

Domain 6: Interprofessional Partnerships

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
6.1 Communicate in a manner that facilitates a partnership approach to quality care delivery.		
6.1a Communicate the nurse's roles and responsibilities clearly.	Articulate the nurse's scope of practice, core responsibilities, and unique contributions to patient care in interactions with patients, families, and interprofessional team members.	Incorporate nursing's role in collaborative care plans, ensuring clarity and understanding of nursing contributions in optimizing patient outcomes.
6.1b Use various communication tools and techniques effectively.	Utilize standardized communication tools and techniques to convey patient information accurately and concisely during handoffs and team discussions.	Adapt communication tools to the context and audience.
6.1c Elicit the perspectives of team members to inform person-centered care decision-making.	Describe interprofessional team perspectives during care planning discussions.	Incorporate team member's perspectives to inform person-centered care decision-making.
6.1d Articulate impact of diversity, equity, and inclusion on team-based communications.	Identify how individual cultural backgrounds, biases, and communication styles influence interactions within interprofessional teams and impact patient care.	Implement inclusive communication strategies.
6.1e Communicate individual information in a professional, accurate, and timely manner.	Document and share information using standardized communication tools concisely and respectfully within required timeframes.	Contribute concise, accurate information in a professional manner to facilitate timely decision-making and continuity of care.
6.1f Communicate as informed by legal, regulatory, and policy guidelines.	Identify relevant legal, regulatory, and policy guidelines for interprofessional communication.	Incorporate legal and policy guidelines into clinical communication.
6.1g Evaluate the effectiveness of interprofessional communication tools and techniques to support and improve the efficacy of team-based interactions.	Analyze the strengths and limitations of interprofessional communication tools and techniques within specific team-based scenarios.	Systematically assess and refine interprofessional communication through data-driven evaluation, incorporating stakeholder feedback and evidence-based practices.
6.1h Facilitate improvements in interprofessional communications of individual information (e.g., EHR).	Use basic protocols to enhance clarity and reduce errors in interprofessional information exchange.	Evaluate the effectiveness of existing interprofessional communication and take necessary action.
6.1i Role model respect for diversity, equity, and inclusion in team-based communications.	Apply basic inclusive communication strategies within interprofessional teams.	Evaluate and refine communication practices to promote a culture of respect in interprofessional teams.

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6.1j Communicate nursing's unique disciplinary knowledge to strengthen interprofessional partnerships.	Apply nursing-specific knowledge when contributing to interprofessional care plans.	Advocate for the integration of nursing's unique disciplinary knowledge within interprofessional decision-making.
6.1k Provide expert consultation for other members of the healthcare team in one's area of practice.	Use of evidence-based resources to inform consultations.	Develop advanced practice guidelines or protocols to guide consultations and improve interprofessional outcomes.
6.1l Demonstrate capacity to resolve interprofessional conflict.	Apply conflict resolution strategies in interprofessional teams to address and resolve disagreements effectively.	Create and implement evidence-based conflict resolution protocols for interprofessional teams.
6.2 Perform effectively in different team roles, using principles and values of team dynamics.		
6.2a Apply principles of team dynamics, including team roles, to facilitate effective team functioning.	Describe the roles of various team members and reflect on how each role contributes to patient-centered care. Communicate with team members by actively listening, asking relevant questions, and seeking clarification to understand team dynamics and the role of nursing within the care team.	Employ effective communication techniques to coordinate care, clarify expectations, and address challenges in team dynamics to enhance collaborative outcomes. Engage in interprofessional discussions, ensuring that all voices, including those of patients and family members, are considered to facilitate balanced decision-making in patient care.
6.2b Delegate work to team members based on their roles and competency.	Identify specific tasks aligning with each team member's responsibilities to support safe, effective care. Articulate how task allocation contributes to team efficiency and patient-centered outcomes.	Delegate tasks according to the scope of practice, expertise, and workload. Evaluate the effectiveness of delegated tasks and adjust assignments as needed.
6.2c Engage in the work of the team as appropriate to one's scope of practice and competency.	Identify responsibilities within the larger team dynamic. Recognize the importance of working within one's scope of practice to support patient safety and team effectiveness.	Demonstrate accountability for performing assigned tasks while seeking input from other professionals when needed.

