

Article

Nursing Engagement: The Process of Nursing Grounded in the Theory of Human Potential Fulfillment in Nursing (HuPoFNE)

Alih-Marl A. Akbar^{1*} Rozzano C. Locsin²

¹Faculty, Mahardika Institute of Technology, Inc., Bongao, Tawi-Tawi,
Ph.D. Student, Silliman University, Dumaguete City, Philippines.

²Professor of Nursing, Institute of Biomedical Sciences, Tokushima University Graduate School, Japan;
Visiting Professor, Silliman University, Dumaguete City, Philippines, and
Professor Emeritus, Florida Atlantic University, Boca Raton, Florida, USA.

*Corresponding author: alihmarlakbar@gmail.com

Abstract

All persons have potentials to live meaningful lives thereby sustaining their health and well-being. Through nursing engagements, personal desires can be fulfilled provided persons are viewed in a way that embraces the whole being. Meaningful lives can be expressed in caring through nursing practice. Nursing engagements constitute a humanistic nursing practice process, fulfilling a person's potentialities in living a meaningful life while attaining, maintaining and sustaining health and well-being. This process of nursing is grounded on the theory of Human Potential Fulfillment within Nursing Engagement (HuPoFNE). Four assumptions are developed and described affirming that the nursing care practice process of Nursing Engagement is theoretically-based. The Nursing Engagement process of nursing is guided by the active practice of knowing, appreciating and engaging, transpiring as fulfilling hopes and desires of persons' whole are wholes and complete in the moment. HuPoFNE is the theory of nursing practice that is realized by nurses and ones nursed – celebrating, supporting, and affirming humanness applicable and critical within a human caring perspective. Fulfilling human potential characterizes humanistic nursing as the demonstration of the nurse's loving solicitude, mutually desiring loving, caring, and appreciating the complex nature of persons in human caring relationships. Knowing the "being" of persons who are nursed provides the knowledge of nursing needed to respond appropriately in practice. Appreciating the co-existence of the nurse and the nursed in finding meaning in their lives is engaging in the process of living, fulfilling lives in health and well-being through nursing.

Keywords: Engagement; Fulfillment; Human Health; Nursing; Well-being.

Introduction

The complex nature of human beings fosters a fulfilling life. To live in fulfillment illuminate potentialities of every person in finding meaningful

purpose of his/her existence towards sustaining one's health and well-being. The philosophies supporting humanistic caring practices of nursing¹⁻³ promote this potential as inherent in persons. The nursing

literature explains the mutuality of engagement between the nurse and those nursed within human caring as a powerful process in fostering human health and well-being.¹⁻⁵ Such *human caring-based nursing practice process* acknowledges the complex nature of human beings thereby appreciating the multidimensional view embracing a person's wholeness.

The conceptualization of this nursing engagement process is fundamental to supporting the potentials of individuals to live meaningful lives in congruence with the nurse's role and abilities in fulfilling, for example, human potentials based on Islamic perspectives.⁶ Furthermore, these structural processes are reflections of the nurses' loving solicitude for the welfare of persons in living the meaning of their lives. The transitional adaptation from tradition to theory-based guided nursing practice is a move away from the "conventional nursing practice that is not grounded in nursing knowledge".⁷⁻⁹ Furthermore, it is important to revisit the traditional nursing process focused on persons' human parts rather than on their wholeness thereby perpetuating nursing as merely completing tasks.⁸ Such practice does not serve well the nursing profession.

