

# Multisource Feedback Colleague

## Questionnaire for LPNs

### NON-CLINICAL VERSION

1. Takes responsibility for own professional conduct.

Relevant professional standard indicators:

*1.1 Is accountable and responsible for own nursing decisions, actions and professional conduct.*

*4.1 Demonstrates honesty and integrity at all times.*

<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:

*1.4 Practices within own level of competence, employer policies, the LPN scope of practice and all relevant legislation.*

*2.2 Knows how and where to access information to support and provide safe competent and ethical nursing practice and care 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.

**3. Shows initiative for learning.**

Relevant professional standard indicators:

*1.2 maintains own competence to practice.*

*1.6 Seeks guidance and direction as required.*

<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. Participates in changes to improve client care and/or nursing practice.**

Relevant professional standard indicators:

*1.8 Advocates for and/or helps to develop policies and procedures consistent with BCCNM Standards of Practice.*

*3.9 Participates in and advocates for changes that improve client care and nursing practice.*

<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:

*2.11 Communicates professionally in interactions with clients, colleagues, students and others.*

<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:

2.11 Communicates professionally in interactions with clients, colleagues, students and others.

<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:

2.11 Communicates professionally in interactions with clients, colleagues, students and others.

<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., emails, policies, educational materials, research papers).

Relevant professional standard indicators:

2.7 Communicates client status to other members of the healthcare team as appropriate.

2.11 Communicates professionally in interactions with clients, colleagues, students and others.

<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 nurses and others when indicated.**

Relevant professional standard indicators:

*1.6 Seeks guidance and direction as required.*

*3.5 Communicates, collaborates and consults with clients and other members of the health care team about client care.*

<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 others to support the provision of health services.**

Relevant professional standard indicators:

*1.6 Seeks guidance and direction as required.*

*3.5 Communicates, collaborates and consults with clients and other members of the health care team about client care.*

<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. Shows willingness to guide or teach others.**

Relevant professional standard indicators:

*2.10 Shares nursing knowledge with clients, colleagues, students and others.*

*3.8 Supports and guides other members of the health care team to meet client care needs.*

<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. Treats colleagues in a respectful manner.**

Relevant professional standard indicators:

*4.10 Recognizes and respects the contribution of others on the health care team.*

*4.11 Treats colleagues, students and other health care workers in a respectful manner.*

<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 students in a respectful manner.**

Relevant professional standard indicators:

*4.10 Recognizes and respects the contribution of others on the health care team.*

*4.11 Treats colleagues, students and other health care workers in a respectful manner.*

<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 clients and their families with respect.**

Relevant professional standard indicators:

*4.3 Respects and protects client worth, dignity, uniqueness and diversity.*

<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. Maintains confidentiality of client and/or other sensitive information.

Relevant professional standard indicators:

4.4 Protects client information and maintains privacy and confidentiality.

<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.

16. Demonstrates competent and appropriate use of digital technologies (e.g., healthcare databases, electronic communication, social media).

Relevant professional standard indicators:

2.2 Knows how and where to access information to support and provide safe, competent and ethical nursing practice and care for clients.

2.9 Responds and adapts to changes in the practice environment.

<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. Establishes appropriate boundaries in professional relationships.

Relevant professional standard indicators:

4.6 Begins, maintains and ends nurse-client relationships in a way that puts the client's needs first.

<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. Takes action to address ethical issues.**

Relevant professional standard indicators:

*4.8 Identifies ethical issues, recognizes potential conflicts; takes action to prevent or resolve them by communicating with the health care team and consulting with the appropriate people; and evaluates effectiveness of actions.*

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

Relevant professional standard indicators:

*4.8 Identifies ethical issues, recognizes potential conflicts; takes action to prevent or resolve them by communicating with the health care team and consulting with the appropriate people; and evaluates effectiveness of actions.*

Cultural safety & humility 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.

**20. 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.

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

SAMPLE