



# American Nurses Credentialing Center

## Staff Nurse Self-Assessment to Determine Readiness to Pursue Magnet Recognition

Does your organization have truly EXCELLENT Nursing Services? Do you think the organization may be interested in applying for the Magnet Recognition Program? The best source would be to consult the *Magnet Recognition Program Application Manual (ANCC 2004)*. The following assessment tool, however, highlights for you some of the most important questions that are the key to beginning the application process.

1. Do nurses enjoy strong and effective representation on planning and policy-making bodies within the organization?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
2. Is the organizational structure collaborative?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
3. Does the organizational structure cultivate a positive relationship between clinical and administrative staff?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
4. Are nurses serving in leadership positions accessible and visible?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
5. Do nurses serving in leadership positions have a participative style and do they value open communication?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
6. Are personnel policies and programs indicative of the employer's concern about employees?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
7. Are personnel policies and programs created with employee involvement?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
8. Are professional models of care used in the delivery of patient care services?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
9. Are staff nurses able to provide the level and intensity of care consistent with the needs of the patients?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
10. Are quality/process improvement activities implemented with staff nurse involvement?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
11. Are quality/process improvement activities viewed as a mechanism to improve the quality of care?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
12. Do staff nurses have access to clinical experts including, but not limited to, advanced practice nurses?  
 Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree

13. Does the practice environment encourage and expect staff nurses to exercise independent judgment consistent with their scope of practice?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
14. Does the practice environment encourage and expect nurses to serve as teachers?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
15. Are nurses seen as essential providers of core health care organization services?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
16. Is professional development (orientation, in-service, continuing education, formal education, and career development) highly valued?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
17. Are on-going opportunities provided to meet the learning needs of the nursing staff?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
18. Do nurses have the opportunity to work with other nurses who are clinically competent?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
19. Are nurse-physician relationships collegial?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
20. Does the practice environment permit nurses to be autonomous and accountable?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
21. Are nurse managers supportive of the professional goals of individual staff nurses?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
22. Are you empowered to manage your nursing practice?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
23. Are nurses on your unit empowered to manage their nursing practice?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
24. Is there support for education and other professional development activities?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
25. Is nurse staffing adequate?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree
26. Is concern for the patient paramount?
- Strongly Disagree       Disagree       Undecided       Agree       Strongly Agree

If your answers to the questions posed above were, “Agree” or “Strongly Agree”, you may be interested in acquiring additional materials online at <http://www.tbcestore.com/ancc/category.asp?cat=7> or <http://www.nursecredentialing.org/ancc/magnet/process.html> to begin the Magnet journey.