The purpose of this paper is to illuminate *Nursing Engagement* as a process of fulfilling human potentials to live a meaningful life in sustaining health and well-being. The conceptual framework of nursing process is grounded in the theory of Human Potential Fulfillment within Nursing Engagements (HuPoFNE).¹⁰

The Conceptual Framework and Ontology of HuPoFNE

The theory of HuPoFNE¹⁰ is based on the human science philosophical view within the perspective of historicism¹¹ and seen through a unitary-transformative⁹ lens, appreciating persons'

unitary wholeness in the moment regardless of missing human parts.¹² The theoretical subtraction is influenced by Swanson's⁵ Theory of Caring, providing a general understanding of the process of nursing in which 'knowing, being with, and doing for' the person engages the nurse and the person nursed in a mutually exclusive relationship. Other theories that have influenced the development of the HuPoFNE theory of nursing including its practice process of Nursing Engagement include, Locsin's⁴ theory of Technological Competency as Caring in Nursing, which launched the design of an integrated and functional process of nursing within a contemporary and futuristic world of technological advances. In view of Locsin's⁴ theory, the process of nursing engagement identified knowing, appreciating, and engaging as the path to fulfilling human potentials made significant. On the other hand, Boykin and Schoenhofer,³ fostered the understanding of persons as caring individuals who are always wholes and complete in the moment. As such, the focus of nursing is not to fix or make persons wholes again, as there is no need to complete the person who is always whole in the moment, but to affirm, support and celebrate the desires, hopes, and dreams of persons who are nursed.

The potentialities inherent in persons who have meaningful lives as reflections of well-being are fulfilled through theory-based humanistic processes of nursing.¹⁻² These processes can foster persons' invigorating ways of living as the fullness of meaning and purpose of their lives, describing the persons' existential fulfillment.¹³ Rogers¹⁴ described fulfillment as coming from releasing one's inner potentials and becoming one's self. Fulfillment of human potential is fostering and nurturing wholeness of persons unified beings patterned within humanistic caring.¹⁻⁵ Fulfillment of human potential is nurturing persons in their wholeness, actualizing their selves as complex beings.¹⁵ Actualizing the self as a complex

person assures the growth of an individual in fulfillment of his/her highest needs,¹⁵ that is of his/her life being meaningful.

As focus of nursing, *persons* are multidimensional *whole-beings* who are 'more than and different from the sum of their composite body parts'¹² leaving them as unique and complex human beings. Persons are continuously becoming unique beings whose wholeness is made manifest in their thoughts, feelings and behaviors.⁵ Being complex persons in their wholeness, individuals are not in a state, rather, as Travelbee¹⁶ declared, human beings are always becoming, growing, self-reflecting and seeking to connect with others. Furthermore, Heidegger's¹⁷ philosophical views of being human as having great potentialities fortify the whole-being view of persons. These concepts of human persons are all critical elements in the practice of nursing mandating the nurse to continuously know and understand the '*being*'¹⁷ of those whom they nurse. The characteristics of persons as living individuals and all those affecting their wholeness in being become the foundation of knowledge grounding nursing as a discipline and profession.

Extant Theories Grounded in Caring

Analyzing extant theories¹⁻⁵ grounded in caring

has revealed the concept of *mutuality* in nursing engagements as critical philosophical structures supporting human beings as participants in their care. *Nursing Engagement* has many meanings and practical uses.¹⁸ In the workplace, engagement has been described as a positive, satisfying work-related state represented by vigor, dedication and absorption, thus constituting the best prevention of burnout.¹⁹ Engagement with work is characterized by energy, involvement, and effectiveness.²⁰ Defining attributes of nursing reveal self-efficacy, autonomy or control over nursing practice, while optimizing nurse communication.¹⁹ Self-efficacy is believing in one's capacities or abilities to accomplish desired outcomes.²¹ Autonomy and control are associated with nursing satisfaction, reduced staff turnover, and lower mortalities.²² Interaction that promotes autonomy, self-confidence and engagement guarantees empowerment.²² Further, engagement is associated with greater satisfaction, better commitment to one's job and patients, and also with patient safety.²³ Furthermore, Bakker, et al²⁴ declared that engaged workers are energetic, have a strong identification with their work and look at work as challenging and not stressful.

