



Personal Assessment Form for RN(NP) Practice for the SRNA Continuing Competence Program (CCP)

Completing a personal assessment is a mandatory component of the SRNA CCP. It allows a RN and RN(NP) to strategically reflect on his/her professional practice, determine his/her practice strengths, and select the specific competencies to focus his/her learning interests for the upcoming year.

According to the current SRNA Bylaws, Bylaw V.1, a RN(NP) must complete a personal assessment of the following documents:

- *Standards and Foundation Competencies for the Practice of Registered Nurses (2013)*;
- *RN(NP) Standards & Core Competencies (2011)*;

Both documents are available at www.srna.org.

The two documents are combined in the chart below for a RN(NP) to use when completing the personal assessment portion of the SRNA Continuing Competence Program. You will note that there are several RN competencies at the beginning of the personal assessment form. Although these RN competencies could not be mapped to a RN(NP) competency, they are fundamental to RN(NP) practice.

- ❖ To begin reviewing the personal assessment, you should consider your current RN and RN(NP) 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 ✓ in the column 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 standard and in your learning plan.

RN Standards and Foundation Competencies

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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
	1. Is accountable and accepts responsibility for own actions and decisions.	
	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.	
	23. Organizes workload and develops time-management skills for meeting responsibilities.	
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 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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
	29. Applies knowledge from nursing and other disciplines concerning current and emerging health care issues.	

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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
	37. Collaborates with clients and other health care team members to identify actual and potential client health care needs, strengths, capacities and goals.	
	40. Uses existing health and nursing information systems to manage nursing and health care data during client care.	
	60. Reports and documents client care and its ongoing evaluation clearly, concisely and accurately.	
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 registered nurse demonstrates competence in professional judgement 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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency</i> <i>(✓)</i>
	63. Identifies the effect of own values, beliefs and experiences in relationships with clients, recognizes potential conflicts and ensures culturally safe client 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).	

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 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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
	79. Advocates for public participation in defining health care needs at all applicable levels of health care delivery to ensure effective policies and actions.	
	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.	

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 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>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
	84. Demonstrates knowledge of the registered nursing profession as self-regulating, autonomous, and mandated by provincial legislation.	
	86. Articulates and differentiates between the mandates of regulatory bodies, professional associations and unions.	

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

RN(NP) Standards and Core Competencies

1. Professional Role, Responsibility and Accountability

This RN(NP) competency category encompasses the core competencies for the following four categories of advanced nursing practice: clinical practice; collaboration, consultation and referral; research; and leadership (CNA, 2008). RN(NP) practice is characterized by the simultaneous interaction and blending of competencies at a level of complexity that reflects the RN(NP)'s highly developed critical thinking skills, clinical nursing experience, and advanced education that incorporates a substantial clinical component.

The competencies listed below are fundamental to advanced nursing practice and are integrated into the practice of RN(NP)s. Therefore, the competencies listed in this category also apply to each of the three other competency categories in this framework: Health Assessment and Diagnosis, Therapeutic Management, and Health Promotion and Prevention of Illness and Injury.

<i>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
Clinical Practice		
<p>1.1 Practises in accordance with federal and provincial/territorial legislation, professional and ethical standards, and policy relevant to RN(NP) practice.</p>	<p>21. Exercises professional judgment when using agency policies and procedures, or when practicing in the absence of agency policies and procedures.</p> <p>62. Practises in accordance with the current CNA <i>Code of Ethics for Registered Nurses</i> and the accompanying responsibility statements.</p> <p>64. Establishes and maintains appropriate professional boundaries with clients and other health care team members, including the distinction between social interaction and therapeutic relationships.</p>	

