

Domain 9: Professionalism

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
9.1 Demonstrate an ethical comportment in one's practice reflective of nursing's mission to society.		
9.1a Apply principles of professional nursing ethics and human rights in patient care and professional situations.	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.
	Acknowledge diverse patient values, cultural backgrounds, and preferences when discussing care options, demonstrating respect for human dignity. Seek guidance from instructors or mentors when faced with ethical dilemmas, demonstrating an awareness of limitations in knowledge or experience.	Resolve ethical dilemmas in collaboration with healthcare team members, using evidence-based frameworks and professional guidelines to guide decision-making. Model professional comportment by consistently integrating ethical principles into interactions with patients, families, and colleagues, promoting a culture of respect and accountability.
9.1b Reflect on one's actions and their consequences.	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.
	Seek constructive feedback from instructors or peers to gain insight into areas for improvement in professional practice. Acknowledge mistakes or missed opportunities during care delivery and explore strategies for improvement.	Adapt future actions by incorporating critical feedback and lessons from previous experiences, demonstrating accountability and a commitment to continuous improvement. Engage in reflective discussions with peers and mentors, articulating how personal and professional growth supports effective patient care and teamwork.

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

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

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9.2 Employ participatory approach to nursing care.		
9.2a 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 enhance patient-centered interactions.	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 present, addressing both emotional and physical aspects of care in a manner that respects patient dignity and perspectives.
	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 promote empowerment and healing.
	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.	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.

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9.2d 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.
9.2e 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. Adapt communication and care approaches to respect cultural norms and individual preferences.	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. Seek input from patients and families to ensure care aligns with their cultural values, demonstrating respect and humility throughout the process.
9.2f Apply principles of therapeutic relationships and professional boundaries.	Establish rapport with patients by demonstrating approachability and respect. Ensure that all interactions remain patient-centered, limit self-disclosure, and maintain professional focus. Communicate the nurse's role to patients and families, reinforcing professional expectations.	Maintain trust by consistently exhibiting reliability, empathy, and professionalism. Identify and address potential boundary violations. Uphold and reinforce professional boundaries when collaborating with patients, families, and interdisciplinary teams.

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9.2g Communicate in a professional manner.	Use clear, concise, and respectful language in all communications with patients, families, and healthcare team members. Demonstrate active listening skills and ensure understanding in patient interactions. Document patient care and interactions using appropriate medical terminology and formats.	Modify communication strategies to engage diverse audiences effectively. Address misunderstandings or conflicts with a respectful and solutions-focused approach. Provide constructive and actionable feedback to peers while fostering a supportive team environment.
9.3 Demonstrate accountability to the individual, society, and the profession.		
9.3a Engage in advocacy that promotes the best interest of the individual, community, and profession.	Recognize situations where an individual's or community's needs are unmet and bring these to the attention of faculty or team members. Contribute to care planning conversations, prioritizing the best interests of patients or communities. Encourage patients to voice their needs and preferences during care planning while providing information to support informed decision-making.	Advocate when care plans do not align with individual needs, using evidence-based reasoning to support recommendations. Facilitate connections between patients and appropriate community services or support networks to address broader determinants of health. Collaborate on initiatives or campaigns highlighting nursing's role in advancing patient outcomes and public health.
9.3b 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.

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9.3c Demonstrate professional and personal honesty and integrity.	Follow institutional and professional codes of conduct in all academic and clinical activities. Acknowledge errors promptly and honestly, seeking opportunities to learn from them. Identify components of ethical communication.	Model ethical principles in personal and professional endeavors. Promote a culture of accountability by encouraging self and peers to take responsibility for their actions. Model consistent, transparent, and ethical communication.
9.3d Take responsibility for one's roles, decisions, obligations, actions, and care outcomes.	Identify one's role and responsibilities in the practice setting. Complete assigned duties efficiently and report to supervisors or team members as needed. Seek feedback to improve practice.	Demonstrate accountability for all aspects of care delivery and patient outcomes. Evaluate the results of nursing actions, aiming to improve care delivery and outcomes. Incorporate constructive input to enhance performance.
9.3e 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.
9.3f Demonstrate adherence to a culture of civility.	Use courteous and professional language when interacting with patients, peers, and team members. Engage in active listening to support understanding of others' preferences and beliefs. Recognize incivility and discuss concerns with the team.	Demonstrate respect and professionalism in all interactions. Advocate for the resolution of incivility to foster mutual respect. Propose strategies to promote civility.

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9.3g 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.
9.4 Comply with relevant laws, policies, and regulations.		
9.4a 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.
9.4b 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.
9.4c 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.
9.5 Demonstrate the professional identity of nursing.		
9.5a 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.
9.5b Demonstrate the core values of professional nursing identity.	Describe the core values of professional nursing.	Model core values of professional nursing in practice.
9.5c Demonstrate sensitivity to the values of others.	Ask thoughtful, open-ended questions about the values and beliefs of others. Describe differences in cultural, social, and personal values.	Integrate cultural awareness into communication and respect the preferences and values of others.

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9.5d 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.
9.5e 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.
9.6 Integrate diversity, equity, and inclusion as core to one's professional identity.		
9.6a 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.
9.6b 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.

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9.6c 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 decision-making.	Mitigate social and structural factors that influence health disparities through informed care strategies. Integrate social justice principles into clinical decisions.
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