

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
9.1 Demonstrate an ethical comportment in	n one's practice reflective of nursing's mission to society.	
	Identify potential ethical issues in patient care scenarios and articulate the principles of professional nursing ethics and human rights.	Make ethical decisions while advocating for and delivering non-discriminatory, respectful care that upholds patient autonomy, confidentiality, and informed decision-making.
<b>9.1a</b> Apply principles of professional nursing ethics and human rights in patient care and professional situations.	Acknowledge diverse patient values, cultural backgrounds, and preferences when discussing care options, demonstrating respect for human dignity.	Resolve ethical dilemmas in collaboration with healthcare team members, using evidence-based frameworks and professional guidelines to guide decision-making.
	Seek guidance from instructors or mentors when faced with ethical dilemmas, demonstrating an awareness of limitations in knowledge or experience.	Model professional comportment by consistently integrating ethical principles into interactions with patients, families, and colleagues, promoting a culture of respect and accountability.
	Describe specific actions and identify how individual actions impact patient outcomes or team dynamics.	Analyze decisions, linking them to evidence-based practices and ethical considerations to identify strengths and areas for growth.
<b>9.1b</b> Reflect on one's actions and their consequences.	Seek constructive feedback from instructors or peers to gain insight into areas for improvement in professional practice.	Adapt future actions by incorporating critical feedback and lessons from previous experiences, demonstrating accountability and a commitment to continuous improvement.
	Acknowledge mistakes or missed opportunities during care delivery and explore strategies for improvement.	Engage in reflective discussions with peers and mentors, articulating how personal and professional growth supports effective patient care and teamwork.



	Identify situations requiring ethical decision-making and describe appropriate actions to uphold ethical principles.	Apply ethical principles consistently in clinical decision- making, ensuring patient care aligns with professional nursing standards and values.
<b>9.1c</b> Demonstrate ethical behaviors in practice.	Follow established protocols and guidelines to ensure compliance with legal and ethical standards in patient care.	Advocate for patients' rights and well-being when ethical concerns arise.
	Acknowledge ethical dilemmas and seek guidance from instructors or mentors to understand appropriate courses of action.	Demonstrate integrity and accountability by addressing unethical practices or behaviors observed in clinical settings, utilizing appropriate channels for reporting and resolution.
	Recognize personal emotions, biases, or stress levels during clinical experiences and describe their potential impact on interactions with patients or team members.	Adapt real-time clinical practices and communication strategies to align with dynamic patient care needs, team dynamics, and environmental factors.
<b>9.1d</b> Change behavior based on self and situational awareness.	Adjust communication style or approach when responding to feedback or observing changes in patient needs or care priorities.	Demonstrate proactive problem-solving and flexibility by modifying approaches to address challenges or unexpected changes in clinical settings.
	Seek input from peers or instructors to identify specific actions or behaviors that could improve performance in different situations.	Incorporate self-reflection and situational analysis into decision-making, consistently improving the quality of care and fostering positive professional relationships.



