**DOMAIN: Professional Development**

Committed to the professional development of self and others.

Peer: please designate the level/behaviors that best describe the nurse for whom you are providing feedback.

**Scale:**

- **A** = Level A behaviors best describe the nurse
- **C** = Level C behaviors best describe the nurse
- **D** = Level D behaviors best describe the nurse
- **E** = Level E behaviors best describe the nurse

### Self

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| **A** | • Engages in self-assessment related to orientation and ongoing learning needs and seeks out unit resources to assist in meeting needs;  
• Completes mandatory / competency requirements during orientation and annually |
| **C** | • Sets goals for knowledge/skill enhancement within the practice setting  
• Seeks out additional learning experiences within practice area  
  - Unit specific certifications  
  - Consultation with experts  
  - In-services / rounds  
  - Collaborating with multidisciplinary team |
| **D** | • *** Sets goals for knowledge/skill enhancement within and beyond the practice setting  
• *** Attends in-service(s)/CE within and beyond practice area |
| **E** | • *** Sets goals in self-directed manner and actively seeks out opportunities for knowledge/skill enhancement within and beyond the practice setting  
• *** Evidence of advancing professional identity (at least one):  
  - Certification in specialty, (ACCN, ANCC Specialty Areas)  
  - Active participation in professional organization i.e.: Clinical specialty organizations, UMPNC, MNA, ANA, UAN  
  - Active membership / leadership role in institutional groups r/t nursing. |

Peer designation for **Self:**  

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## Contributions to Others

| A | • Provides respectful feedback to preceptors, peers and Manager related to orientation and initial learning experience  
• Attends formal Peer Feedback training |
|---|---|
| C | • Participates in peer feedback  
• Expands knowledge of the feedback process:  
  - Authentic, accountable, respectful, relevant to clinical performance  
  - Identifiable / attributable (not anonymous)  
• Contributes to others knowledge and skill development in practice setting  
• May act as preceptor of new and present staff when applicable  
• Utilizes own knowledge/skills to improve professional development environment on the unit |
| D | • Shares in/contributes to others knowledge/skill development in practice setting, examples include:  
  - Conducts in-services  
  - Develops staff education tools  
  - Acts as interdisciplinary clinical resource and informal mentor  
• Takes a leadership role in building and maintaining an environment where all team members thrive  
• Recognizes professional strengths in others and builds upon them |
| E | • Works to create and sustain a culture that is supportive and rewards and recognizes professionalism  
• Mentors nurse colleagues in achievement of Professional Development Framework progression  
• *** Acts as a clinical resource/liaison beyond the unit setting  
  - Specialty resource  
  - Other units |

Peer designation for *Contributions to Others*:  

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Please describe a time when you saw me at my very best. What qualities did I display in this domain?

(Professional Development Domain)