



Certification Recognition

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DESCRIPTION OF TEAM

This initiative was led by the perioperative team, including registered nurses, surgical technologists, and surgical assistants. Each member played a role in promoting professional development, celebrating certification achievements, and supporting a culture of excellence within the operating room..



PREPARATION AND PLANNING

Grounded in research that links nurse certification with improved patient outcomes, higher job satisfaction, and increased professional confidence (Kendall-Gallagher et al., 2011), the team identified a gap in certification visibility and recognition. A planning group designed a creative concept modeled after professional sports trading cards to highlight and celebrate certified perioperative staff. Planning included selecting a high-traffic display location, securing leadership buy-in, and incorporating Certified Nurses Day into the launch.

ASSESSMENT

Initial assessments revealed that while several team members were already certified, their achievements were not widely known or celebrated. Informal conversations indicated a general lack of awareness about the benefits of certification, as well as barriers including lack of motivation or recognition (Niebuhr & Biel, 2007).

IMPLEMENTATION

- The "Most Certified Player" (MCP) board was created and installed in a prominent area accessible to staff, patients, and visitors. Certified staff members submitted their credentials and photos, which were transformed using AI tools into personalized, baseball-style cards featuring their name, credentials, certification, and unit. Each individual signed their card like a professional athlete. Cards were posted on the MCP board and updated regularly. Promotion efforts included Certified Nurses Day events and unit-based huddles.

OUTCOMES

Participation grew organically, with more staff requesting to be included after seeing their colleagues featured. Informal feedback from patients, families, and team members highlighted increased pride, curiosity about certification, and stronger team morale. Several staff members reported renewed motivation to pursue certification. The board became a conversation starter, sparking interest and recognition across disciplines.



IMPLICATIONS FOR PERIOPERATIVE NURSING

The MCP board demonstrated that creative, visual recognition strategies can foster a culture of learning, increase engagement, and promote certification in perioperative settings. By celebrating achievements publicly and memorably, the board served not only to inspire staff but also to educate patients and families about the qualifications of their care team. This aligns with national data showing that certified nurses contribute to better care outcomes and higher levels of trust (American Nurses Credentialing Center, 2023). AI-enhanced visuals offered a modern, cost-effective way to bring professional excellence into the spotlight.



REFERENCES

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