



PERSONAL ASSESSMENT FORM

To begin reviewing the personal assessment, you should consider your current 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 registered nurse consistently demonstrates professional conduct and competence while practicing in accordance with the SRNA standards for registered nursing practice and CNA's Code of Ethics for Registered Nurses. Further, the registered nurse demonstrates that the primary duty is to the client to ensure safe, competent, ethical registered nursing care.

	I have thoughtfully considered this competency (✓)
1. Is accountable and accepts responsibility for own actions and decisions.	
2. Articulates and enacts the role and responsibilities of a registered nurse as a member of the health care team.	
3. Recognizes the registered nurse scope of practice and individual competence limitations within the practice setting and seeks guidance as necessary.	
4. Demonstrates professional presence and models professional behavior.	
5. Consistently identifies self by first and last name and professional designation to clients and co-workers.	
6. Displays initiative, confidence, self-awareness, and encourages collaborative interactions within the nursing and health care team, with the client as the centre of the health care team.	

7. Advocates for clear and consistent roles and responsibilities within the health care team.	
8. Demonstrates effective collaborative problem solving strategies, including conflict resolution.	
9. Advocates and intervenes as needed to ensure client safety.	
10. Demonstrates critical inquiry in relation to new knowledge and technologies that change, enhance or support registered nursing practice.	
11. Promotes current evidence-informed best practices.	
12. Demonstrates leadership in client care by promoting healthy and culturally safe practice environments.	
13. Identifies actual and potentially abusive situations and takes action to protect client, self and others from harm.	
14. Advocates and intervenes in the client's best interest.	
15. Reports unsafe practice or professional misconduct of a health care worker to appropriate authorities.	
16. Identifies, reports, and takes action on actual and potential unsafe practices or situations that have risk to clients, health care team members and/or others.	
17. Challenges and takes action on unclear or questionable orders, decisions, or actions, made by other health care team members.	
18. 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, takes action to stop & minimize harm.	
19. Utilizes a systems approach to patient safety, participates with others in the prevention of near misses, errors and adverse events.	
20. Continuously integrates quality improvement principles and activities into registered nursing practice.	
21. Exercises professional judgment when using agency policies and procedures, or when practicing in the absence of agency policies and procedures.	
22. Participates in the analysis, development, implementation & evaluation of practice & policy that guide delivery of care	
23. Organizes workload and develops time-management skills for meeting responsibilities.	
24. Fulfills the requirements of the SRNA Continuing Competence Program.	
25. Demonstrates professional leadership by: <ul style="list-style-type: none"> • building relationships and trust; • creating an empowering environment; • supporting knowledge development and integration within the health care team; • leading and sustaining change; and • balancing competing values and priorities. 	
<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>	

Standard II – Knowledge Based Practice – Part 1

II.1 Specialized Body of Knowledge

Specialized Body of Knowledge: The registered nurse draws on diverse sources of knowledge and ways of knowing, which includes the integration of nursing knowledge from the sciences, humanities, research, ethics, spirituality, relational practice, critical inquiry and the principles of primary health care.

	I have thoughtfully considered this competency (√)
26. Applies a knowledge base from nursing and other disciplines in the practice of registered nursing.	
27. Demonstrates and utilizes nursing informatics and other information and communications technology in promoting and providing safe registered nursing care.	
28. Proactively seeks new information and knowledge and utilizes best practice in the provision of registered nursing care.	
29. Applies knowledge from nursing and other disciplines concerning current and emerging health care issues.	
30. Contributes to a culture that supports involvement in nursing or health research through collaboration with others in conducting, participating in, and implementing research findings into practice (e.g., implementing best practice in daily activities; participating in workplace and professional association surveys).	
31. Demonstrates knowledge of the role of primary health care in health delivery systems and its significance for population health.	
32. Demonstrates knowledge of the health disparities and inequities in society, 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 II – Knowledge Based Practice – Part II

II.2 Competent Application of Knowledge Competent Application of Knowledge: The registered nurse demonstrates competence in the provision of registered nursing care. The competency statements in this section apply to the four components of registered nursing care; Assessment, Health Care Planning, Providing Care, and Evaluation. The provision of registered nursing care is an iterative process of critical inquiry and is not linear in nature.

	I have thoughtfully considered this competency (√)
33. Uses appropriate assessment tools and techniques in consultation with clients and other health care team members.	
34. Facilitates client engagement in identifying their health needs, strengths, capacities and goals.	
35. In collaboration with the client, performs an assessment of physical, emotional, spiritual, cognitive, developmental, environmental, social, and learning needs, including the client's beliefs about health and wellness.	
36. Collects information on client status using assessment skills such as observation, interview, history taking, interpretation of data, and in direct care environments, physical assessment including inspection, palpation, auscultation and percussion.	
37. Collaborates with clients and other health care team members to identify actual and potential client health care needs, strengths, capacities and goals.	
38. Analyzes and interprets data obtained in client assessments.	
39. Documents assessment data in accordance with evidence-informed practice.	
40. Uses existing health and nursing information systems to manage nursing and health care data during client care.	
41. Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care.	
42. Uses principles of primary health care and patient & family-centered care in developing plans of care.	
43. Facilitates involvement of patients and family in identifying their preferred health outcomes.	
44. Negotiates priorities of care and desired outcomes with clients while demonstrating an awareness of cultural safety and the influence of existing positional power relationships.	
45. Anticipates potential health problems or issues for clients and their consequences and initiates appropriate planning.	
46. Collaborates with other health care team members to develop health care plans that promote continuity for clients as they receive conventional, complementary & alternative health care.	
47. Coordinates the health care team to analyze and organize complex health challenges into manageable components for health care planning.	

