**DOMAIN: Professional Relationships**

An intentional interactive relationship with the health care team that is marked by mutual regard, trust, and active engagement.

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

### Collaboration with the Health Care Team

<table>
<thead>
<tr>
<th>Level</th>
<th>Behaviors</th>
</tr>
</thead>
</table>
| **A** | • Recognizes role of each member of the health care team  
      • Aware of importance of team collaboration and with guidance begins to initiate collaborative communication  
      • Initiates referrals  
      • Recognizes the impact of one’s behavior on others |
| **C** | • Initiates, recognizes and values professional collaborative communication and the positive effect on patient outcomes  
      • Identifies and utilizes collaborative resources  
      • Monitors referrals |
| **D** | • Is sought out by members of the multi-disciplinary health care team  
      • Frequently initiates consults with health care team  
      • Actively collaborates with other health professionals in delivering care  
      • Recognizes need and calls for team conference  
      • **Acts as resource to nursing and health care team** |
| **E** | • Through shared values and a clear professional identity, demonstrates and **role models** an interdisciplinary collaborative approach to patient care  
      • Participates and/or leads team care conference |

Peer designation for **Collaboration with the Health Care Team:**

- **A**
- **C**
- **D**
- **E**
<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Valuing Teams / Teamwork</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| A | • Identifies self as member of nursing and health care teams  
• Begins to generate trust, respect and compassion within the workgroup  
• Takes responsibility for developing beginning team relationships  
• Seeks assistance with resolving conflict  
• Meets professional commitments consistently  
• Asks for and accepts help when needed  
• Acknowledges when conflict exists |   |   |   |
| C | • Functions as an independent and supportive team member  
• Provides assistance to others  
• Demonstrates empathy and compassion in interactions with team members  
• Approaches conflict situations in a constructive manner |   |   |   |
| D | • Fosters mutual regard, respect and trust  
• Demonstrates flexibility  
• Creates conditions and relationships that promote creative, innovative and positive processes and outcomes  
• Role models behaviors that demonstrate compassion and caring  
• Fosters other’s development of conflict resolution skills  
• **Demonstrates active engagement to enhance patient care and promote a positive workplace** |   |   |   |
| E | • Demonstrates team values that orient people to care about performance and success of others  
• Recognizes value of conflict in individual and organization learning and growth |   |   |   |

Peer designation for *Valuing Teams / Teamwork*:

<table>
<thead>
<tr>
<th>A</th>
<th>C</th>
<th>D</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
### Valuing of Diversity in Team

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
</table>
| **A** | - Aware of and values diversity in all members of the health care team  
- Recognizes own biases and begins to demonstrate empathy as a member of the health care team |
| **C** | - Seeks to learn about and optimize the unique contribution inherent in the diversity and culture of each individual on the health care team |
| **D** | - **Role models** and helps to establish group norms that promote valuing of all health care team members |
| **E** | - Depends on diversity of workforce to enrich and build great places to work |

#### Peer designation for *Valuing of Diversity in Team*:

<table>
<thead>
<tr>
<th>Level</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>C</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>D</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>☐</td>
</tr>
</tbody>
</table>

### Delegation

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
</table>
| **A** | - Functions as part of nursing team; able to describe and begin to use 5 Rights of Delegation when delegating to UAP:  
  - Right task  
  - Right circumstances  
  - Right person  
  - Right communication  
  - Right supervision and Evaluation  
- Recognizes value of nurse-to-nurse delegation |
| **C** | - Readily able to delegate to UAP according to the 5 Rights of Delegation  
- Facilitates continuity of care and nursing workflow through nurse-to-nurse delegation |
| **D** | - Recognizes and values interdependent relationships  
- Recognizes strengths of other team members that would benefit the patient and the team - aligns skill sets of individual nurses/UAP to specific patients  
- Successfully organizes and coordinates multiple activities, requests and needs  
- **Develops work processes that maximize team work** |
| **E** | - Adaptable, flexible and consistently effective in delegation  
- Demonstrates foresight in anticipating and planning to meet patient and family concerns |

#### Peer designation for *Delegation*:

<table>
<thead>
<tr>
<th>Level</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>C</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>D</strong></td>
<td>☐</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>☐</td>
</tr>
</tbody>
</table>
Please describe a time when you saw me at my very best.
What qualities did I display in this domain?

(Professional Relationships Domain)