Domain 3. Froiessionalism		
	Recognize situations where behaviors or practices deviate from ethical standards, identifying potential	Report unethical behaviors promptly and appropriately through established organizational or institutional
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	risks to patients, colleagues, or the profession.	channels, ensuring patient safety and professional integrity.
	Seek guidance from an instructor, mentor, or	
<b>9.1e</b> Report unethical behaviors when	supervisor to confirm the unethical nature of observed	Advocate for transparency and accountability by
observed.	behaviors and determine appropriate reporting	addressing the ethical implications of the reported
	channels.	behavior in collaboration with healthcare team
		members or supervisors.
	Document observations of unethical behaviors clearly	
	and objectively, ensuring accuracy and professionalism	Support a culture of ethical practice by demonstrating
	in preparing to report the issue.	professionalism and discretion.
	Describe the importance of maintaining patient privacy	Implement strategies to safeguard patient information.
	and confidentiality.	
		Advocate for patient autonomy by actively involving
	Obtain patient consent before sharing information	patients in care decisions and ensuring they fully
<b>9.1f</b> Safeguard privacy, confidentiality, and	with family or non-healthcare team members,	understand and consent to interventions.
autonomy in all interactions.	demonstrating respect for autonomy.	
	Adhere to institutional malining and protections	Model professional behavior by upholding the highest
	Adhere to institutional policies and protocols regarding	confidentiality and privacy standards.
	the secure handling of patient records, both digital and physical.	
	Explain the concept of self-determination to patients,	
	ensuring they understand their rights to make	
	informed decisions about their care.	Facilitate open and empathetic communication to
	informed decisions about their care.	support patients in expressing their values, goals, and
<b>9.1g</b> Advocate for the individual's right to self-determination.	Respect patients' preferences and values, even when	preferences for care.
	they differ from the student's beliefs or opinions.	preferences for cure.
	and, american endocadement a benefit of opinions.	Collaborate with healthcare team members to ensure
	Seek guidance from instructors or mentors when	that care plans align with the patient's informed
	navigating situations where a patient's right to self-	choices, addressing any barriers to self-determination.
	determination may conflict with clinical	3
	recommendations.	



<b>9.1h</b> Analyze current policies and practices	Identify ethical principles relevant to healthcare policies or practices.	Appraise institutional or healthcare policies by applying ethical frameworks to identify gaps or inconsistencies in addressing patient rights or equity.
in the context of an ethical framework.	Evaluate specific policies or practices to determine whether they align with professional nursing values and ethical guidelines.	Propose evidence-based recommendations to improve policies or practices, ensuring alignment with ethical standards and nursing values.
<b>9.1i</b> Model ethical behaviors in practice	Demonstrate integrity and accountability by adhering to ethical guidelines in decision-making and patient care within clinical or leadership contexts.	Foster a culture of trust and professionalism by consistently integrating ethical principles into clinical practice and team management.
and leadership roles.	Engage in reflective and collaborative problem-solving, exploring ethical dilemmas.	Apply ethical frameworks to real-world scenarios, demonstrating advanced understanding and commitment to professional values.
<b>9.1j</b> Suggest solutions when unethical	Identify the ethical principles violated when unethical behaviors are observed and describe their potential impact on patient care and professional integrity.	Develop actionable, evidence-based solutions to address unethical behaviors, ensuring alignment with professional guidelines and organizational policies.
behaviors are observed.	Collaborate with instructors or mentors to develop appropriate strategies for addressing unethical behaviors constructively.	Facilitate open discussions among team members to explore ethical concerns and collaboratively identify strategies to resolve issues and prevent recurrence.



	Recognize the ethical dilemma and seek guidance from faculty, mentors, or institutional ethics committees to understand possible solutions and responsibilities.	Take initiative to identify and address ethical dilemmas in practice, assuming responsibility for navigating the issue and working toward a resolution in collaboration with others.
<b>9.1k</b> Assume accountability for working to resolve ethical dilemmas.	Reflect on personal values and biases when faced with ethical dilemmas, identifying how they may influence decision-making and patient care.	Advocate for patient-centered care by considering all ethical perspectives and making decisions that align with professional values, patient autonomy, and best practices.
	Acknowledge the need for collaboration and seek input from interdisciplinary team members to help resolve ethical issues in patient care.	Lead discussions on ethical dilemmas in team settings, facilitating critical thinking and providing evidence-based recommendations for resolution while assuming responsibility for the outcomes of decisions.
9.2 Employ participatory approach to nursi	ng care.	
<b>9.2a</b> Employ the use of intentional presence to facilitate shared meaning of the experience between nurse and recipient of care.	Observe patients' verbal and non-verbal cues and respond empathetically to foster a deeper understanding of their needs and concerns.  Engage in active listening during patient interactions.  Seek opportunities to refine communication skills to	Demonstrate active, empathetic listening and mindfulness in patient interactions, ensuring patients feel heard and understood.  Use verbal and non-verbal communication techniques to promote mutual understanding and clarify patient concerns.  Foster trust and therapeutic relationships by being fully
	enhance patient-centered interactions.	present, addressing both emotional and physical aspects of care in a manner that respects patient dignity and perspectives.



