

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

Domain 9: Professionalism

	Acknowledge the need for collaboration and seek input from interdisciplinary team members to help resolve ethical issues in patient care.	with professional values, patient autonomy, and best practices. 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 nursing care.		
9.2h Foster opportunities for intentional presence in practice.	Allocate dedicated time for focused, uninterrupted patient interactions to foster trust and enhance well-being. 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-based practices that promote person-centered care.	Seek and appraise scholarly literature on evidence-based practices that enhance person-centered care. Participate in interdisciplinary projects to align care delivery with patients' preferences and values. Explore emerging healthcare technologies that have the potential to enhance patient-centered care.	Design and propose innovative care models or interventions tailored to patient needs and clinical contexts. Facilitate interdisciplinary team discussions to assess the effectiveness of implemented practices and refine them based on patient outcomes and feedback.

Domain 9: Professionalism

9.2j Advocate for practices that advance diversity, equity, and inclusion.	Identify and address disparities in healthcare access, outcomes, or treatment through team discussions and advocacy. Encourage the inclusion of diverse voices in care planning and policy development. Participate in ongoing education to enhance understanding of cultural humility and equity in healthcare.	Model equitable health promotion practices in both clinical and educational settings. Implement strategies to mitigate bias and promote equitable patient care and interdisciplinary collaboration. Propose educational programs to support cultural humility and equity in healthcare.
9.2k 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. Create a supportive and respectful care environment that prioritizes patient autonomy and collaboration.	Reinforce professional behavior and expectations in therapeutic relationships and interdisciplinary collaboration. Address and resolve concerns that may compromise the therapeutic alliance. Advocate for institutional policies and educational initiatives that uphold professional standards in therapeutic relationships.
9.2l 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.

Domain 9: Professionalism

9.3 Demonstrate accountability to the individual, society, and the profession.		
9.3i 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.
9.3j 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 and/or errors	Communicate observed safety risks or errors to appropriate team members to support timely resolution. Analyze adverse events to identify contributing factors and propose preventive strategies.	Develop and integrate strategies into practice to mitigate identified hazards or errors. Advocate for evidence-based organizational changes to enhance patient safety and reduce errors.
9.3l Foster a practice environment that promotes accountability for care outcomes.	Articulate one's role in contributing to patient outcomes. Monitor care outcomes and communicate areas for improvement to the team.	Evaluate care outcomes and create improvement plans, emphasizing team accountability. Demonstrate consistency in personal and team accountability.
9.3m Advocate for policies/practices that promote social justice and health equity.	Recognize health inequities within patient populations. Evaluate organizational policies that address social determinants of health and reduce barriers to care.	Integrate an understanding of systemic inequities in healthcare delivery and access into practice. Promote social justice with policymakers, organizations, and community leaders.

Domain 9: Professionalism

9.3n Foster strategies that promote a culture of civility across a variety of settings.	Recognize behaviors that undermine a respectful environment. Promote active listening and thoughtful communication during team discussions.	Model mutual respect and understanding when confronted with conflict. Advocate for civility and proactively address incivility.
9.3o 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, and regulations.		
9.4d 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. Investigate current policies affecting the nursing scope of practice and evaluate their alignment with professional competencies.	Communicate with healthcare stakeholders on the importance of policy changes that allow nurses to utilize their full expertise. Advocate for adherence to scope-of-practice standards.
9.4e 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. Review healthcare performance data to identify trends and correlations with regulatory compliance. Evaluate the impact of regulatory standards on financial outcomes.	Assess how regulatory requirements impact an organization's quality and value-based indicators. Propose evidence-based solutions to align regulatory compliance with enhanced patient outcomes and cost-effectiveness. Integrate regulatory standards with quality improvement initiatives to improve healthcare quality, fiscal responsibility, and value-based indicators.

Domain 9: Professionalism

9.4f 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. Evaluate the implications of existing policies on healthcare outcomes. Analyze patient data to assess regulatory compliance's direct and indirect effects on outcomes.	Lead evaluations of legal and regulatory policies, providing actionable insights into their effects on nursing and patient care outcomes. Propose refinements to policies based on evidence of their impact on nursing practice and health outcomes. Use outcome data to advocate for policy changes that enhance nursing practice and patient care quality.
9.4g 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. Review proposed policy changes, providing feedback on their potential to enhance nursing practice and health outcomes.	Organize and lead initiatives to support changes in legal or regulatory policies that benefit nursing and healthcare. Evaluate implications of policy changes for nursing practice and health outcomes.
9.4h Participate in the implementation of policies and regulations to improve the professional practice environment and healthcare outcomes.	Participate in policy implementation within organizational settings. Recognize potential challenges in applying new policies or regulations in practice environments.	Evaluate the implementation of new policies or regulations in organizational settings. Track adherence to newly implemented policies and evaluate their impact on practice environments and patient outcomes.
9.5 Demonstrate the professional identity of nursing.		
9.5f 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.
9.5g 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.

Domain 9: Professionalism

9.5h 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.
9.5i 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.		
9.6d 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.
9.6e 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.
9.6f 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.

Domain 9: Professionalism

9.6g 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.
9.6h 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 humanistic principles related to health.	Identify moral, legal, and ethical guidelines relevant to nursing practice. Recognize and address moral, legal, or ethical infractions in healthcare settings.	Implement moral, legal, and ethical guidelines in professional practice. Seek guidance for addressing practice infractions to uphold ethical standards.