	<p>66. Demonstrates knowledge of the difference between ethical and legal considerations and their relevance when providing registered nursing care.</p> <p>70. Uses an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.</p> <p>85. Practises within the scope of registered nursing practice as defined in <i>The Registered Nurses Act, 1988</i>.</p>	
<p>1.2 Understands the changes in scope of practice from that of a registered nurse and the ways that these changes affect responsibilities and accountabilities when assuming the reserved title and scope of practice of a RN(NP).</p>	<p>2. Articulates and enacts the role and responsibilities of a registered nurse as a member of the health care team.</p> <p>3. Recognizes the registered nurse scope of practice and individual competence limitations within the practice setting and seeks guidance as necessary.</p> <p>72. Articulates the authority and scope of practice of the registered nurse.</p>	
<p>1.3 Incorporates knowledge of diversity, cultural safety and determinants of health in the assessment, diagnosis and therapeutic management of clients and in the evaluation of outcomes.</p>	<p>49. Provides registered nursing care that is based on evidence-informed practice relevant to primary health care, health and healing.</p>	
<p>1.4 Incorporates knowledge of developmental and life stages, pathophysiology, psychopathology, epidemiology, environmental exposure, infectious diseases, behavioural sciences, demographics and family processes when performing health assessments, making diagnoses and providing overall therapeutic management.</p>		

<p>1.5 Incorporates knowledge of the clinical manifestations of normal health events, acute illness/injuries, chronic diseases, comorbidities and emergency health needs, including the effects of multiple etiologies in the assessment, diagnosis and therapeutic management of clients and in the evaluation of outcomes.</p>		
<p>1.6 Integrates the principles of resource allocation and cost-effectiveness into clinical decision-making.</p>	<p>80. Manages resources to provide effective and efficient care.</p>	
<p>1.7 Provides client diagnostic information and education that are relevant, theory-based and evidence-informed, using appropriate teaching/learning strategies.</p>	<p>68. Supports clients in making informed decisions about their health care.</p>	
<p>1.8 Promotes safe client care by mitigating harm and addressing immediate risks for clients and others affected by adverse events and near misses.</p>	<p>9. Advocates and intervenes, as needed, to ensure client safety.</p> <p>13. Identifies actual and potentially abusive situations and takes action to protect client, self and others from harm.</p> <p>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.</p> <p>17. Challenges and takes action on unclear or questionable orders, decisions, or actions, made by other health care team members.</p>	

	57. Implements preventive, therapeutic and safety strategies based on evidence-informed practice, to prevent injury and the development of complications.	
1.9 Discloses the facts of adverse events to clients, and reports adverse events to appropriate authorities, in keeping with relevant legislation and organizational policies.	15. Reports unsafe practice or professional misconduct of a health care worker to appropriate authorities. 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, and takes action to stop and minimize harm. 19. Utilizes a systems approach to patient safety, participates with others in the prevention of near misses, errors and adverse events.	
1.10 Documents clinical data, assessment findings, diagnoses, plans of care, therapeutic interventions, client responses and clinical rationale in a timely and accurate manner.	39. Documents assessment data in accordance with evidence-informed practice.	
1.11 Adheres to federal and provincial/territorial legislation, policies and standards related to privacy, documentation and information management (this applies to verbal, written or electronic records).	71. Demonstrates ethical and legal responsibilities related to maintaining client privacy and confidentiality in all forms of communication.	
1.12 Engages in ongoing professional development and accepts personal responsibility for maintaining RN(NP) competence.	24. Fulfills the requirements of the SRNA Continuing Competence Program.	

Collaboration, Consultation and Referral

<p>1.13 Consults with and/or refers clients to other health-care providers at any point in the care continuum when the client's condition is not within the RN(NP) scope of practice or the individual RN(NP)'s competence.</p>	<p>3. Recognizes the registered nurse scope of practice and individual competence limitations within the practice setting and seeks guidance as necessary.</p> <p>85. Practises within the scope of registered nursing practice as defined in <i>The Registered Nurses Act, 1988</i>.</p>	
<p>1.14 Acts as a consultant to and/or refers and accepts referrals from health-care providers, community agencies and allied non-health-care professionals.</p>	<p>47. Coordinates the health care team to analyze and organize complex health challenges into manageable components for health care planning.</p> <p>48. Collaborates with health care team members or health related sectors to assist clients to access resources.</p>	
<p>1.15 Advocates for clients in relation to therapeutic intervention, health-care access, the health-care system and policy decisions that affect health and quality of life.</p>	<p>14. Advocates and intervenes in the client's best interest.</p> <p>61. Advocates for change where optimum client care is impeded.</p> <p>69. Advocates for clients or their representatives, especially when they are unable to advocate for themselves.</p>	
<p>1.16 Collaborates with members of the health-care team to provide and promote interprofessional client-centred care at the individual, organizational and systems levels.</p>	<p>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.</p> <p>46. Collaborates with other health care team members to develop health care plans that promote continuity for clients as they receive conventional, complementary and alternative health care.</p>	

