Graduate nurses need guided practice to develop critical thinking and clinical judgment. Critical thinking skills assist the nurse to recognize and manage changes in patient condition. Reflection encourages nurses to think critically about what they do in practice and learn from their experiences. Reflection is utilized in education and practice to build professional knowledge and expertise. Reflection is a process of intentional contemplation upon experiences, especially one’s assumptions and thinking for the purposes of deeper understanding and self-evaluation.

To facilitate learning by guiding graduate nurses to step back from a situation to review and think about it.

To provide an opportunity for graduate nurses to examine knowledge brought to the clinical experience and to consider what new knowledge they need to manage the situation.

To gain personal insight and subsequent change in practice.

**Background**

- Tanner’s (2006) Clinical Judgment Model provides the framework to guide graduate nurse thinking.
- Time during graduate nurse support class is provided to write about a clinical situation and then share learnings with a colleague.

**Purpose**

- Educate preceptors on coaching strategies that can engage graduate nurses in reflective dialogue and critical thinking.
- Include instructions on how to use reflective guide.
- Explore factors in the work environment that enhance the development of critical thinking in nurses.

**Recommendations**

- Educate preceptors on coaching strategies that can engage graduate nurses in reflective dialogue and critical thinking.
- Include instructions on how to use reflective guide.
- Explore factors in the work environment that enhance the development of critical thinking in nurses.

**Outcomes**

- Guided practice in reflection improves critical thinking and increases self-confidence.
- Graduate nurses voice greatest learnings from reflections are to “ask for help sooner”, “trust my intuitions”, “the more experience I gain, this increases my critical thinking skills”.
- Not all new graduate nurses are skilled in reflection on practice.

**References**