Clinical Recognition Program

Preparing for the Interview with the Review Board
Reflective Questions for Advanced Clinician Applicants

Clinician/Patient Relationship

- Modifies interventions based on a deep understanding of patient and family needs attained through past experiences
  
  *Can you give us an example of how you modified your interventions with a patient and family based on their unique needs? How did you know to do this?*

- Advocacy for the patient causes the clinician to challenge systems and practices; tries to identify patterns in systems or processes of care that impacts patients and families
  
  *How have you influenced practice so that the practice is not dependent on your presence on the unit?*

- Is open and inclusive to the values of others
  
  *Can you give an example(s) of how you have altered the plan of care to support a patient’s cultural beliefs and values?*

- Alters interpersonal exchanges to meet cultural differences
  
  *Can you give an example(s) of how you have altered the plan of care to support a patient’s culture and/or beliefs?*

- Develops and values collaborative relationships with patients and families
  
  *Can you give an example(s) of how you develop relationships with patients and families when the patient/family are in distress e.g. anger, in conflict with the medical team?*

Clinical Knowledge and Decision Making

- Past experience allows clinicians to focus on “probabilities versus possibilities” when assessing and caring for patients
  
  *Can you describe a clinical situation that challenged you? Please discuss your assessment and interventions.*

- Acts as a resource to colleagues in relation to a particular patient population
  
  *Do your colleagues seek you out for advice and guidance on any specific patient population? How do you share the knowledge you have with others?*
• Demonstrates a spirit of inquiry as it relates to clinical practice, wants to know why
  *How do you stay current?*

• Initiates independent learning based on her/his needs
  *Can you give an example(s) of how you have identified a learning need and addressed it?*

• Is adaptable and flexible in managing unexpected clinical situations
  *Can you give an example(s) of how you managed multiple competing priorities?*

• Feels increasingly comfortable in taking clinically sound risks. At the Advanced Clinician level the nurse has a great deal of experience and comfort in the "gray areas" of clinical care. They are able to pull upon past experiences and principles to influence patient care and outcomes.
  *Can you give an example of a clinical risk you have taken? Can you explain what you did and why?*

• Views clinical decision-making holistically, including both prior experiences and current clinical situation
  *Can you give an example of how you intervened in a situation based on previous experiences (intuition)?*
  *Can you give an example of how you were able to help the patient/family and/or team see the “big picture” related to a patient's care?*

**Collaboration/Teamwork**

• Acts as a resource to colleagues or refers colleagues to others as necessary
  *Can you describe a recent experience where a peer or colleague came to you for consultation - what was that request for? Can you give an example of how you referred your peer or colleague to others?*

• Anticipates patient/family needs and is proactive initiating consults and/or engaging other team members
  *Can you describe an example of how you developed a team around the patient and family based on your knowledge of the patient/family and/or your past experience?*

• Promotes the development of collaborative relationships with colleagues and peers by communicating in a constructive manner
  *Can you describe an example of conflict between members of the healthcare team or between the patient/family and healthcare team? How do you manage conflict?*