

Domain 10: Personal, Professional, and Leadership Development

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
10.1 Demonstrate a commitment to personal health and well-being.		
10.1a Demonstrate healthy, self-care behaviors that promote wellness and resiliency.	<p>Identify self-care practices that support personal wellness.</p> <p>Review personal health data and identify patterns, then modify self-care routines accordingly.</p>	<p>Assess how ongoing self-care habits are related to measures of well-being.</p>
10.1b Manage conflict between personal and professional responsibilities.	<p>Identify instances where personal and professional demands conflict.</p> <p>Identify strategies to mitigate the impact of conflict on personal well-being.</p>	<p>Analyze recurring patterns of role conflict and apply responsive coping methods.</p>
10.2 Demonstrate a spirit of inquiry that fosters flexibility and professional maturity.		
10.2a Engage in guided and spontaneous reflection of one's practice.	<p>Identify reflection strategies to evaluate practice.</p> <p>Participate in guided reflection for practice improvement.</p>	<p>Analyze personal clinical experiences through both structured and spontaneous reflection.</p> <p>Integrate insights from reflection to improve professional practice.</p>
10.2b Integrate comprehensive feedback to improve performance.	<p>Identify primary feedback sources and describe their role in skill development.</p>	<p>Evaluate performance changes resulting from integrated feedback.</p>
10.2c Commit to personal and professional development.	<p>Identify personal and professional development resources and opportunities.</p>	<p>Engage in personal and professional development activities.</p>
10.2d Expand personal knowledge to inform clinical judgment.	<p>Explore key learning resources for clinical knowledge enhancement.</p> <p>Assess personal knowledge gaps and seek growth opportunities.</p>	<p>Examine how integrated knowledge influences decision-making.</p> <p>Apply new knowledge and experiences to enhance clinical judgment.</p>
10.2e Identify role models and mentors to support professional growth.	<p>Describe the essential traits of a supportive role model and their importance in professional development.</p>	<p>Evaluate strategies for maintaining and expanding mentorship networks.</p>

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<p>10.2f Participate in ongoing activities that embrace principles of diversity, equity, inclusion, and anti-discrimination.</p>	<p>Identify the principles of diversity, equity, inclusion, and anti-discrimination.</p>	<p>Participate in activities that incorporate diversity, equity, inclusion, and anti-discrimination principles.</p> <p>Reflect on how involvement in these experiences may impact your professional nursing practice.</p>
<p>10.3 Develop capacity for leadership.</p>		
<p>10.3a Compare and contrast leadership principles and theories.</p>	<p>Identify key leadership theories and their characteristics.</p> <p>Articulate relevant principles of leadership considerations.</p>	<p>Explain foundational leadership theories and their relevance to nursing practice.</p> <p>Compare the core concepts, strengths, and limitations of multiple leadership theories.</p>
<p>10.3b Formulate a personal leadership style.</p>	<p>Describe a personal leadership style based on values and experiences.</p> <p>Identify elements of leadership that align with personal values and experiences.</p>	<p>Develop a leadership philosophy integrating leadership theories, personal strengths, and professional goals.</p> <p>Manage and understand others' emotions to foster strong interpersonal relationships and cohesive teams.</p>
<p>10.3c Demonstrate leadership behaviors in professional situations.</p>	<p>Seek feedback from instructors or peers on leadership behaviors.</p> <p>Identify leadership behaviors in others and follow a leader's direction.</p>	<p>Delegate tasks, coordinate team efforts, and monitor progress toward goals effectively.</p> <p>Provide and receive feedback professionally and constructively.</p> <p>Take responsibility for leadership actions and team decision outcomes.</p>
<p>10.3d Demonstrate self-efficacy consistent with one's professional development.</p>	<p>Identify areas for growth and seek opportunities to build confidence in leadership roles.</p> <p>Seek assistance and feedback to develop leadership competencies.</p>	<p>Address challenges and make independent decisions using critical thinking and clinical judgment.</p> <p>Advocate for oneself professionally by seeking opportunities, resources, or support.</p>

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<p>10.3e Use appropriate resources when dealing with ambiguity.</p>	<p>Identify evidence-based resources to navigate uncertain situations.</p> <p>Ask for guidance when there is uncertainty about patient care or treatment decisions, recognizing their limitations in managing the ambiguity.</p> <p>Acknowledge uncertainty in professional situations and communicate uncertainty to gain support.</p>	<p>Analyze relevant data to support decision-making in ambiguous situations.</p> <p>Collaborate with colleagues to gain diverse perspectives in uncertain clinical settings.</p> <p>Utilize clinical decision support systems and technology for complex decision-making.</p>
<p>10.3f Modify one's own leadership behaviors based on guided self-reflection.</p>	<p>Recognize areas for leadership improvement and demonstrate openness to change.</p> <p>Reflect on leadership experiences to identify strengths and weaknesses.</p> <p>Identify specific leadership strengths and weaknesses through self-reflection and focus on improving these areas.</p>	<p>Modify leadership behaviors based on guided self-reflection.</p> <p>Establish and work toward leadership development goals based on feedback.</p>
<p>10.3g Demonstrate self-awareness of one's own implicit biases and their relationship to one's culture and environment.</p>	<p>Identify and acknowledge personal implicit biases and their impact on patient care.</p> <p>Describe the relationship between personal culture and implicit biases.</p>	<p>Identify and mitigate biases on an ongoing basis.</p> <p>Discuss implicit bias with colleagues and mentors to develop strategies for mitigation.</p> <p>Engage in self-reflection to critically assess how biases influence interactions.</p>
<p>10.3h Communicate a consistent image of the nurse as a leader.</p>	<p>Model professionalism in appearance and communication.</p>	<p>Demonstrate confidence, professionalism, and accountability in verbal and nonverbal communication, setting a positive example and guiding patients, families, and healthcare team members with clarity and assurance.</p>
<p>10.3i Recognize the importance of nursing's contributions as leaders in practice and policy issues.</p>	<p>Explain the nurse's role in contributing to healthcare policy issues that impact nursing practice and patient care.</p>	<p>Advocate for policies that support professional nursing practice, e.g., safe staffing, equitable care access, and professional nursing advancement.</p>