<b>9.2b</b> Facilitate health and healing through compassionate caring.	Exhibit empathy by acknowledging patients' emotions and offering comfort through kind words and actions during care.  Demonstrate attentiveness to patient needs by proactively offering assistance and reassurance throughout the care process.	Provide holistic care by addressing the physical and emotional aspects of patient well-being, ensuring a therapeutic and compassionate presence.  Advocate for patient comfort and well-being by anticipating needs, providing emotional support, and encouraging active participation in care decisions to
<b>9.2c</b> Demonstrate empathy to the individual's life experience.	Seek to understand each patient's unique perspectives and the potential impact of their experiences on care.  Use empathetic statements to build rapport while maintaining professional boundaries.	promote empowerment and healing.  Align communication approaches with the patient's emotional state and background, demonstrating cultural sensitivity and respect.  Collaborate with patients to develop individualized care plans that reflect their values, experiences, and preferences.  Recognize and respond to emotional or psychological distress by offering appropriate support and resources.
<b>9.2d</b> Advocate for practices that advance diversity, equity, and inclusion.	Acknowledge and respect patient differences, demonstrating awareness of diverse clinical needs.  Ensure inclusive care practices by accommodating patients' cultural, religious, and personal values.	Promote equitable access to care by advocating for policies and practices that address social determinants of health.  Foster an inclusive healthcare environment by championing diverse perspectives within healthcare teams and decision-making processes.



<b>9.2e</b> Demonstrate cultural sensitivity and humility in practice.	Engage in respectful conversations with patients to understand their cultural perspectives, values, and beliefs.  Reflect on personal biases and recognize their impact on patient interactions.	Integrate patients' cultural practices into care plans while balancing clinical needs and evidence-based practice.  Identify and address systemic barriers to culturally appropriate care, advocating for policy improvements where needed.
	Adapt communication and care approaches to respect cultural norms and individual preferences.	Seek input from patients and families to ensure care aligns with their cultural values, demonstrating respect and humility throughout the process.
	Establish rapport with patients by demonstrating approachability and respect.	Maintain trust by consistently exhibiting reliability, empathy, and professionalism.
<b>9.2f</b> Apply principles of therapeutic relationships and professional boundaries.	Ensure that all interactions remain patient-centered, limit self-disclosure, and maintain professional focus.	Identify and address potential boundary violations.  Uphold and reinforce professional boundaries when
	Communicate the nurse's role to patients and families, reinforcing professional expectations.	collaborating with patients, families, and interdisciplinary teams.
	Use clear, concise, and respectful language in all communications with patients, families, and healthcare team members.	Modify communication strategies to engage diverse audiences effectively.
<b>9.2g</b> Communicate in a professional manner.	Demonstrate active listening skills and ensure understanding in patient interactions.	Address misunderstandings or conflicts with a respectful and solutions-focused approach.
	Document patient care and interactions using appropriate medical terminology and formats.	Provide constructive and actionable feedback to peers while fostering a supportive team environment.



<b>9.2h</b> Foster opportunities for intentional presence in practice.	Allocate dedicated time for focused, uninterrupted patient interactions to foster trust and enhance wellbeing.  Use open body language and maintain eye contact to demonstrate engagement and attentiveness.	Incorporate mindful presence into daily nursing practice, minimizing distractions during patient care.  Model and share techniques for enhancing patient-centered interactions with colleagues and students.  Organize workflows that support the integration of intentional presence in nursing practice.
9.2i Identify innovative and evidence-	Seek and appraise scholarly literature on evidence-based practices that enhance person-centered care.  Participate in interdisciplinary projects to align care	Design and propose innovative care models or interventions tailored to patient needs and clinical contexts.
based practices that promote person- centered care.	delivery with patients' preferences and values.  Explore emerging healthcare technologies that have the potential to enhance patient-centered care.	Facilitate interdisciplinary team discussions to assess the effectiveness of implemented practices and refine them based on patient outcomes and feedback.
	Identify and address disparities in healthcare access, outcomes, or treatment through team discussions and advocacy.	Model equitable health promotion practices in both clinical and educational settings.
<b>9.2j</b> Advocate for practices that advance diversity, equity, and inclusion.	Encourage the inclusion of diverse voices in care planning and policy development.	Implement strategies to mitigate bias and promote equitable patient care and interdisciplinary collaboration.
	Participate in ongoing education to enhance understanding of cultural humility and equity in healthcare.	Propose educational programs to support cultural humility and equity in healthcare.



