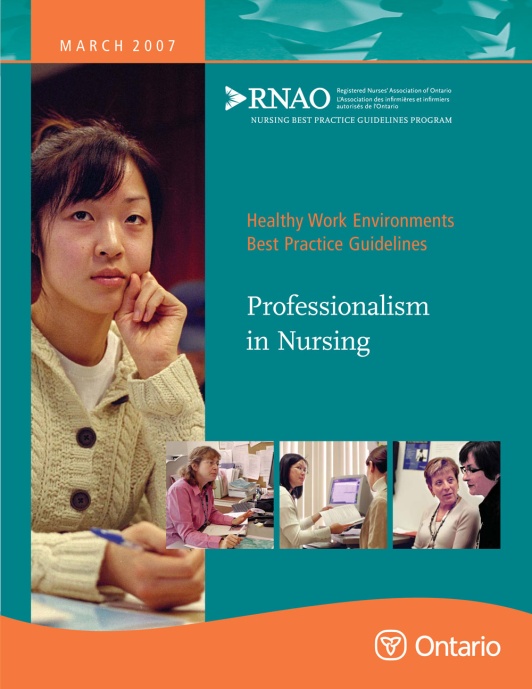
**RNAO_Logo_H_CMYK.tif**

**Gap Analysis:**

***Professionalism in Nursing*, March 2007**

**Work Sheet**



This guideline can be downloaded for free at:

<http://rnao.ca/bpg/guidelines/professionalism-nursing>

The RNAO *Leading Change Toolkit* ***( 3rd edition)***

[Leading Change Toolkit™ | RNAO.ca](https://rnao.ca/leading-change-toolkit)

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date Completed: | |  | | |
|  | | | | |
| Team Members participating in the Gap Analysis: | | | | |
|  | |  |  |
|  | |  |  |
|  | |  |  |

| **RNAO Healthy Work Environment Best Practice Guideline Recommendations** | Met | Partially Met | Unmet | Notes  (Examples of what to include: is this a priority to our home, information on current practice, possible overlap with other programs or partners) |
| --- | --- | --- | --- | --- |
| **Knowledge** 1. 0 Professionalism includes: | | | | |
| 1.1 A body of knowledge that is theoretical, practical and clinical. |  |  |  |  |
| 1.2 Being able to apply that knowledge. |  |  |  |  |
| 1.3 Using theoretical and/or evidence-based rationale for practice. |  |  |  |  |
| 1.4 Synthesizing information from a variety of sources. |  |  |  |  |
| 1.5 Using information or evidence from nursing and other disciplines to inform practice. |  |  |  |  |
| 1.6 Sharing or communicating knowledge with colleagues, clients, family and others to continually improve care and health outcomes. |  |  |  |  |
| **Spirit of Inquiry** 2. 0 Professionalism includes: | | | | |
| 2.1 Being open-minded and having the desire to explore new knowledge. |  |  |  |  |
| 2.2 Asking questions leading to the generation of knowledge and refinement of existing knowledge. |  |  |  |  |
| 2.3 Striving to define patterns of responses from clients, stakeholders and their context. |  |  |  |  |
| 2.4 Being committed to life-long learning. |  |  |  |  |
| **Accountability** 3. 0 Professionalism includes: | | | | |
| 3.1 Understanding the meaning of self-regulation and its implications for practice. |  |  |  |  |
| 3.2 Using legislation, standards of practice and a code of ethics to clarify one's scope of practice. |  |  |  |  |
| 3.3 Being committed to work with clients and families to achieve desired outcomes. |  |  |  |  |
| 3.4 Being actively engaged in advancing the quality of care. |  |  |  |  |
| 3.5 Recognizing personal capabilities, knowledge base and areas for development. |  |  |  |  |
| **Autonomy** 4. 0 Professionalism includes: | | | | |
| 4.1 Working independently and exercising decision-making within one's appropriate scope of practice. |  |  |  |  |
| 4.2 Recognizing relational autonomy and the effects of the context and relationships on this autonomy. |  |  |  |  |
| 4.3 Becoming aware of barriers and constraints that may interfere with one's autonomy and seeking ways to remedy the situation. |  |  |  |  |
| **Advocacy** 5. 0 Professionalism includes: | | | | |
| 5.1 Understanding the client's perspective. |  |  |  |  |
| 5.2 Assisting the client with their learning needs. |  |  |  |  |
| 5.3 Being involved in professional practice initiatives and activities to enhance health care. |  |  |  |  |
| 5.4 Being knowledgeable about policies that impact on delivery of health care. |  |  |  |  |
| **Innovation and Visionary** 6. 0 Professionalism includes: | | | | |
| 6.1 Fostering a culture of innovation to enhance client/family outcomes. |  |  |  |  |
| 6.2 Showing initiative for new ideas and being involved through taking action. |  |  |  |  |
| 6.3 Influencing the future of nursing, delivery of health care and the health care system. |  |  |  |  |
| **Collegiality and Collaboration** 7. 0 Professionalism includes: | | | | |
| 7.1 Developing collaborative partnerships within a professional context. |  |  |  |  |
| 7.2 Acting as a mentor to nurses, nursing students and colleagues to enhance and support professional growth. |  |  |  |  |
| 7.3 Acknowledging and recognizing interdependence between care providers. |  |  |  |  |
| **Ethics and Values** 8. 0 Professionalism includes: | | | | |
| 8.1 Knowledgeable about ethical values, concepts and decision-making. |  |  |  |  |
| 8.2 Being able to identify ethical concerns, issues and dilemmas. |  |  |  |  |
| 8.3 Applying knowledge of nursing ethics to make decisions and to act on decisions. |  |  |  |  |
| 8.4 Being able to collect and use information from various sources for ethical decision-making. |  |  |  |  |
| 8.5 Collaborating with colleagues to develop and maintain a practice environment that supports nurses and respects their ethical and professional responsibilities. |  |  |  |  |
| 8.6 Engaging in critical thinking about ethical issues in clinical and professional practice. |  |  |  |  |