one's actual self can promote employee engagement. In comparison, acting inherently problematic significantly depletes energy reserves due to the effort needed to hide the genuine self, which has a negative impact on work engagement¹⁵.

Secondly, by encouraging employees to take responsibility for their own actions, real behaviour may increase workplace engagement. According to research based on SDT, employees who are genuine at work are more likely to link their actions to internal motivations and hence report high degrees of self-efficacy. In a similar vein, it is asserted that experiencing authenticity at work leads to comprehending responsibility for one's actions, increasing one's conviction to the course of events and, thus, the probability that one will put effort into their work¹⁶. Personal integrity and authenticity in professional environments both supports and modifies the passion in extant discourse about authenticity in the workplace. For people in terms of their personal and societal power, authenticity has the potential to produce impressive rewards. As a result, authenticity is a quality that people should aim to possess for reasons beyond its own.

Though authenticity can help people gain power, it is also severely limited in an organizational setting by the institutional privilege of others. Moreover, not everyone benefits equally from authenticity. Leaders must be aware of the substantial power trade-offs certain organization members face when told to "just be oneself," on an everyday basis¹⁴⁻¹⁶.

Conclusion

By encouraging employees to take responsibility for their own actions, real behavior may increase workplace engagement. Personal integrity and authenticity in professional environments both support and modifies the passion in extant discourse about authenticity in the workplace

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Conflict of Interest

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