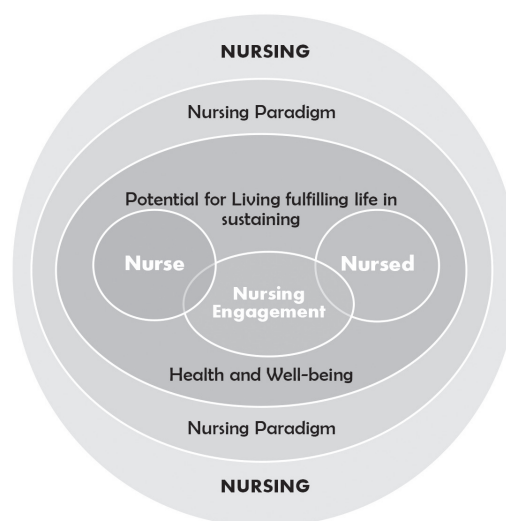


Figure 1. The Ontology of Human Potential Fulfillment with in Nursing Engagements

Understanding nursing engagement as mutual relating between the nurse and the nursed focused on living fulfillment within health and well-being can be explored using philosophical, theoretical, and paradigmatic perspectives. Figure 1 illustrates the relationship of the concepts of person, nursing engagement, nursing paradigms, and nursing as the main features. The historicist¹⁰ philosophical view is used to know and appreciate persons' wholeness structured within the process of nursing engagement.

The phenomenon of nursing engagement in living the fulfillment of human potentials can sustain health and well-being. Within the unitary-transformative paradigmatic lens⁹ wholeness of persons is simultaneously explicated by the multiplicity of attributes, factors and issues within the social context of mutual interactions with the environment.²⁵ Altogether with the multifaceted and contextual assumptions of reality,⁹ can be explored through the philosophical perspective that grounds nursing knowledge development.

The study of a person's health experiences as central to nursing^{1,9} serve to guide knowledge explication foundational to contemporary and future practices of nursing. The theory of HuPoFNE¹⁰ can then be utilized to underpin the development of nursing knowledge grounded in caring as substantive focus⁹ and constituting the heart of nursing.

Assumptions of the Theory

The philosophical and theoretical views of HuPoFNE¹⁰ provide the motivation to realize and appreciate nurses' focus of care, as not towards disease amelioration,⁵ but rather as facilitating persons to attain, maintain or sustain their human potentials in living the meaning of their lives. However, HuPoFNE's current state of theoretical development continues to evolve. Thus, the pertinence and value of Nursing Engagement process for children and adults who have the capacity to engage and communicate in mutual ways either through verbal or non-verbal means, is recognized.

The following are the assumptions of the theory.

Human beings have potentials for living the meaning of their lives. Persons are multidimensional, unified whole-beings 'who are more than and different from the sum of their parts.'¹¹ The wholeness of any human being is manifested in his/her thoughts, feelings, behaviors, desires, aspirations and dreams.^{4,11} Persons as '*beings-in-the-world*'¹⁷ are continuously influenced and shaped by multidimensional factors within their environment. This influences the persons' becoming and growing, which affirms possibilities to live the meaning of their lives characteristic of the dynamic of each person as a unique and unpredictable human being.

Persons' natural and relentless nature fosters fulfillment of human health and well-being. The affirmative viewpoint of the person's possibilities is projected in his/her capability to grow and have a direction of maturation, greater independence, and self-responsibility.¹³ This drives the person to engage in situations that promote functionalities and well-being with the other caring person.

Engagements between the nurse and the nursed fosters human potentials in health and well-being. The mutual interaction between the nurse and the person being nursed is a shared-lived experience³ in fulfilling each other's potential in health and well-being.

Fulfilling human health potentials is achieving well-being encompassing the practice of nursing. The loving solicitude of the nurses for the ones nursed is intentionally conveyed in their caring actions nurturing the wholeness of the person in fostering well-being. These caring actions which fulfill the human person's possibilities or potentialities towards well-being are the acts of nursing.