<b>9.2k</b> Model professional expectations for therapeutic relationships.	Maintain clear professional boundaries by focusing interactions on patient-centered care.  Take accountability for maintaining professional integrity in all patient interactions.	Reinforce professional behavior and expectations in therapeutic relationships and interdisciplinary collaboration.  Address and resolve concerns that may compromise the therapeutic alliance.
	Create a supportive and respectful care environment that prioritizes patient autonomy and collaboration.	Advocate for institutional policies and educational initiatives that uphold professional standards in therapeutic relationships.
<b>9.2I</b> Facilitate communication that promotes a participatory approach.	Encourage individuals to share their goals, preferences, and concerns during care planning.  Adjust communication techniques to meet the diverse needs of patients with varying health literacy or cultural backgrounds.	Engage patients, families, and care teams in collaborative decision-making processes.  Ensure that all stakeholders in the care process are effectively engaged and understand their roles.  Advocate for healthcare systems and workflows that support participatory communication as a standard practice.
9.3 Demonstrate accountability to the indiv	vidual, society, and the profession.	
	Recognize situations where an individual's or community's needs are unmet and bring these to the attention of faculty or team members.	Advocate when care plans do not align with individual needs, using evidence-based reasoning to support recommendations.
<b>9.3a</b> Engage in advocacy that promotes the best interest of the individual, community, and profession.	Contribute to care planning conversations, prioritizing the best interests of patients or communities.	Facilitate connections between patients and appropriate community services or support networks to address broader determinants of health.
	Encourage patients to voice their needs and preferences during care planning while providing information to support informed decision-making.	Collaborate on initiatives or campaigns highlighting nursing's role in advancing patient outcomes and public health.



<b>9.3b</b> Demonstrate the moral courage to report concerns related to actual or potential hazards and/or errors.	Identify potential hazards or errors in clinical settings and communicate these observations to a supervisor or faculty member.  Seek advice from experienced professionals when unsure about the best course of action regarding a safety concern.	Report actual or potential hazards, unsafe practices, or errors through appropriate channels without hesitation.  Collaborate on initiatives to improve safety and minimize risk.  Support a culture of openness by modeling and promoting the importance of speaking up about safety concerns.
	Follow institutional and professional codes of conduct in all academic and clinical activities.	Model ethical principles in personal and professional endeavors.
<b>9.3c</b> Demonstrate professional and personal honesty and integrity.	Acknowledge errors promptly and honestly, seeking opportunities to learn from them.	Promote a culture of accountability by encouraging self and peers to take responsibility for their actions.
	Identify components of ethical communication.	Model consistent, transparent, and ethical communication.
	Identify one's role and responsibilities in the practice setting.	Demonstrate accountability for all aspects of care delivery and patient outcomes.
<b>9.3d</b> Take responsibility for one's roles, decisions, obligations, actions, and care outcomes.	Complete assigned duties efficiently and report to supervisors or team members as needed.	Evaluate the results of nursing actions, aiming to improve care delivery and outcomes.
	Seek feedback to improve practice.	Incorporate constructive input to enhance performance.
<b>9.3e</b> Engage in professional activities and/or organizations.	Identify professional organizations relevant to nursing practice.	Attend professional activities or organizational meetings aligned with professional development goals and areas of interest.  Participate in public or community events related to
		the nursing profession.



