#### **YEAR 1 THEMES:**

## 1. The courage it takes to use your values

- Intimidation from other professional groups
- Culture
- Pressure from the organisation

# 2. The reality of values in practice

- Nursing is more than caring for the sick
- The theory/practice conflict
- Values are put into another context

#### 3. Self-reflection on values

- What being non-judgemental means in practice
- Still wanting to make a difference
- Communication and role as a student
- Values that are needed to maintain the education programme

### **YEAR 2 THEMES:**

- 1. Changes in sense of self as a healthcare practitioner compared to first year
- Increased knowledge, confidence and courage
- Being an advocate for patients
- Experiencing professional responsibility
- Being part of the team
- Responsibility for the work environment

### 2. Influences on values in practice

- Time and organisational pressures
- Working with mentors and other colleagues
- Influence of experiences with patients

#### 3. Reflection on values

- Being non-judgemental
- Development of values
- Importance of and possibility for reflection
- Sustaining values

#### **YEAR 3 THEMES:**

## 1. Effects of imminent registration

- Increased knowledge, confidence and courage
- (Consequences of) responsibility, autonomy and accountability

### 2. Influences on values in practice

- Interactions with patients and colleagues
- Organisational influences: time and staffing constraints, hierarchy and other issues
- Emotional experiences

# 3. Personal reflection on values and practice

- Reflection in practice
- Understanding, consolidation, changing and reprioritisation of values
- Ongoing values journey

Figure 2: Themes and subthemes throughout the three years of the study