Nursing Engagement as Process of Nursing

HuPoFNE theory of nursing as the foundation for theory-based practice involving *knowing*,

appreciating and *engaging* transpires as accomplishing desires of persons within a whole-being viewpoint. Table 1 presents descriptions of aspects of the theory inherently supporting the process of nursing engagements:

Knowing. With the person as the focus of nursing, the multidimensionality that explains the differences and uniqueness of human beings warrants the nurse to know the person's whole-being through their mutual interaction. The complexity of the individual's personhood³ means being a complete or whole person whose life's meanings are influenced by the multiplicity and complexity of his or her environment. Interaction with the environment facilitates the continual growth in the lives of persons who are becoming more and more a whole or complete person each day.³⁻⁴

More than the collection of information about the person's physiological functioning, what interests the nurse is knowing the '*being*'⁷ of the person as fully as possible. According to Locsin,⁴ knowing persons continuously requires nurses to apply all possible means of collection, analysis, and interpretation of data of the person's calls for nursing, and the origination and implementation of responses to these calls may require concentration. This may also require the nurse to structure questions in

such a way as to reveal the person's *heart-thinking* referring to thinking that makes a person live his or her life meaningfully as a person.²⁶ Such thinking diverts preoccupation with work or with means to continue living in this highly-technological world.

The need for this information is emphasized to be able to nurture these persons within a caring-healing environment² believed to be a facilitating experience for transforming or realizing personal growth and well-being. The product of knowing the person leads to understanding them as a human beings and helping them find meaning out of their health and illness experiences. The information will be used as basis for the mutual engagement plan of nursing care towards the realization of human potential and well-being.

Appreciating. In fostering the persons' human potential and well-being, the mutual process of appreciating becomes imperative for both parties. One of the principles of human nature according to William James²⁷ is a craving to be appreciated. Interestingly, showing appreciation to another person costs little or nothing and promotes healing. Maintaining belief in the capacity of a person⁵ will help other persons care for themselves in appreciation of their wholeness.

Table 1. Descriptions of the process of nursing engagement

Knowing	Appreciating	Engaging
<ul style="list-style-type: none"> ■ Nurse intentionally takes time to interact and communicate with the person who is nursed ■ Nurse utilizes all possible means of knowing a person's being – 'Empirics, Esthetics, Personal & Ethical'²⁸ Technological⁴ ■ Knowing and understanding the lived experience of the person nursed, his/her hopes, dreams, aspirations and how this inspire him/her to fulfill potential sustaining health and well-being. 	<ul style="list-style-type: none"> ■ Acknowledging a person's unique being ■ Demonstrating aesthetics as expressions of appreciating a person's wholeness and potentialities ■ Valuing the nursed person's decision and perspectives ■ Realizing essence and meaningfulness of possibilities in health and illness experience ■ Living ways of a caring nurse 	<ul style="list-style-type: none"> ■ Mutual involvement between the nurse and the person nursed along the process of knowing and appreciating each other as whole persons ■ Co-creating moments between the nurse and the nursed ■ Nurse stays with the nursed person ■ Inspiring and empowering the person nursed to engage in health sustaining activities

There are various ways of communicating appreciation: one of these is the nurses' unconditional positive regard¹⁴ towards accepting/ respecting the person for what/who he is in a nonjudgmental attitude. A sincere compliment, words of encouragement or a warm smile make the person feel being appreciated and valued. Another way is by expressing approval or gratitude or by showing interest in others by noticing the good things they have done and a lot more. Expressing these heart-felt appreciations to others boosts spirits, passion, and purpose while the possibility of seeing these favors returned to you by those persons is great too. This will also accelerate the relationship building process and above all it will be an enriching experience for both parties towards realizing potential and well-being.

Engaging. Within a human healthcare environment, the process of knowing and appreciating the person is structured through the process of engaging, referring to a mutual commitment of involvement between the nurse and the person working for the fulfillment of their human potential and well-being. Initially, the nurse demonstrates qualities of being trustworthy believed to be an important element in the nurse-person interaction.

