

**Domain 10: Personal, Professional, and Leadership Development**

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
<b>10.1 Demonstrate a commitment to personal health and well-being.</b>		
<b>10.1c</b> Contribute to an environment that promotes self-care, personal health, and well-being.	Analyze the key elements of a supportive environment for self-care and well-being.	Evaluate how supportive environments, well-being, and self-care impact patients and colleagues in clinical or academic settings.
<b>10.1d</b> Evaluate the workplace environment to determine level of health and well-being.	Collect baseline data on staff well-being through assessment methods.	Recommend targeted strategies to enhance a healthy work environment.
<b>10.2 Demonstrate a spirit of inquiry that fosters flexibility and professional maturity.</b>		
<b>10.2g</b> Demonstrate cognitive flexibility in managing change within complex environments.	Evaluate new information as it becomes available.	Synthesize complex data from multiple sources to adjust priorities and interventions dynamically.
	Integrate constructive feedback to enhance decision-making.	Anticipate potential changes and proactively develop contingency plans in complex care situations.
<b>10.2h</b> Mentor others in the development of their professional growth and accountability.	Model professionalism by demonstrating appropriate behavior.	Mentor others by providing specific, actionable, and constructive feedback to peers or junior team members to enhance their clinical skills or professional behavior.
	Engage attentively with peers, providing feedback and responding thoughtfully to their questions and concerns.	Guide others in reflecting on their practice to identify strengths and areas for improvement.
	Reinforce positive actions or attitudes exhibited by peers during clinical learning experiences.	Foster a nonjudgmental, supportive atmosphere that encourages learning and collaboration.

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<p><b>10.2i</b> Foster activities that support a culture of lifelong learning.</p>	<p>Seek new knowledge and skills through assigned readings, discussions, and professional engagement.</p> <p>Share helpful articles, tools, or insights to support group learning and professional development.</p> <p>Set personal learning goals and work independently to achieve them while encouraging peers to do the same.</p>	<p>Demonstrate commitment to lifelong learning by staying current with evidence-based practices and sharing updates with peers or teams.</p> <p>Organize or lead workshops, journal clubs, or study groups to enhance peer learning and professional growth.</p> <p>Establish and share long-term professional learning goals aligned with nursing practice.</p>
<p><b>10.2j</b> Expand leadership skills through professional service.</p>	<p>Join a professional nursing organization or attend an event such as a meeting or conference.</p> <p>Volunteer for community or public health projects, nursing events, or organizational initiatives.</p>	<p>Plan and execute an event that benefits the nursing profession.</p> <p>Participate in or lead discussions about healthcare policy, education, or practice standards in professional service settings.</p>
<p><b>10.3 Develop capacity for leadership.</b></p>		
<p><b>10.3j</b> Expand leadership skills through professional service.</p>	<p>Join and participate in a professional nursing organization.</p>	<p>Assume leadership or committee membership within professional service.</p>
<p><b>10.3k</b> Influence intentional change guided by leadership principles and theories.</p>	<p>Apply leadership principles to motivate teams and foster a shared vision.</p>	<p>Evaluate leadership strategies used in practice change and refine approaches based on evidence.</p>
<p><b>10.3l</b> Evaluate the outcomes of intentional change.</p>	<p>Collect data regarding the impact of new policies or initiatives.</p>	<p>Assess the impact of new policies or initiatives based on data analysis.</p>
<p><b>10.3m</b> Evaluate strategies/methods for peer review.</p>	<p>Compare different peer review models and identify best practices.</p>	<p>Develop and implement a peer review process to foster professional growth and accountability.</p>
<p><b>10.3n</b> Participate in the evaluation of other members of the care team.</p>	<p>Provide constructive feedback to colleagues through formal peer review processes.</p>	<p>Facilitate interprofessional evaluations to ensure comprehensive performance assessments.</p>
<p><b>10.3o</b> Demonstrate leadership skills in times of uncertainty and crisis.</p>	<p>Adapt leadership strategies to address unexpected organizational challenges.</p>	<p>Participate in crisis management planning and execution, demonstrating decisiveness and resilience.</p>

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<b>10.3p</b> Advocate for the promotion of social justice and eradication of structural racism and systematic inequity in nursing and society.	Identify systemic inequities in healthcare and engage in reflective dialogue with colleagues.	Develop initiatives addressing health disparities and collaborate with community partners for equitable healthcare solutions.
<b>10.3q</b> Advocate for the nursing profession in a manner that is consistent, positive, relevant, accurate, and distinctive.	Mentor new nurses, fostering their professional growth and engagement in advocacy.	Represent nursing in public forums, articulating the profession's contributions and advocating for policy changes that support health equity and community well-being.