	<p>76. Participates and contributes to registered nursing and health care team development by:</p> <ul style="list-style-type: none"> a. promoting interprofessional collaboration through application of principles of decision-making, problem solving and conflict resolution; b. building partnerships based on respect for the unique and shared competencies of each team member; c. recognizing that one's values, assumptions and positional power affects team interactions, and uses this self-awareness to facilitate team interactions; d. contributing registered nursing perspectives on issues being addressed by the health care team; e. knowing the scope of practice of team members; f. using appropriate channels of communication; g. providing and encouraging constructive feedback; and h. demonstrating respect for diversity. 	
<p>1.17 Collaborates with members of the health-care team to promote and guide continuous quality improvement initiatives at the individual, organizational and systems levels.</p>	<p>25. Demonstrates professional leadership by:</p> <ul style="list-style-type: none"> a. building relationships and trust; b. creating an empowering environment; c. supporting knowledge development and integration within the health care team; d. leading and sustaining change; and e. balancing competing values and priorities. 	

	<p>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).</p> <p>77. Collaborates with health care team members to proactively respond to changes in the health care system.</p> <p>78. Uses established communication policies and protocols within and across health care agencies, and with other service sectors.</p>	
<p>1.18 Applies advanced knowledge and skills in communication, negotiation, coalition building, change management and conflict-resolution, including the ability to analyze, manage and negotiate conflict.</p>	<p>8. Demonstrates effective collaborative problem solving strategies, including conflict resolution.</p>	
<p>Research</p>		
<p>1.19 Engages in evidence-informed practice by critically appraising and applying relevant research, best practice guidelines and theory when providing health-care services.</p>	<p>10. Demonstrates critical inquiry in relation to new knowledge and technologies that change, enhance or support registered nursing practice.</p> <p>11. Promotes current evidence-informed best practices.</p> <p>26. Applies a knowledge base from nursing and other disciplines in the practice of registered nursing.</p> <p>41. Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care.</p>	

<p>1.20 Develops, utilizes and evaluates processes within the practice setting to ensure that clients receive coordinated health services that identify client outcomes and contribute to knowledge development.</p>	<p>75. Demonstrates leadership in the coordination of health care by:</p> <ul style="list-style-type: none"> a. assigning client care; b. delegating and monitoring the performance of delegated registered nursing activities by selected health care team members; and c. evaluating staff skill mix. 	
<p>1.21 Identifies and implements research-based innovations for improving client care at the individual, organizational and systems levels.</p>	<p>27. Demonstrates and utilizes nursing informatics and other information and communications technology in promoting and providing safe registered nursing care.</p> <p>28. Proactively seeks new information and knowledge and utilizes best practice in the provision of registered nursing care.</p>	
<p>1.22 Identifies, collects data on, and evaluates the outcomes of, RN(NP) practice for clients and the health-care system.</p>	<p>22. Participates in the analysis, development, implementation and evaluation of practice and policy that guide delivery of care.</p>	
<p>1.23 Collaborates with other members of the health-care team or the community to identify research opportunities and to conduct and/or support research.</p>	<p>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).</p>	
<p>1.24 Acts as a change agent through knowledge translation and dissemination of new knowledge that may include formal presentations, publication, informal discussions and the development of best practice guidelines and policies.</p>		