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6.2d Recognize how one's uniqueness (as a person and a nurse) contributes to effective interprofessional working relationships.	Describe personal qualities influencing interprofessional relationships.	Articulate personal insights and experiences to enhance team dynamics.
6.2e Apply principles of team leadership and management performance to improve quality and assure safety.	Identify examples of effective leadership that promotes safety and quality care.	Participate in team debrief to identify actions impacting safety and quality.
6.2f Evaluate performance of individual and team to improve quality and promote safety.	Participate in team debriefs to identify actions impacting safety and quality.	Assess team performance and recommend improvements to enhance quality and patient safety.
6.2g Integrate evidence-based strategies and processes to improve team effectiveness and outcomes.	Explain evidence-based strategies relevant to team functioning. Describe the impact of evidence-based team practices on patient outcomes.	Initiate the use of evidence-based checklists or protocols to streamline workflows.
6.2h Evaluate the impact of team dynamics and performance on desired outcomes.	Describe factors of team dynamics affecting patient outcomes. Identify strategies to optimize team dynamics.	Analyze team communication patterns and collaboration effectiveness. Evaluate how team performance and collaboration contribute to patient care outcomes.
6.2i Reflect on how one's role and expertise influences team performance.	Identify how their role made specific contributions to team performance.	Discuss personal accountability for enhancing team performance among team members.
6.2j Foster positive team dynamics to strengthen desired outcomes.	Identify behaviors and attitudes promoting a positive team culture.	Reinforce positive behaviors and team cohesion by acknowledging team members' efforts and outcomes.
6.3 Use knowledge of nursing and other professions to address healthcare needs.		
6.3a Integrate the roles and responsibilities of healthcare professionals through interprofessional collaborative practice.	Describe the roles and responsibilities of each healthcare professional.	Coordinate patient care through interdisciplinary collaboration.
6.3b Leverage roles and abilities of team members to optimize care.	Identify how the unique abilities of each team member contribute to improved patient outcomes.	Apply knowledge of interprofessional roles to strategically align tasks with strengths.
6.3c Communicate with team members to clarify responsibilities in executing plan of care.	Define team members' responsibilities in executing a plan of care.	Coordinate with team members to ensure the successful implementation of the plan.

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6.3d Direct interprofessional activities and initiatives.	Provide input on team goals. Analyze how one's contributions supported the team's progress and desired outcomes.	Design and guide collaborative processes. Manage team dynamics and logistics to ensure effectiveness.
6.4 Work with other professions to maintain a climate of mutual learning, respect, and shared values.		
6.4a Demonstrate an awareness of one's biases and how they may affect mutual respect and communication with team members.	Explain the impact of bias on team function. Describe the concepts of implicit bias.	Identify personal biases and apply bias mitigation strategies.
6.4b Demonstrate respect for the perspectives and experiences of other professions.	Describe the expertise of other healthcare professionals.	Describe the value of diverse perspectives within the healthcare team.
6.4c Engage in constructive communication to facilitate conflict management.	Identify potential sources of conflict within the interprofessional team and seek guidance from an instructional team.	Employ active listening and respectful communication techniques to resolve conflicts.
6.4d Collaborate with interprofessional team members to establish mutual healthcare goals for individuals, communities, or populations.	Observe interprofessional/family team conferences.	Contribute to a care conference with the patient, family, and interprofessional team members to establish shared goals and a coordinated plan of care.
6.4e Practice self-assessment to mitigate conscious and implicit biases toward other team members.	Reflect on personal experiences and interactions with interprofessional team members, documenting insights into potential biases and their impact on communication and collaboration.	Integrate self-assessment strategies into practice, seeking feedback from colleagues and mentors to identify and address unconscious biases affecting interprofessional relationships.
6.4f Foster an environment that supports the constructive sharing of multiple perspectives and enhances interprofessional learning.	Encourage interprofessional team members to share their perspectives during case discussions, actively listening to diverse viewpoints, and facilitating respectful dialogue.	Create interprofessional learning opportunities that promote collaborative problem-solving and knowledge exchange.
6.4g Integrate diversity, equity, and inclusion into team practices.	Assess team dynamics for potential barriers to inclusivity.	Advocate for policies and practices promoting diversity, equity, and inclusion within the interprofessional team and healthcare environment.
6.4h Manage disagreements, conflicts, and challenging conversations among team members.	Apply conflict resolution strategies between interprofessional team members, facilitating a respectful discussion to identify common ground and potential solutions.	Initiate a conflict resolution process with team members.

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6.4i Promote an environment that advances interprofessional learning.	Participate in interprofessional learning activities.	Design a professional development opportunity for healthcare professionals.
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