This relationship focuses on enhancing the person's engrossing participation with his care through the nurse's intentionality to nursing within a caring-healing practice. The relationship between them facilitates knowing and appreciating each other as a caring person. *Engaging* in mutual appreciation through knowing underscores the relatedness between each process so that these processes are co-dependent. In other words: a nurse-person interaction towards knowing, appreciating and engaging occurs as nursing. The instrument that will measure the engagement process as dyads of the nurse and nursed has yet to be developed soon. This development can be based on the conceptual relationships illustrated in Table 2 as nurse-nursed interactions illuminating nursing engagements.

Fulfilling the persons' potentials and celebrating their well-being within Nursing engagement is caring transpiring as nursing. Figure 2 illustrates the relationship of the theoretical concepts which inform the process of nursing grounded in HuPoFNE. The intersecting circles show the relationship between the nurse and the person being nursed.

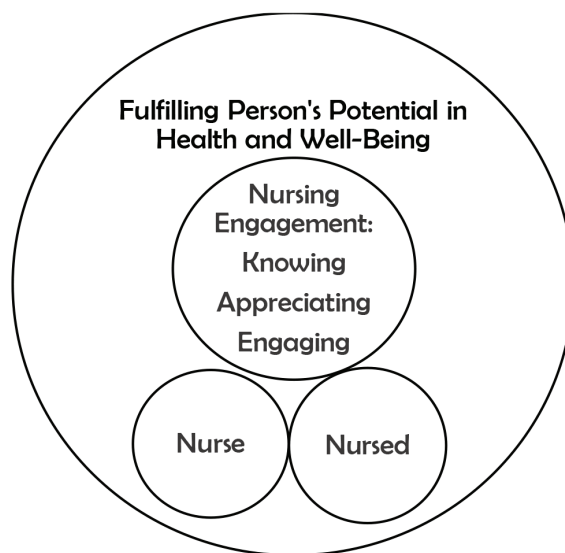


Figure 2. The Process of Nursing Engagement as Nursing

It further symbolizes the multi-directional processes of nurse-person interactions in fulfilling each other's potential and celebration of well-being. The interrelated *Nursing Engagement* process as *knowing*, *appreciating* and *engaging* binds the nurse and the nursed in a shared relationship. With the person in this figure as a unitary whole, the nurse and the person being nursed are engaged in mutual knowing and appreciation of the complexities of fulfilling their potentials and celebration of well-being. The nurses' loving solicitude for others grounds these engagements in nursing within a human caring practice.

Discussion

Nursing is a practice process of engagement within a multidimensional perspective of fostering a person's human potential to attain, maintain, and

sustain human health and well-being. Nursing is facilitating the *human potential demands* of health and well-being. The quality of involvement or commitment of the nurses in nurturing the person's wholeness towards fulfilling potentials bears on his or her intention to enhance the human being's 'personhood'.³ This can be expressed in the nurse's authentic presence¹ responding to the appreciation of the person's wholeness out of his or her love and concern for the other caring person. Nursing engagement as a process of nursing is a caring process of committing involvement in the care of persons. This process of nursing engagement also enhances the being of nurses leading towards a fulfilling life. The process of *knowing*, *appreciating* and *engaging* happening between the nurse and the person to be nursed constitutes nursing.

