



Clinical Recognition Program

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

Nursing- Clinical Scholar

Clinician/Patient Relationship

- Intuitively uses self in the therapeutic relationship as a means to enhance care
 - *Intuition is understanding a situation without conscious deliberation. It is based on a clinician's past experience in similar situations. Can you give an example(s) where you have understood and acted in a situation based on intuition? How did you know?*
- Actively empowers and advocates for patients and families to maintain their participation in decision-making and goal setting
 - *Can you give an example(s) where you have intervened, to ensure that the patient's concerns, issues or wishes were heard?*
- Respects other's values and suspends judgement
 - *Can you give an example(s) where a patient/family's values and traditions challenged your unit and colleagues and how you helped facilitate the best possible outcome?*
- Plans constructive interventions based on patient's values
 - *Can you give an example(s) on how you supported a patient/family's values during their care and treatment?*
- Demonstrates scope of responsibility and accountability for clinical practice
 - *Can you give an example(s) of a problem or system in your practice that was not supporting patients/families and/or the best outcome of care and how you worked to improve it?*
- Effectively elicits cultural beliefs and values from patients and integrates these into overall patient management
 - *Can you give an example(s) of how you have supported patient/family's cultural beliefs and traditions during their stay?*
- Challenges and shapes systems on the unit and hospital wide to achieve best possible outcome
 - *At this level the clinician influences not only the unit but also hospital systems as well. Can you give an example of how you have influenced systems outside of the unit?*

Clinical Knowledge and Decision Making

- Is recognized as an expert in an area of interest and or specialization
 - *What clinical issues, questions do your peers and colleagues come to you with?*

- Understands the impact of illness on the lives of the patient and family
 - *Can you give an example(s) of how you have assisted a patient and family to cope with their hospitalization, diagnosis and illness? How did you do it?*
- Demonstrates exquisite foresight in anticipating and planning to meet patient and family concerns
 - *Can you give an example(s) of how you have consulted other members of the team based on your past experience and knowledge of the needs of a particular individual patient or population?*
- Applies and shares relevant research with colleagues
 - *How do you ensure that how your practice is evidenced based? How do you share what you know with others/*
- Critically evaluates own decision making and judgements
 - *Can you give an example of a clinical situation that you have pondered? What were the issues? What was the outcome, if there was one, of this process?*
- Consistently takes clinically sound risks
 - *At this level because of the clinician experience they are comfortable in the grays that are inherent in clinical practice. Can you give an example(s) of clinically sound risks you take in your practice? Talk about the thinking behind your action(s).*
- Independently seeks out opportunities to learn, teach and influence
 - *Can you describe the last time you found yourself wanting to know more about a clinical issue, problem procedure... what did you do? How did you share this information with others?*
- Successfully organizes and coordinates multiple activities, requests and needs
 - *Can you give an example(s) of a situation where you had multiple competing priorities? Can you talk through your thinking as you worked through this situation?*
- Implements innovative approaches to meet the needs of patients and families
 - *Can you give an example(s) where you tried a different approach to meet the needs of the patient and family? How did you help your peers and colleagues go along with this approach?*

Collaboration/Teamwork

- Skillfully negotiates conflict to promote collaboration
 - *Can you give an example(s) where there was conflict among the team or with the patient/family and how you addressed the issue? Be specific about what you were thinking, doing and saying and why. What if any follow up did you have with the individuals?*
- Peer development focuses on elevating the standard of practice as a whole. Implements unique and innovative approaches to meeting patient, family, unit and practice concerns
 - *Can you give an example(s) of how you influenced a system on your unit that did not enhance patient care and outcomes? How did you work through this issue with your peers?*

- Aware of and supports unit's and colleagues needs through supportive and non-judgmental behaviors
 - *Can you give an example(s) of a conflict or practice issue on your unit that needed to be addressed in order to improve practice and patient outcomes? Explain how you analyzed the situation, the interventions you used and the outcome.*

- Lead/coordinates activities that impact the quality of care on the unit and/or patient population
 - *Can you give an example of how you addressed a problem/issue that effected your unit or patients? Talk about your assessment of the issue, who you involved, the process and outcome.*

- Achieves credibility. Peers and members of the health care team seek their consultation
 - *What is your area of expertise? Can you give an example(s) of a consultation you have received. Explain who consulted you, why, what the issue was and the outcome and any follow up you did either for the patient or to improve the level of practice.*

- Works effectively on hospital wide teams or initiatives
 - *Are you involved in any hospital wide teams (collaborative governance)? Are you involved in any of the hospital initiatives (practice related, educational...).*