	Use courteous and professional language when interacting with patients, peers, and team members.	Demonstrate respect and professionalism in all interactions.
<b>9.3f</b> Demonstrate adherence to a culture of civility.	Engage in active listening to support understanding of others' preferences and beliefs.	Advocate for the resolution of incivility to foster mutual respect.
	Recognize incivility and discuss concerns with the team.	Propose strategies to promote civility.
<b>9.3g</b> Advocate for social justice and health equity, including addressing the health of vulnerable populations.	Observe and report disparities in care delivery or outcomes among diverse patient populations.  Participate in care practices that account for cultural, social, and economic differences.	Propose policy or practice changes that address health inequities and promote access to care.
9.3h Engage in peer evaluation.	Assess peer performance and share observations in a supportive, non-judgmental manner.  Accept feedback to inform professional development and skill enhancement.	Integrate feedback to improve personal performance and understanding.  Provide actionable feedback to peers, focusing on their professional growth.
<b>9.3i</b> Advocate for nursing's professional responsibility for ensuring optimal care outcomes	Discuss the role of evidence-based nursing standards in achieving optimal care outcomes during team meetings or case studies.  Promote adherence to professional responsibilities that directly impact patient safety and care quality.	Champion integration of nursing standards and guidelines into practice to improve care outcomes at the organizational or community level.
<b>9.3j</b> Demonstrate leadership skills when participating in professional activities and/or organizations.	Participate in professional activities and organizations to gain insight into leadership opportunities and decision-making processes.  Share ideas and perspectives during discussions to ensure nursing's voice is represented in professional forums.	Assume leadership roles in professional, student, or academic settings related to a professional issue.



9.3k Address actual or potential hazards	Communicate observed safety risks or errors to appropriate team members to support timely resolution.	Develop and integrate strategies into practice to mitigate identified hazards or errors.
and/or errors	Analyze adverse events to identify contributing factors and propose preventive strategies.	Advocate for evidence-based organizational changes to enhance patient safety and reduce errors.
<b>9.3I</b> Foster a practice environment that promotes accountability for care	Articulate one's role in contributing to patient outcomes.	Evaluate care outcomes and create improvement plans, emphasizing team accountability.
outcomes.	Monitor care outcomes and communicate areas for improvement to the team.	Demonstrate consistency in personal and team accountability.
<b>9.3m</b> Advocate for policies/practices that	Recognize health inequities within patient populations.	Integrate an understanding of systemic inequities in healthcare delivery and access into practice.
promote social justice and health equity.	Evaluate organizational policies that address social determinants of health and reduce barriers to care.	Promote social justice with policymakers, organizations, and community leaders.
<b>9.3n</b> Foster strategies that promote a culture of civility across a variety of	Recognize behaviors that undermine a respectful environment.	Model mutual respect and understanding when confronted with conflict.
settings.	Promote active listening and thoughtful communication during team discussions.	Advocate for civility and proactively address incivility.
<b>9.3o</b> Lead in the development of opportunities for professional and interprofessional activities.	Participate in joint projects or committees that unite nursing with other healthcare disciplines.  Suggest new ideas for collaborative activities that enhance professional growth across disciplines.	Design a professional/ interprofessional development activity.
9.4 Comply with relevant laws, policies, an		
<b>9.4a</b> Advocate for policies that promote health and prevent harm.	Evaluate healthcare policies and their impact on patient health.	Contribute to efforts to influence healthcare policies to improve health.