Table 2. Illustrating the Process of Nursing Engagement

Knowing	Appreciating	Engaging
<ul style="list-style-type: none"> ■ The nurse and nursed person talks about his/her health concerns, thoughts and feelings, hopes, aspirations, dreams, sentiments and how states of being affects his/her life. ■ The nurse inquiring about family relations, work and income, social life, health beliefs, culture, spiritual being etc., while the nursed (person) attempts to learn the nurse through their interactive conversation 	<ul style="list-style-type: none"> ■ The nurse engages in self-reflection and becomes aware of inner self and frame of mind ■ Both the nurse and nursed reflect on each other views and their life's complexities and experiences to acknowledge and value the uniqueness of being human ■ Both the nurse and nursed come to realize the essence and meaningful possibilities of illness and life's experience thru caring (between persons) 	<ul style="list-style-type: none"> ■ Nurse and nursed engage in knowing each other through usual and privileged conversations ■ Nurse stays and spend time with the nursed enhancing discussions of plans of care ■ Co-creating moments between the nurse and the nursed in appreciation of their being within caring in nursing by both the nurse and nursed ■ Nurse help the nursed in caring for self

The nurse who initiates and strives to know the person fully as person seeks to understand and enhance the meaning of the patient's life through his/her experiences. In nurturing persons, the nurse appreciates the mutual commitment to help them achieve their potential of well-being.

The mutual interaction between the nurse and the nursed is facilitated in the process of *appreciating*, in which nurses demonstrate/communicate respect/unconditional regard and belief in the capacity of the person to move in maturation and well-being or realization of his/her potentials. The process of

engaging is the mutual effort of the nurse and the person in the process of knowing and appreciating mutual demands for the fulfillment of their human potential and well-being.

Limitations

The theoretical and philosophical foundation of Nursing Engagement as process of nursing is recognized as limited to children and adults who are able to communicate effectively with the nurse thereby establishing a relational and transactive relationship. The inclusion of children who are not able to communicate verbally or non-verbally with the nurse and those persons who are unconscious constitute the concern over nursing engagements as mutual expressions and relationships. This is a continuing theoretical and practical challenge in which philosophical suppositions, in time, can be found to support communication of any kind thereby appreciating expressions of engagement as relational and transactive.

Conclusion

Fulfilling a person's human potential and well-being through nursing engagement characterizes a humanistic nursing care practice. Living the process of nursing engagement is demonstrating the nurse's loving solicitude of persons, mutually desiring, caring and appreciating the complex nature of human beings. Within the process, *knowing* the being of the nursed is the basis for practicing nursing as nurturing persons' wholeness, *appreciating* is both the nursed and the nurse's engagement in finding

meanings in their life experiences. *Engaging* as a process of nursing requires the active participation of the nurse and the nursed in building relationships of living fulfillment of potentials within health and well-being.

Recommendations and Implications

The nursing engagement process provides a practical framework for a humanistic nursing practice valuing persons' wholeness while fostering their potentialities in health and well-being. The conformity in nursing work to practice based on the whole-being perspective and potentialities of persons implies a fulfilling experience among engaged persons who live in complex situations. The phenomenon of fulfilling persons' potential as humanistic practice of nursing demands exploration of means in empowering levels of relational engagement between the nurse and nursed. Furthermore, the role of nurses and those persons being nursed must be explored illuminating the multidimensional process of knowing persons for their existential fulfilment within the current complex state of living.

As for nursing education, the nursing curriculum is envisioned to integrate the HuPoFNE as a theory-based humanistic nursing care practice that enhances the capacities of nurses as empowered human caring experts. Affirming knowledgeable practice through HuPoFNE as based on the perspectives of the human sciences should constitute the foundation of contemporary and future practice of nursing.