Leadership

<p>1.25 Provides leadership in the management of clinical care and is a resource person, educator and role model.</p>	<p>75. Demonstrates leadership in the coordination of health care by:</p> <ul style="list-style-type: none"> a. assigning client care; b. delegating and monitoring the performance of delegated registered nursing activities by selected health care team members; and c. evaluating staff skill mix. 	
<p>1.26 Acts as a preceptor, mentor and coach to nursing colleagues, other members of the health-care team and students.</p>	<p>87. Acts as a mentor (formally and informally) to registered nurses, nursing students and colleagues to enhance and support professional growth.</p>	
<p>1.27 Articulates and promotes the role of the RN(NP) to clients, other health-care providers, social and public service sectors, the public, legislators and policy-makers.</p>	<p>72. Articulates the authority and scope of practice of the registered nurse.</p>	
<p>1.28 Provides leadership in the development and integration of the RN(NP) role within the health-care system.</p>	<p>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).</p>	
<p>1.29 Advocates for and participates in creating an organizational environment that supports safe client care, collaborative practice and professional growth.</p>	<p>7. Advocates for clear and consistent roles and responsibilities within the health care team.</p> <p>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.</p> <p>81. Supports professional efforts in registered nursing to achieve a healthier society (e.g., lobbying, conducting health fairs and promoting principles of the <i>Canada Health Act</i>).</p>	

1.30 Guides, initiates and provides leadership in the development and implementation of standards, practice guidelines, quality assurance, and education and research initiatives.	20. Continuously integrates quality improvement principles and activities into registered nursing practice.	
1.31 Guides, initiates and provides leadership in policy-related activities to influence practice, health services and public policy.	12. Demonstrates leadership in client care by promoting healthy and culturally safe practice environments.	
If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:		

2. Health Assessment and Diagnosis

The RN(NP) integrates a broad knowledge base with critical appraisal to obtain the required information for determining diagnoses and client needs. Throughout the process, the RN(NP) works collaboratively with clients to identify and mitigate health risks, promote understanding of health issues and support healthy behaviours.

<i>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
2.1 Performs a focused health assessment and/or an advanced comprehensive health assessment, using and adapting assessment tools and techniques based on client needs and relevance to client stage of life.	33. Uses appropriate assessment tools and techniques in consultation with clients and other health care team members. 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.	

<p>2.2 Performs a complete or focused health history appropriate to the client’s situation, including physical, psychosocial, emotional, ethnic, cultural and spiritual dimensions of health.</p>	<p>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.</p>	
<p>2.3 Performs a complete or focused physical examination, and identifies and interprets normal and abnormal findings as appropriate to client presentation.</p>	<p>38. Analyzes and interprets data obtained in client assessments.</p>	
<p>2.4 Synthesizes health assessment information using critical inquiry and clinical reasoning to diagnose health risks and states of health/illness.</p>	<p>41. Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care.</p>	
<p>2.5 Formulates differential diagnoses through the integration of client information and evidence-informed practice.</p>		
<p>2.6 Anticipates and diagnoses emergent, urgent and life-threatening situations.</p>	<p>45. Anticipates potential health problems or issues for clients and their consequences and initiates appropriate planning.</p>	
<p>2.7 Orders and/or performs screening and diagnostic investigations, interprets results using evidence-informed clinical reasoning and critical inquiry, and assumes responsibility for follow-up.</p>	<p>41. Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care.</p>	
<p>2.8 Diagnoses diseases, disorders, injuries and conditions, and identifies health needs, while considering the client’s response to the health/illness experience.</p>		

<p>2.9 Communicates with clients about health assessment findings and/or diagnosis, including outcomes and prognosis.</p>	<p>34. Facilitates client engagement in identifying their health needs, strengths, capacities and goals.</p> <p>42. Uses principles of primary health care and patient- and family-centered care in developing plans of care.</p> <p>43. Facilitates involvement of patients and family in identifying their preferred health outcomes.</p>	
<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>		

3. Therapeutic Management

RN(NP)s collaborate with clients to set priorities for the provision and overall coordination of care along the health/illness continuum. The RN(NP) selects appropriate interventions from a range of non-pharmacological and pharmacological interventions to assist clients in restoring or maintaining functional, physiological and mental stability to achieve optimal health.