<b>9.4b</b> Adhere to the registered nurse scope and standards of practice.	Discuss the registered nurse (RN) scope and standards of practice.  Identify potential risks of violating the RN's scope and standards of practice.	Provide care that aligns with the RN's scope and standards of practice.  Propose solutions to address risks of violating the RN's scope and standards of practice.
<b>9.4c</b> Adhere to regulatory requirements and workplace policies consistent with one's educational preparation.	Identify policies and regulatory requirements that guide nursing practice.	Adhere to institutional, legal, and regulatory requirements.
<b>9.4d</b> Advocate for policies that enable nurses to practice to the full extent of their education.	Articulate barriers that limit nurses from practicing to the full scope of their education and training.  Engage in academic or organizational dialogues about policy gaps that hinder advanced nursing practice.	Communicate with healthcare stakeholders on the importance of policy changes that allow nurses to utilize their full expertise.
	Investigate current policies affecting the nursing scope of practice and evaluate their alignment with professional competencies.	Advocate for adherence to scope-of-practice standards.
<b>9.4e</b> Assess the interaction between regulatory agency requirements and quality, fiscal, and value-based indicators.	Identify key regulatory requirements and their influence on quality metrics and healthcare costs.	Assess how regulatory requirements impact an organization's quality and value-based indicators.
	Review healthcare performance data to identify trends and correlations with regulatory compliance.	Propose evidence-based solutions to align regulatory compliance with enhanced patient outcomes and cost-effectiveness.
	Evaluate the impact of regulatory standards on financial outcomes.	Integrate regulatory standards with quality improvement initiatives to improve healthcare quality, fiscal responsibility, and value-based indicators.



<b>9.4f</b> Evaluate the effect of legal and regulatory policies on nursing practice and healthcare outcomes.	Identify how specific legal and regulatory policies influence nursing workflows and patient care delivery.	Lead evaluations of legal and regulatory policies, providing actionable insights into their effects on nursing and patient care outcomes.		
	Evaluate the implications of existing policies on healthcare outcomes.	Propose refinements to policies based on evidence of their impact on nursing practice and health outcomes.		
	Analyze patient data to assess regulatory compliance's direct and indirect effects on outcomes.	Use outcome data to advocate for policy changes that enhance nursing practice and patient care quality.		
<b>9.4g</b> Analyze efforts to change legal and regulatory policies that improve nursing practice and health outcomes.	Research ongoing efforts to modify legal or regulatory policies related to nursing and healthcare.	Organize and lead initiatives to support changes in legal or regulatory policies that benefit nursing and healthcare.		
	Review proposed policy changes, providing feedback on their potential to enhance nursing practice and health outcomes.	Evaluate implications of policy changes for nursing practice and health outcomes.		
<b>9.4h</b> Participate in the implementation of policies and regulations to improve the professional practice environment and healthcare outcomes.	Participate in policy implementation within organizational settings.	Evaluate the implementation of new policies or regulations in organizational settings.		
	Recognize potential challenges in applying new policies or regulations in practice environments.	Track adherence to newly implemented policies and evaluate their impact on practice environments and patient outcomes.		
9.5 Demonstrate the professional identity of nursing.				
<b>9.5a</b> Describe nursing's professional identity and contributions to the healthcare team.	Describe the key roles and responsibilities of nurses within the healthcare team.	Articulate how nursing contributes to patient outcomes and team efficiency.		
<b>9.5b</b> Demonstrate the core values of professional nursing identity.	Describe the core values of professional nursing.	Model core values of professional nursing in practice.		
<b>9.5c</b> Demonstrate sensitivity to the values of others.	Ask thoughtful, open-ended questions about the values and beliefs of others.	Integrate cultural awareness into communication and		
	Describe differences in cultural, social, and personal values.	respect the preferences and values of others.		



