



Clinical Recognition Program

Preparing for the interview with the Review Board A Guide for Managers and Clinicians

Nursing- Advanced Clinician

Clinician/Patient Relationship

- Modifies interventions based on a deep understanding of patient and family needs attained through past experiences
 - *Can you give us an example of how you modified your interventions with a patient and family based on their unique needs? How did you know to do this?*
- Advocacy for the patient causes the clinician to challenge systems and practices; tries to identify patterns in systems or processes of care that impact on patients and families
 - *How have you influenced practice- so that the practice is not dependent on your presence- on the unit?*
- Is open and inclusive to other's values
 - *Can you give an example(s) of how you have altered the plan of care to support a patient's cultural beliefs and values?*
- Alters interpersonal exchanges to meet cultural differences
 - *Can you give an example(s) of how you have altered the plan of care to support a patient's culture and/or beliefs?*
- Develops and values collaborative relationships with patients and families
 - *Can you give an example(s) of how you develop relationships with patients and families when the patient/family are in distress (anger, in conflict with the medical team...)*

Clinical Knowledge and Decision Making

- Acts as a resource to colleagues in relation to a particular patient population
 - *Is there a patient population your colleagues seek you out for advice and guidance?*
 - *How do you share the knowledge you have with others?*
- Past experience allows clinician to focus on “probabilities versus possibilities” when assessing and caring for patients

- *Can you describe a clinical situation that challenged you? Please discuss your assessment and interventions.*
- Demonstrates a spirit of inquiry as it relates to clinical practice, wants to know why
 - *How do you stay current?*
- Initiates independent learning based on her/his needs
 - *Can you example of how you have identified a learning need and addressed it?*
- Is adaptable and flexible in managing unexpected clinical situations
 - *Can you give an example(s) of how you managed multiple competing priorities?*
- Feels increasingly comfortable in taking clinically sound risks (at the Advanced Clinician level the nurse has a great deal of experience that they are comfortable in the grays of clinical care. They are able to pull upon past experience and principles to influence patient care and outcomes).
 - *Can you give an example of a clinical risk you have taken? Can you explain what you did and why?*
- Views clinical decision-making holistically, including both prior experiences and current clinical situation
 - *Can you give an example of how you intervened in a situation based on previous experiences (intuition)*
 - *Can you give an example of how you were able to help the patient/family and or team see the “big picture” on a patient*

Collaboration/Teamwork

- Acts as a resource to colleagues or refers colleagues to others as necessary
 - *Can you describe a recent experience where a peer or colleague came to you for consultation- what was that request for? Can you give an example of referring the colleague to others*
- Anticipates patient/family needs and is proactive initiating consults and/or engaging other team members
 - *Can you describe an example of how you developed a team around the patient and family based on your knowledge of the patient/family and or your past experience?*
- Promotes the development of collaborative relationships with colleagues and peers by communicating in a constructive manner
 - *Can you describe an example of conflict between members of the health care team or between the patient/family and health care team?*
 - *How do you manage conflict?*