

## PERSONAL ASSESSMENT FORM

To begin reviewing the personal assessment, you should consider your current registered nurse (RN) practice skills, experiences and strengths as they pertain to each competency listed below. Once you have read and reviewed each standard and competency, place a check mark (✓) to indicate you have thoughtfully considered each competency.

As you are reading and reflecting, keep in mind the specific competencies you would like to focus on and learn more about this year. Include the competencies you would like to focus on in the space provided at the end of each of the five standard sections.

These are some cues that can be used to help you reflect on your RN practice as you review each of the following competencies:

- I have a beginning understanding and application of this competency;
- I am continuing to learn and advance/integrate this competency;
- I am reasonably confident in applying this competency; or
- I am highly confident and comfortable consistently integrating this competency

### Standard I – Professional Responsibility and Accountability

The RN is responsible for practicing safely, competently and ethically, and is accountable to the client, public, employer and profession.

		I have thoughtfully considered this competency (✓)
1.	Being accountable and accepting responsibility for their own actions and decisions.	
2.	Consistently identifying self by first and last name and professional designation to clients, co-workers and others.	
3.	Recognizing the RN scope of practice and individual competence limitations within the practice setting and seeking guidance, as necessary.	
4.	Advocating for clear and consistent roles and responsibilities within the health care team.	
5.	Demonstrating effective collaborative practice, including communication, problem-solving strategies, decision-making and conflict resolution.	
6.	Advocating, intervening and participating with others, as needed, to ensure client safety.	
7.	Advocating and intervening in the client’s best interest, and acting to protect client, self and others from actual or perceived harm.	

8.	Challenging and taking action on unclear or questionable orders, decisions or actions made by other health care team members.	
9.	Practicing in accordance with agency policy and legislation, and in a timely manner, recognizes and reports near misses and errors (own and others), adverse events and critical incidents, and taking action to stop and minimize harm.	
10.	Contributing to the development and integration of quality improvement principles and activities into nursing practice.	
11.	Participating in the analysis, development, implementation and evaluation of practice and policy that guides delivery of care.	
<p>If applicable, a competency (or competencies) from this standard that is a priority for enhancing my practice and a priority for my learning is: _____</p> <p>_____</p>		
<p><b>Standard II – Knowledge-Based Practice</b></p>		
<p>The RN practices using evidence-informed knowledge, skills and judgment from diverse sources of knowledge and ways of knowing.</p> <p>The RN upholds this standard by:</p>		
		<p>I have thoughtfully considered this competency (√)</p>
12.	Applying a knowledge base from nursing in the practice of registered nursing.	
13.	Applying knowledge from other disciplines through interprofessional collaboration and decision-making in the best interest of the client.	
14.	Applying knowledge from nursing and other disciplines concerning current and emerging health care issues.	
15.	Facilitating client engagement in identifying their health needs, strengths, capacities and goals.	
16.	Incorporating knowledge that reflects a deep understanding and respect for different ways of knowing which exhibits cultural competence/cultural humility.	
17.	Anticipating potential health problems or issues for clients, the possible consequences and responding appropriately.	
18.	Proactively seeking new information and knowledge, employing a critical inquiry process and utilizing best practice in the provision of registered nursing care.	

19.	Coordinating the health care team to analyze and organize complex health challenges into manageable components for health care planning.	
20.	Evaluating the effectiveness of nursing interventions at the point of care to modify and individualize client care.	
21.	Utilizing knowledge of the health care system to improve health care services.	
22.	Utilizing nursing informatics and other information and communications technology in practicing safe registered nursing care.	
23.	Contributing to a collaborative health research culture by conducting, participating in, implementing and evaluating evidence-informed findings into practice.	
24.	Demonstrating knowledge of primary health care in health delivery systems and its significance for population health.	
25.	Demonstrating knowledge of the determinants of health, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes.	

If applicable, a competency (or competencies) from this standard that is a priority for enhancing my practice and a priority for my learning is: \_\_\_\_\_

### Standard III – Ethical Practice

The RN applies the principles in the current Canadian Nurses Association (CNA) Code of Ethics for Registered Nurses when making practice decisions and using professional judgment. The RN engages in critical inquiry to inform clinical decision-making, and establishes therapeutic caring and culturally-safe relationships with clients and the health care team.

