



Initial Self-Assessment of Professional Competencies Selected AONL Nurse Executive Competencies

Student Name:

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Session: January 2025

Directions: Complete the initial assessment during Week 1 of NR631 and submit by 11:59 p.m. MT Sunday of Week 1. The executive practicum assessment will be completed in Week 8 of NR632. **Total Points for initial assessment: 25**

Initial assessment	Core Competency
Circle the number that best represents your development needs at this point in time. 1 = minimal learning need related to this behavior 2 = need some practice in this area 3 = need significant practice in this area	Self-assessment of professional competencies will help the graduate student guide their learning experiences in the executive practicum. The following competencies reflect selected core competencies for the student in NR631. These competencies are adapted from the competencies identified by The American Organization for Nursing Leadership. It is anticipated that the student will identify a number of areas of development at the initial assessment. Goals to meet these needs will guide development of the Learning Agreement. At the conclusion of the practicum, the student completes the assessment. While it is expected that a student will show growth in the development of skills of the nurse executive, it is not expected that all development needs will be fully met. The student will share the assessment tool with the nurse mentor at the beginning

	and conclusion of the practicum. This assignment serves as the basis for Week 8 threaded discussion.
	I. Competency: Communication and relationship-building
1 ☐ 2 ☒ 3 ☐	a. Effective Communication - Makes oral presentations to diverse audiences on nursing, healthcare, and organizational issues. - Produces cogent and persuasive written materials to address nursing, healthcare, and organization issues appropriate to the audience - Resolves and manages conflict
1 ☒ 2 ☐ 3 ☐	b. Relationship Management - Builds trusting, collaborative relationships with: staff, peers, other disciplines and ancillary services, physicians, vendors, community leaders, legislators, and nursing and other educational programs - Follows through on promises and concerns - Cares about people as individuals and demonstrates empathy and concern while ensuring that organizational goals and objectives are met - Accomplishes objectives through persuasion, celebrates successes and accomplishments, and communicates a shared vision - Asserts views in non-threatening, non-judgmental ways
1 ☒ 2 ☐ 3 ☐	c. Influencing Behaviors - Creates and communicates a shared vision - Develops, communicate, and monitors behavior expectations
1 ☒ 2 ☐ 3 ☐	d. Diversity - Creates an environment which recognizes and values differences in staff, physicians, patients and communities - Assesses current environment and establishes indicators of progress toward cultural competency - Defines diversity in terms of gender, race, religion, ethnicity, sexual orientation, age, etc