



## Global Centre for Nursing Executives

Date: \_\_\_\_\_ Completed by: \_\_\_\_\_

Name of Nurse Assessed: \_\_\_\_\_

*Directions: Step 1: For the nurse you are assessing, please indicate your level of agreement with the following statements  
Step 2: Using the following scale, please calculate a sum for each category and overall*

**Strongly Disagree = 1      Disagree = 2      Tend to Disagree = 3      Tend to Agree = 4      Agree = 5      Strongly Agree = 6**

### Problem Recognition

1. Accurately anticipates changes in patient status  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
2. Accurately recognises changes in patient status  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
3. Consistently recognises unsafe practices by self and others  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
4. Proactively voices concerns about unsafe practices by self and others  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
5. Proactively identifies unit- or hospital-based improvement opportunities  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree

**Problem Recognition Sum: \_\_\_\_\_**  
(Sum of # 1–5)

### Clinical Decision-Making

6. Effectively explores multiple solutions to a given problem  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
7. Consistently demonstrates understanding of rationale for following (or departing from) established protocols and policies  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
8. Consistently demonstrates understanding of potential clinical implications of interventions  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
9. Proactively asks peers and experts for assistance when needed  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
10. Proactively consults further resources (e.g., literature, evidence-based tools, etc.) to improve patient care  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree

**Clinical Decision-Making Sum: \_\_\_\_\_**  
(Sum of # 6–10)

### Prioritisation

11. Appropriately prioritises the most urgent patients  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
12. Appropriately sequences care for an individual patient  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
13. Appropriately sequences indirect care responsibilities across the shift  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
14. Appropriately delegates responsibilities  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
15. Consistently demonstrates accountability for delegated responsibilities  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree

**Prioritisation Sum: \_\_\_\_\_**  
(Sum of # 11–15)



## Global Centre for Nursing Executives (Cont.)

**Strongly Disagree = 1      Disagree = 2      Tend to Disagree = 3      Tend to Agree = 4      Agree = 5      Strongly Agree = 6**

### Clinical Implementation

16. Consistently develops plan of care that reflects current evidence-based practices and protocols  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
17. Consistently develops plan of care that reflects patient, family, and community needs  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
18. Effectively implements nursing interventions included in plan of care  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
19. Proactively adjusts plan of care according to patient needs, preferences, and cultural considerations  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
20. Clearly communicates plan of care to other care team members  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree

**Clinical Implementation Sum:** \_\_\_\_\_  
(Sum of #16–20)

### Reflection

21. Appropriately applies knowledge of past experiences to present situations  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
22. Consistently reevaluates assumptions to draw conclusions based on nursing evidence  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
23. Proactively initiates professional dialogue around nursing practice  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
24. Proactively debriefs following errors or near misses  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree
25. Appropriately adjusts own practice based on others' feedback  
☐ Strongly Disagree    ☐ Disagree    ☐ Tend to Disagree    ☐ Tend to Agree    ☐ Agree    ☐ Strongly Agree

**Reflection Sum:** \_\_\_\_\_  
(Sum of #21–25)

**Overall Sum:** \_\_\_\_\_  
(Sum of All Five Categories)