References

1. Paterson JG, Zderad LT. Humanistic nursing. New York: John Wiley & Sons, Inc.; 1976.
2. Watson J. Watson's theory of human caring [Internet] 2004 [cited 2017 Jan 20]. Available from: <https://nurseslabs.com/jean-watsons-philosophy-theory-transpersonal-caring/>
3. Boykin A, Schoenhofer S. Nursing as caring: A model for transforming practice. New York: Jones and Barlett, National League for Nursing; 2001.
4. Locsin RC. Technological competency as caring in nursing: A model for practice. Sigma Theta Tau International Press, Indianapolis, IN; 2005.
5. Swanson KM. Nursing as informed caring for the well-being of others. *Journal of Nursing Scholarship*. 1993; 25(4): 352-57.
6. Sadat Hoseini AS, Alhani F, Khosro-Panah AH, et al. A concept analysis of nursing based on Islamic sources: Seeking remedy. *Int J Nurs Knowl*. 2013; 24(3): 142-9. doi: 10.1111/j.2047-3095.2013.01244.x.
7. Fawcett J. But is it nursing research? *West J Nurs Res*. 2000; 22(5): 524-5.
8. Locsin RC, Purnell MJ. A contemporary nursing process: The (Un)bearable weight of knowing in nursing. New York: Springer Publishing Company; 2009.
9. Newman MA, Sime MA, Corcoran-Perry SA. The focus of the discipline of nursing. *ANS Adv Nurs Sci*. 1991; 14(1): 1-6.
10. Akbar A, Locsin RC. Human potential fulfillment within nursing engagements: A theory of nursing [Internet] 2017. [cited 2017 Nov 15]. Available from: <https://www.humancaring.org/resources/2017%20Materials/Agenda%20rev%204.pdf>
11. Silva MC, Rothbart D. An analysis of changing trends in philosophies of science on nursing theory development and testing. *ANS Adv Nurs Sci*. 1984; 6(2): 1-13
12. Rogers M. Introduction to theoretical bases of nursing. Philadelphia: F.A. Davis; 1970.
13. Langle A, Orgler C, Kundi M. The existence scale. A new approach to assess the ability to find personal meaning in life and to reach existential fulfillment. *European Psychotherapy*. 2003; 4(1): 135-51.
14. Rogers CR. On becoming a person: A therapist's view of psychotherapy. Boston: Houghton Mifflin; 1961.
15. Maslow AH. A theory of human motivation. *Psychological Review*. 1943; 50(4): 370-96.
16. Travelbee J. Interpersonal aspects of nursing. 2nd ed. Philadelphia: F.A.Davis; 1971.
17. Heidegger M. Being and time. John Macquarrie & Edward Robinson (trans), London; Blackwell Publishing Ltd; 2000.
18. Keith L, Cianelli R. Exploring the concept of nurse engagement related to patient experience. *Horiz Enferm*. 2014; 25(1): 109-13.
19. Schaufelli W, Bakker A, Salanova M. The measurement of work engagement with a questionnaire: A cross national study. *Educ Psychol Meas*. 2006; 66(4): 701-16.
20. Laschinger H, Finegan J. Empowering nurses for work engagement and health in hospital settings. *J Nurs Adm*. 2005; 35(10): 439-49.
21. Bandura A. Self-efficacy in changing societies. New York: Cambridge University Press. 1995. doi: 10.1017/CBO9780511527692.003

22. Laschinger HK, Wong CA, Greco P. The impact of staff nurse empowerment on person- job fit and work engagement/burnout. *Nurs Adm Q.* 2006; 30(4): 358-67.
23. Dempsy C, Reilly B, Buhlman N. Improving the patient experience: Real-world strategies for engaging nurses. *J Nurs Adm.* 2014;14(3):143-51. doi: 10.1097/NNA.0000000000000042.
24. Bakker A, Schaufeli W, Leiter M, et al. A position paper: Work engagement: An emerging concept in occupational health psychology. *Work Stress.* 2008; 22(3): 187-200.
25. Parse RR. Human becoming: Parse's theory of nursing. *Nurs Sci Q;* 1992; 5(1): 35-42.
26. Safi O. The disease of being busy [Internet] 2014. [cited 2017 Jan 20]. Available from: <https://onbeing.org/blog/the-disease-of-being-busy/>
27. James W. BrainyQuote [Internet]. 2017 [cited 2016 Dec 18]. Available from: <https://www.brainyquote.com/quotes/quotes/w/williamjam125466.html>
28. Carper BA. Fundamental patterns of knowing in nursing. *ANS Adv Nurs Sci.* 1978; 1(1): 13-24.