



## 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

### Clinical Decision-Making

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

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

### Prioritisation

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

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

### Reflection

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

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)