		I have thoughtfully considered this competency (√)
26.	Practicing in accordance with the current CNA Code of Ethics for Registered Nurses.	
27.	Identifying the effect of own values, beliefs and experiences in relationships with clients, recognizing and addressing potential conflicts.	
28.	Practicing a holistic client/family-centred approach ensuring culturally-safe client care.	
29.	Communicating respectfully and effectively in collaboration with client, family, colleagues and others, and resolving conflict should it occur.	
30.	Upholding and maintaining professional boundaries, privacy, and confidentiality with clients.	

31.	Advocating in the best interest of clients to help achieve positive health outcomes, especially when they are unable to advocate for themselves.	
32.	Using an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.	
33.	Promoting and protecting a client's right to autonomy, respect, privacy, dignity and access to information.	
34.	Taking action to create a safe work environment that contributes to healthy teams and optimal client outcomes.	
<p>If applicable, a competency (or competencies) from this standard that is a priority for enhancing my practice and a priority for my learning is: _____</p> <p>_____</p>		
<b>Standard IV – Service to the Public</b>		
<p>The RN demonstrates leadership in quality and ethical nursing practice, delivery of health care services and establishing professional relationships.</p>		
		I have thoughtfully considered this competency (√)
35.	Demonstrating professional presence and modelling professional behaviour.	
36.	Listening respectfully to the expressed needs of clients, families and others.	
37.	Contributing to a professional ethical and safe practice environment to support the provision of optimal health care outcomes.	
38.	Integrating infection prevention and control principles, standards and guidelines in providing care and service to protect the health and well-being of clients, co-workers and the public.	
39.	Articulating the authority and scope of practice of the RN.	
40.	Providing and supporting leadership in nursing for optimal coordination and provision of care.	
41.	Participating and contributing to health care team development by: a. Building partnerships based on respect for the unique and shared competencies of each team member; and, b. Contributing registered nursing perspectives on issues being addressed by the health care team.	
42.	Advocating individually and collectively for public participation in defining and supporting the health care needs at all levels of health care delivery.	
43.	Managing resources to provide safe, effective and efficient care.	
44.	Supporting professional efforts in registered nursing to promote health and prevent disease to achieve a healthier society.	

45.	Utilizing knowledge of the health care system to improve health care services at any or all of the following levels: Practice setting or program; agency; regional/municipal; provincial/territorial level; and national/international.	
46.	Advocating for and promoting healthy public policy and social justice.	
47.	Advocating for and participating in emergency preparedness planning and working collaboratively with others to develop and implement plans to facilitate the protection of the public.	
48.	Acting as a formal and/or informal mentor to RNs, nursing students and colleagues to enhance and support professional growth.	

If applicable, a competency (or competencies) from this standard that is a priority for enhancing my practice and a priority for my learning is: \_\_\_\_\_

### Standard V – Self-Regulation

The RN demonstrates an accountability to regulate themselves in accordance with their legislated scope of practice.

		I have thoughtfully considered this competency (√)
49.	Practicing in accordance with <i>The Registered Nurses Act, 1988</i> , other current relevant legislation, bylaws, scope of practice, standards, entry-level competencies, guidelines and employer policies.	
50.	Assuming the responsibility for fulfilling the requirements of the SRNA Continuing Competence Program.	
51.	Recognizing and addressing professional practice, legal or ethical violations by themselves or others in a timely and appropriate manner.	
52.	Supporting health care team members who reasonably report practice, legal or ethical violations by themselves or others to employers or the appropriate regulatory body.	
53.	Reporting to employers and/or the appropriate regulatory body concerns related to professional incompetence, professional misconduct and/or incapacity of RNs and/or other health care providers.	
54.	Collaborating with the employer and other organizations as needed to resolve professional practice issues.	
55.	Taking measures to maintain fitness to practice ensuring client safety is not compromised.	

If applicable, a competency (or competencies) from this standard that is a priority for enhancing my practice and a priority for my learning is: \_\_\_\_\_



**Selecting competencies**

Once the review of the personal assessment form is completed, the results will then be used to choose the competencies to learn this year. Ensure that the competencies you choose are professionally meaningful and will enhance your RN practice.

From my review of all the standards and competencies in my personal assessment, I have chosen the following to focus on for this year: (Write out the full competency and include the number from the personal assessment. Choose a minimum of 1-2). For example, “#55: Taking measures to maintain fitness to practice ensuring client safety is not compromised.”

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**Date Personal Assessment Completed** \_\_\_\_\_

**Signature** \_\_\_\_\_