48. Collaborates with health care team members or health related sectors to assist clients to access resources.	
49. Provides registered nursing care that is based on evidence-informed practice relevant to primary health care, health and healing.	
50. Establishes and maintains a caring environment in the provision of safe, competent, compassionate and culturally safe registered nursing care.	
51. Supports clients through developmental and role transitions across the lifespan.	
52. Coordinates and provides timely registered nursing care for clients with co-morbidities, complex and rapidly changing health status.	
53. Applies principles of population health to implement strategies to promote health as well as prevent illness and injury.	
54. Assists clients to understand how lifestyle factors impact health (e.g., physical activity and exercise, sleep, nutrition, stress management, personal and community hygiene practices, family planning, high risk behaviors).	
55. Implements learning plans to meet identified client learning needs.	
56. Works with clients and families to identify and access health and other relevant resources in their communities.	
57. Implements preventive, therapeutic and safety strategies based on evidence-informed practice, to prevent injury and the development of complications.	
58. Employs a critical inquiry process to monitor the effectiveness of client care.	
59. Utilizes the results of outcome evaluation to modify and individualize client care.	
60. Reports and documents client care and its ongoing evaluation clearly, concisely and accurately.	
61. Advocates for change where optimum client care is impeded.	
<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>	

Standard III – Ethical Practice

The registered nurse demonstrates competence in professional judgment and practice decisions by applying the principles in the current CNA *Code of Ethics for Registered Nurses*. The registered nurse engages in critical inquiry to inform clinical decision-making, establishes therapeutic, caring, and culturally safe relationships with clients and the health care team.

	I have thoughtfully considered this competency (✓)
62. Practises in accordance with the current CNA <i>Code of Ethics for Registered Nurses</i> and the accompanying responsibility statements.	
63. Identifies the effect of own values, beliefs and experiences in relationships with clients, recognizes potential conflicts and ensures culturally safe client care.	
64. Establishes and maintains appropriate professional boundaries with clients and other health care team members, including the distinction between social interaction and therapeutic relationships.	
65. Provides care for clients respectful of their health/illness status, diagnoses, life experiences, beliefs, health choices and practices.	
66. Demonstrates knowledge of the difference between ethical and legal considerations and their relevance when providing registered nursing care.	
67. Ensures that informed consent is provided as it applies to multiple contexts (e.g., consent for care; refusal of treatment; release of health information; and consent for participation in research).	
68. Supports clients in making informed decisions about their health care.	
69. Advocates for clients or their representatives, especially when they are unable to advocate for themselves.	
70. Uses an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.	
71. Demonstrates ethical and legal responsibilities related to maintaining client privacy and confidentiality in all forms of communication.	
<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>	

Standard IV – Service to the Public

The registered nurse protects the public by providing and improving health care services in collaboration with clients, other members of the health care team, stakeholders, and policy makers.

	I have thoughtfully considered this competency (✓)
72. Articulates the authority and scope of practice of the registered nurse.	
73. Utilizes knowledge of the health care system to improve health care services (practice setting or program level; agency level; regional/municipal level; provincial/territorial level; and national/international level)	
74. Recognizes the impact of organizational culture on the provision of health care and acts to enhance the quality of a professional and safe practice environment.	
75. Demonstrates leadership in the coordination of health care by: assigning client care; delegating and monitoring the performance of delegated registered nursing activities by selected health care team members; and evaluating staff skill mix.	
76. Participates and contributes to registered nursing and health care team development by: <ul style="list-style-type: none"> - promoting inter-professional collaboration through application of principles of decision-making, problem solving and conflict resolution; - building partnerships based on respect for the unique and shared competencies of each team member; - recognizing that one’s values, assumptions and positional power affects team interactions, and uses this self-awareness to facilitate team interactions; - contributing registered nursing perspectives on issues being addressed by the health care team; - knowing the scope of practice of team members; - using appropriate channels of communication; - providing and encouraging constructive feedback ; and - demonstrating respect for diversity. 	
77. Collaborates with health care team members to proactively respond to changes in the health care system.	
78. Uses established communication policies and protocols within and across health care agencies, and with other service sectors.	
79. Advocates for public participation in defining health care needs at all applicable levels of health care delivery to ensure effective policies and actions.	
80. Manages resources to provide effective and efficient care.	
81. Supports professional efforts in registered nursing to achieve a healthier society (e.g., lobbying, conducting health fairs and promoting principles of the Canada Health Act).	
82. Advocates for and promotes healthy public policy and social justice.	
83. Advocates for and participates in emergency preparedness planning and works collaboratively with others to develop and implement plans to facilitate protection of the public.	
<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>	

Standard V – Self-Regulation

The registered nurse demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing own competence, and ensuring safe practice.

	I have thoughtfully considered this competency (✓)
84. Demonstrates knowledge of the registered nursing profession as self-regulating, autonomous, and mandated by provincial legislation.	
85. Practises within the scope of registered nursing practice as defined in <i>The Registered Nurses Act, 1988</i> .	
86. Articulates and differentiates between the mandates of regulatory bodies, professional associations and unions.	
87. Acts as a mentor (formally and informally) to registered nurses, 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: _____

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, “#58: *Employs a critical inquiry process to monitor the effectiveness of client care.*”

- 1. _____

- 2. _____

- 3. _____

Date Personal Assessment Completed _____

Signature _____