

# Clinical Recognition Program

## Grid for Self-Reflection

### Nursing

Theme	Entry	Clinician	Advanced Clinician	Clinical Scholar
<p><b>Clinician/Patient Relationship</b></p> <p><i>The interpersonal engagement or relational connection between the clinician and the patient and/or family.</i></p>	<ul style="list-style-type: none"> <li>• Demonstrates care and concern for patients and families</li> <li>• Recognizes how the clinician/patient relationship impacts the patient experience</li> <li>• Begins to recognize the differences in how patients and families react to illness and treatment</li> </ul>	<ul style="list-style-type: none"> <li>• Individualizes care based upon the knowledge of the patient and the family</li> <li>• Recognizes needs and advocates for patient based on knowledge of condition</li> <li>• Has awareness of one's own values and how they affect interactions and relationships</li> <li>• Recognizes that cultural differences need to be considered in developing clinician-patient relationships. Focus is on identifying cultural norms.</li> </ul>	<ul style="list-style-type: none"> <li>• Modifies interventions based on a deep understanding of patient and family needs attained through past experiences</li> <li>• Advocacy for their patient causes the clinician to challenge systems and practices; tries to identify patterns in systems or processes of care that impact on patient and families.</li> <li>• Is open and inclusive of others' values</li> <li>• Alters interpersonal exchanges to meet cultural differences</li> <li>• Develops and values collaborative relationships with patients and families</li> </ul>	<ul style="list-style-type: none"> <li>• Intuitively uses self in the therapeutic relationship as a means to enhance care</li> <li>• Actively empowers and advocates for patients and families to maximize their participation in decision-making and goal setting.</li> <li>• Respects others' values and suspends judgment</li> <li>• Plans constructive interventions based on patient's values</li> <li>• Demonstrates scope of responsibility and accountability for clinical practice</li> <li>• Effectively elicits cultural beliefs and values from patients and integrates these into overall patient management</li> <li>• Challenges and shapes systems on the unit and hospital-wide to achieve best possible outcomes</li> </ul>

Notes:

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<p><b>Collaboration/ Teamwork</b></p> <p><i>Through the development of effective relationships with unit colleagues and other members of the health care team, the best possible outcome is achieved for the patient and family.</i></p>	<ul style="list-style-type: none"> <li>• Understands the role of other disciplines in the care of patients</li> <li>• Identifies the resources that are available for patients and families</li> <li>• Utilizes the assistance of resources and colleagues</li> <li>• Understands unit-based structures that enhance communication between team members</li> </ul>	<ul style="list-style-type: none"> <li>• Seeks and values collegial relationships between nursing and other disciplines</li> <li>• Provides guidance to less experienced staff, i.e. precepts</li> <li>• Contributes to the effective operation of her/his unit</li> <li>• Understands her/his role as a member of the health care team</li> <li>• Participates in interdisciplinary forums that promote an integrated approach to patient care</li> </ul>	<ul style="list-style-type: none"> <li>• Acts as a resource to colleagues or refers colleagues to others as necessary</li> <li>• Anticipates patient/family needs and is proactive in initiating consults and/or engaging other team members</li> <li>• Promotes the development of collaborative relationships with colleagues and peers by communicating in a constructive manner</li> </ul>	<ul style="list-style-type: none"> <li>• Skillfully negotiates conflict to promote collaboration</li> <li>• Peer development focuses on elevating the standard of practice as a whole. Implements unique and innovative approaches to meeting patient, family, unit and practice concerns.</li> <li>• Aware of and supports unit's and colleagues' needs through supportive and non-judgmental behaviors</li> <li>• Leads/coordinates activities that impact the quality of care on the unit and/or patient population.</li> <li>• Achieves credibility. Peers and members of the health care team seek their consultation.</li> <li>• Works effectively on hospital-wide teams and initiatives</li> </ul>

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<p><b>Clinical Knowledge and Decision Making</b></p> <p><i>Understanding attained through formal and experiential learning</i></p>	<ul style="list-style-type: none"> <li>• Safely implements nursing interventions and procedures in the care of the patient</li> <li>• Organizes and prioritizes care, with assistance as necessary</li> <li>• Begins to integrate theoretical knowledge with the practical experience of caring for patients</li> <li>• Understands unit operations that support the delivery of patient care</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates mastery of technical skills</li> <li>• Through the ongoing experience of caring for patients and families, recognizes patterns that refine and influence future practice</li> <li>• Is adaptable and flexible in managing clinical situations</li> <li>• Begins to take clinically sound risks</li> <li>• Seeks out and utilizes resources and colleagues to validate information in order to maintain the standards of care and practice</li> <li>• Recognizes the challenges of, and develops strategies for, prioritizing and organizing care</li> <li>• Recognizes the responsibility and accountability for her/his own practice</li> </ul>	<ul style="list-style-type: none"> <li>• Acts as a resource to colleagues in relation to a particular patient population</li> <li>• Past experience allows clinician to focus on "probabilities versus possibilities" when assessing and caring for patients</li> <li>• Demonstrates a spirit of inquiry as it relates to clinical practice; wants to know why</li> <li>• Initiates independent learning based on her/his needs</li> <li>• Is adaptable and flexible in managing unexpected clinical situations</li> <li>• Feels increasingly comfortable in taking clinically sound risks</li> <li>• Views clinical decision-making holistically, including both prior experiences and current clinical situation</li> </ul>	<ul style="list-style-type: none"> <li>• Is recognized as an expert in area of interest and/or specialization</li> <li>• Understands the impact of illness on the lives of patient and family</li> <li>• Demonstrates exquisite foresight in anticipating and planning to meet patient and family problems and concerns</li> <li>• Applies and shares relevant research with colleagues</li> <li>• Critically evaluates own decision-making and judgments</li> <li>• Consistently takes clinically sound risks</li> <li>• Independently seeks out opportunities to learn, teach and influence</li> <li>• Successfully organizes and coordinates multiple activities, requests and needs</li> <li>• Implements innovative approaches to meet the needs of patients and families</li> </ul>
<p>Notes:</p>				