<p><i>RN(NP) Standards & Core Competencies, 2011</i></p>	<p><i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i></p>	<p><i>I have thoughtfully considered this competency</i> <i>(✓)</i></p>
<p>3.1 Creates an environment in which effective communication of diagnostic and therapeutic intervention can take place.</p>	<p>50. Establishes and maintains a caring environment in the provision of safe, competent, compassionate and culturally safe registered nursing care.</p>	
<p>3.2 Explores therapeutic options, considering implications for clients through the integration of client information and evidence-informed practice.</p>	<p>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).</p>	

<p>3.3 Determines care options and initiates therapeutic interventions in collaboration with clients, while considering client perspectives, feasibility and best outcomes.</p>	<p>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.</p> <p>65. Provides care for clients respectful of their health/illness status, diagnoses, life experiences, beliefs, health choices and practices.</p> <p>68. Supports clients in making informed decisions about their health care.</p>	
<p>3.4 Initiates interventions for the purpose of stabilizing clients in emergent, urgent and life-threatening situations.</p>	<p>52. Coordinates and provides timely registered nursing care for clients with co-morbidities, complex and rapidly changing health status.</p>	
<p>3.5 Supports, educates, coaches and counsels clients regarding diagnoses, prognoses and self-management, including their personal responses to diseases, disorders, conditions, injuries, risk factors, lifestyle changes and therapeutic interventions.</p>	<p>51. Supports clients through developmental and role transitions across the lifespan.</p> <p>55. Implements learning plans to meet identified client learning needs.</p> <p>68. Supports clients in making informed decisions about their health care.</p>	
<p>3.6 Promotes client self-efficacy in navigating the health-care system and in identifying and accessing the necessary resources.</p>	<p>56. Works with clients and families to identify and access health and other relevant resources in their communities.</p>	
<p>3.7 Coordinates and facilitates client care with other health-care providers, agencies and community resources.</p>		
<p>3.8 Performs invasive/non-invasive procedures for the clinical management and/or prevention of disease, injuries, disorders or conditions.</p>		

<p>3.9 Prescribes pharmacotherapy based on the client's health history, disease, disorder, condition and stage of life, and individual circumstances.</p>		
<p>3.10 Applies knowledge of pharmacotherapy and evidence-informed practice in prescribing, monitoring and dispensing drugs.</p>		
<p>3.11 Counsels clients on medication therapy, benefits, potential side effects, interactions, importance of compliance and recommended follow-up.</p>		
<p>3.12 Demonstrates awareness of, and is mindful of, marketing strategies used to promote health products, medical devices, medications, alternative therapies and health programs.</p>		
<p>3.13 Intervenes, as appropriate, when potential or actual problematic substance use and/or misuse of drugs, including complementary and alternative therapies, is identified.</p>		
<p>3.14 Prescribes and/or dispenses drugs in accordance with provincial, territorial and/or federal standards and legislative requirements.</p>		
<p>3.15 Uses an evidence-informed approach in the selection or consideration of complementary and alternative therapies, and considers the benefits and risks to clients' health and safety.</p>		

3.16 Collaborates with clients in monitoring their response to therapeutic interventions and in adjusting interventions, as needed.		
3.17 Monitors, evaluates and revises the plan of care and therapeutic intervention based on current evidence-informed practice and on client goals, preferences, health status and outcomes.	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.	
If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:		

4. Health Promotion and Prevention of Illness and Injury

RN(NP)s in all practice settings focus on improving and restoring health. The RN(NP) leads or collaborates with other health-care team members, other sectors and/or the community in initiatives that promote health and reduce the risk of complications, illness and injury for their individual clients, client groups and/or the population as a whole.

<i>RN(NP) Standards & Core Competencies, 2011</i>	<i>Standards and Foundation Competencies for the Practice of Registered Nurses, 2013</i>	<i>I have thoughtfully considered this competency (✓)</i>
4.1 Assesses, identifies and critically analyzes information from a variety of sources to determine client and/or population trends and patterns that have health implications.		

<p>4.2 Initiates or participates in the development of strategies to address identified client and/or population health implications.</p>	<p>31. Demonstrates knowledge of the role of primary health care in health delivery systems and its significance for population health.</p> <p>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.</p>	
<p>4.3 Initiates or participates in the design of services/interventions for health promotion, health protection, and the prevention of injury, illness, disease and complications.</p>	<p>53. Applies principles of population health to implement strategies to promote health as well as prevent illness and injury.</p>	
<p>4.4 Initiates or participates in the development and implementation of evaluation processes, including identification of indicators for ongoing monitoring of strategies, services and interventions.</p>		
<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>		

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(NP) 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

Month: _____ Day: _____ Year: _____

Signature
