

Multisource Feedback Colleague Questionnaire for RPNs

CLINICAL VERSION

1. Takes responsibility for own nursing actions.

Relevant professional standard indicators:

4.8 Takes action to resolve professional practice issues.

5.1 Practices with honesty, integrity and respect, demonstrating the ethics, standards, principles, guidelines and values of the profession.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

2. Acknowledges the limits of own knowledge or ability.

Relevant professional standard indicators:

3.5 Seeks out the necessary resources using skill and professional judgment to address personal and professional limitations.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

3. Shows initiative for own learning.

Relevant professional standard indicators:

2.9 Remains current in knowledge relevant to their practice.

3.4 Assumes responsibility and accountability for continuing competence, and for meeting continuing competence requirements.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

4. Shows willingness to participate in changes that improve client care and/or nursing practice.

Relevant professional standard indicators:

4.3 Participates in quality improvement activities to initiate change in psychiatric nursing practice and in the health-care system.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

5. Uses honesty and tact when conveying information.

Relevant professional standard indicators:

2.3 Uses communication skills effectively.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

6. Uses clear verbal communication (e.g. language, speed, amount of information).

Relevant professional standard indicators:

2.3 Uses communication skills effectively.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

7. Listens and responds to others respectfully.

Relevant professional standard indicators:

2.3 Uses communication skills effectively.

4.6 Promotes collaborative practice among health-care professionals through respectful working relationships and appropriate documentation practices.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

8. Composes clear and useful written/electronic communication (e.g., progress notes, written handover reports, care plans).

Relevant professional standard indicators:

2.8 Applies documentation principles to ensure effective written/electronic communication.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

9. Consults with other health-care professionals about client care when indicated.

Relevant professional standard indicators:

3.5 Seeks out the necessary resources using skill and professional judgment to address personal and professional limitations.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

10. Collaborates with clients and their families about their care.

Relevant professional standard indicators:

4.4 Collaborates with client, team members, families and other stakeholders to develop comprehensive psychiatric nursing care to achieve the client's health goals.

4.9 Collaborates with and advocates for clients.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

11. Collaborates with other members of the health-care team to provide client care.

Relevant professional standard indicators:

4.4 Collaborates with client, team members, families and other stakeholders to develop comprehensive psychiatric nursing care to achieve the client's health goals.

4.6 Promotes collaborative practice among health-care professionals through respectful working relationships and appropriate documentation practices.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

12. Shows willingness to guide or teach others.

Relevant professional standard indicators:

4.5 Mentors colleagues and stakeholders for the advancement of psychiatric nursing practice and quality health care.

4.7 Acts as a leader, teacher and role model to students, beginner practitioners and colleagues, supporting, instructing and/or mentoring them in their professional development.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

13. Treats colleagues in a respectful manner.

Relevant professional standard indicators:

4.6 Promotes collaborative practice among health-care professionals through respectful working relationships and appropriate documentation practices.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

14. Treats students in a respectful manner.

Relevant professional standard indicators:

4.7 Acts as a leader, teacher and role model to students, beginner practitioners and colleagues, supporting, instructing and/or mentoring them in their professional development.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

15. Attends to client needs holistically, considering the client’s physical, mental/emotional, spiritual, and cultural needs.

Relevant professional standard indicators:

2.4 Integrates cultural competence and cultural safety into their practice with diverse clients.

Cultural safety & humility standards:

4.2 Care for a client holistically, considering their physical, mental/emotional, spiritual, and cultural needs.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

16. Treats clients and their families with respect.

Relevant professional standard indicators:

1.3 Ensures client needs remain the focus of the therapeutic relationship.

2.4 Integrates cultural competence and cultural safety into their practice with diverse clients.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

17. Maintains confidentiality of client information.

Relevant professional standard indicators:

1.11 Practices according to the principles of informed consent and confidentiality.

5.4 Applies ethical and legal considerations in maintaining confidentiality in all forms of communication.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

18. Demonstrates competent and appropriate use of digital technologies (e.g., electronic health and medical records, telehealth, social media and messaging applications).

Relevant professional standard indicators:

3.10 Uses technology, electronic communication and social media responsibly and professionally.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

19. Establishes appropriate boundaries in nurse-client relationships.

Relevant professional standard indicators:

1.7 Uses professional judgment, effective communication and interpersonal skills, and practices with integrity to establish, maintain and terminate the therapeutic relationship.

1.10 Establishes and negotiates boundaries in therapeutic relationships.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

20. Takes action to address ethical issues.

Relevant professional standard indicators:

5.1 Practices with honesty, integrity and respect, demonstrating the ethics, standards, principles, guidelines and values of the profession.

5.5 Supports the human, legal and moral rights of clients, including the right to make informed decisions and the right to live at risk.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

21. Takes action to identify, address, prevent and eliminate Indigenous-specific racism.

Relevant professional standard indicators:

4.1 Engages in practices that promote physical, environmental and psychological safety.

CSH Standards:

3.1 Take appropriate action when they observe others acting in a racist or discriminatory manner towards Indigenous Peoples.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

22. Demonstrates the professional behaviour expected of a nurse.

"Nurse" refers to all BCCNM nursing registrants, including: licensed practical nurses, nurse practitioners, registered nurses, registered psychiatric nurses, licensed graduate nurses, employed student nurses, and employed student psychiatric nurses.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

Is there anything else you would like to tell your colleague about their professional behaviours?

E.g. their strengths or areas for professional improvement.