<b>9.5d</b> Demonstrate ethical comportment and moral courage in decision making and actions.	Describe ethical comportment in nursing.  Describe moral courage in nursing.  Explain how ethical comportment and moral courage influence decision-making.	Adhere to the ANA Code of Ethics and institutional clinical policies.  Use moral courage to address unethical practices or situations.
<b>9.5e</b> Demonstrate emotional intelligence.	Define emotional intelligence and its relevance to nursing practice.  Describe the impact of emotional intelligence on nursing practice.	Practice self-awareness and self-regulation in professional situations.  Use emotional intelligence to mediate conflicts effectively.
<b>9.5f</b> Articulate nursing's unique professional identity to other interprofessional team members and the public.	Describe the professional identity of nursing.	Communicate the nursing profession's unique identity in policy discussions, public forums, or interdisciplinary collaborations.
<b>9.5g</b> Evaluate practice environment to ensure that nursing core values are demonstrated.	Assess the presence of core values in practice environments.	Propose initiatives or interventions that enhance integrating nursing values within practice settings.
<b>9.5h</b> Identify opportunities to lead with moral courage to influence team decision-making.	Identify ethical challenges in nursing practice.	Initiate conversations to address ethical challenges in nursing practice.  Provide guidance and resources to team members to address ethical challenges.
<b>9.5i</b> Engage in professional organizations that reflect nursing's values and identity.	Identify professional organizations that align with individual nursing practice interests.  Sustain active student membership in a local, state, or national nursing professional organization.	Engage in professional nursing organizations to support ongoing professional development and advocacy efforts.



9.6 Integrate diversity, equity, and inclusion as core to one's professional identity.				
<b>9.6a</b> Demonstrate respect for diverse individual differences and diverse communities and populations	Recognize cultural differences, values, beliefs, and preferences when interacting with patients and their families.  Use language and tone that are inclusive and considerate of patients' cultural or linguistic needs.  Identify patients' unique backgrounds and experiences to provide individualized care.	Integrate patients' cultural, spiritual, and personal preferences into plans of care to meet their needs holistically.  Advocate for patients and communities by leading initiatives that address health disparities.		
<b>9.6b</b> Demonstrate awareness of personal and professional values and conscious and unconscious biases.	Identify conscious and unconscious biases.  Articulate how personal values or biases affect professional practice.  Seek guidance to support equitable care and reduce bias in practice.	Incorporate strategies to mitigate personal biases.  Compare how personal values align with or differ from professional expectations.		
<b>9.6c</b> Integrate core principles of social justice and human rights into practice.	Identify social and structural factors that contribute to health disparities within patient populations.  Treat all people with dignity and respect.  Advocate for patient autonomy and informed decisionmaking.	Mitigate social and structural factors that influence health disparities through informed care strategies.  Integrate social justice principles into clinical decisions.		
<b>9.6d</b> Model respect for diversity, equity, and inclusion for all team members.	Use respectful and culturally appropriate language in all interactions.  Seek input from all team members to foster an inclusive decision-making process.  Address biased comments or actions within the team through education and constructive dialogue.	Develop and facilitate discussions to promote diversity, equity, and inclusion in healthcare.  Collaborate to implement policies or practices that address inequities within healthcare systems.		



<b>9.6e</b> Critique one's personal and professional practices in the context of nursing's core values.	Describe how nursing values are upheld in clinical practice.  Set development goals to strengthen adherence to nursing values.  Evaluate how personal and professional actions reflect nursing's core values.	Address gaps in adherence to nursing's values.  Implement strategies to align personal practice with professional values.
<b>9.6f</b> Analyze the impact of structural and cultural influences on nursing's professional identity.	Identify how workplace policies and practices shape perceptions of nursing's professional identity.	Develop strategies to address structural or cultural barriers affecting professional identity.
<b>9.6g</b> Ensure that care provided by self and others is reflective of nursing's core values.	Compare and contrast care delivery with nursing's core values.	Model nursing's core values in care delivery, ensuring alignment with ethical and professional standards.
<b>9.6h</b> Structure the practice environment to facilitate care that is culturally and linguistically appropriate.	Recognize the need for culturally and linguistically appropriate care practices.	Design and implement workflows or policies that ensure culturally and linguistically responsive care.
9.6i Ensure self and others are accountable in upholding moral, legal, and	Identify moral, legal, and ethical guidelines relevant to nursing practice.	Implement moral, legal, and ethical guidelines in professional practice.
humanistic principles related to health.	Recognize and address moral, legal, or ethical infractions in healthcare settings.	Seek guidance for addressing practice infractions to uphold ethical standards.