IMPORTANT

As of Sept. 4, 2018, the following nursing colleges amalgamated to become the British Columbia College of Nursing Professionals (BCCNP):

- College of Licensed Practical Nurses of British Columbia (CLPNBC)
- College of Registered Nurses of British Columbia (CRNBC)
- College of Registered Psychiatric Nurses of British Columbia (CRPNBC)

Although the information in the document you are about to access reflects our most current information about this topic, you’ll notice the content refers to the previous nursing college that published this document prior to Sept. 4, 2018.

We appreciate your patience while we work towards updating all of our documents to reflect our new name and brand.
Multisource Feedback Colleague Questionnaire
Clinical Version

1. Takes responsibility for own nursing actions.
   Relevant Professional Standard Indicators:
   1.1 Is accountable and takes responsibility for own nursing actions and professional conduct.
   4.3 Demonstrates honesty and integrity.

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Examples or comments for your colleague that reflect this professional behaviour.

2. Acknowledges the limits of own knowledge or ability.
   Relevant Professional Standard Indicators:
   1.2 Functions within own level of competence, within the legally recognized scope of practice and within all relevant legislation.
   2.2 Knows how and where to access information to support the provision of safe, competent and ethical client care.

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Examples or comments for your colleague that reflect this professional behaviour.

   Relevant Professional Standard Indicators:
   1.3 Assesses own practice and undertakes activities to improve practice and meet identified learning goals on an ongoing basis.
4. Shows willingness to participate in changes that improve client care and/or nursing practice.

*Relevant Professional Standard Indicators:*

1.4 Takes action to promote the provision of safe, appropriate and ethical care.
3.7 Participates in changes that improve client care and nursing practice.

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Examples or comments for your colleague that reflect this professional behaviour.

5. Uses honesty and tact when conveying information.

*Relevant Professional Standard Indicators:*
2.13 Communicates appropriately in interactions with clients, colleagues, students, and others.
4.7 Promotes and maintains respectful communication in all professional interactions.

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Examples or comments for your colleague that reflect this professional behaviour.

6. Uses clear verbal communication (e.g. language, speed, amount of information).

*Relevant Professional Standard Indicators:*
3.1 Communicates, collaborates, and consults with clients and other members of the health care team about the client’s care.
2.13 Communicates appropriately in interactions with clients, colleagues, students, and others.
College of Registered Nurses of British Columbia

7. Listens and responds to others respectfully.

Relevant Professional Standard Indicators:
2.13 Communicates appropriately in interactions with clients, colleagues, students, and others.
4.7 Promotes and maintains respectful communication in all professional interactions.

8. Composes clear and useful written communication (e.g. progress notes, written handover reports, care plans).

Relevant Professional Standard Indicators:
2.6 Communicates client status, using verifiable information, in terminology used in the practice setting.
2.11 Documents timely and appropriate reports of assessments, decisions about client status, plans, interventions, and client outcomes.

9. Consults with other health care professionals about client care when indicated.

Relevant Professional Standard Indicators:
3.1 Communicates, collaborates, and consults with clients and other members of the health care team about the client’s care.
2.6 Communicates client status, using verifiable information, in terminology used in the practice setting.

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Examples or comments for your colleague that reflect this professional behaviour.

10. Collaborates with clients about their care.
Relevant Professional Standard Indicators:
2.8 Sets client-centered priorities when planning and providing care.
3.1 Communicates, collaborates, and consults with clients and other members of the health care team about the client’s care.

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Examples or comments for your colleague that reflect this professional behaviour.

11. Collaborates with other members of the healthcare team to provide client care.
Relevant Professional Standard Indicators:
3.1 Communicates, collaborates, and consults with clients and other members of the health care team about the client’s care.

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Examples or comments for your colleague that reflect this professional behaviour.

12. Shows willingness to guide or teach others
Relevant Professional Standard Indicators:
3.6 Instructs and guides other members of the healthcare team to meet client care needs.
2.12 Shares nursing knowledge with clients, colleagues, students, and others.

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Examples or comments for your colleague that reflect this professional behaviour.

13. Treats colleagues in a respectful manner.
Relevant Professional Standard Indicators:
4.8 Treats colleagues, students and other health care workers in a respectful manner.
4.9 Recognizes and respects the contribution of others on the health care team.

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Examples or comments for your colleague that reflect this professional behaviour.

14. Treats students in a respectful manner.
Relevant Professional Standard Indicators:
4.8 Treats colleagues, students and other health care workers in a respectful manner.
4.9 Recognizes and respects the contribution of others on the health care team.

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Examples or comments for your colleague that reflect this professional behaviour.

15. Attends to client needs (e.g. physical comfort, emotional comfort, privacy, cultural preferences/customs) when providing nursing care.
Relevant Professional Standard Indicators:
4.1 Makes the client the primary concern when providing nursing care.
4.2 Provides care in a manner that preserves and protects client dignity.

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Examples or comments for your colleague that reflect this professional behaviour.

16. Treats clients and their families with respect.
Relevant Professional Standard Indicators:
4.7 Promotes and maintains respectful communication in all professional interactions.

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Examples or comments for your colleague that reflect this professional behaviour.

17. Maintains confidentiality of client information.
Relevant Professional Standard Indicators:
4.5 Protects client privacy and confidentiality.

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Examples or comments for your colleague that reflect this professional behaviour.

18. Establishes appropriate boundaries in nurse-client relationships.
Relevant Professional Standard Indicators:
4.13 Initiates, maintains and terminates nurse-client relationships in an appropriate manner..
Examples or comments for your colleague that reflect this professional behaviour.

19. Takes action to address ethical issues.
Relevant Professional Standard Indicators:
4.12 Identifies ethical issues; consults with the appropriate person or body; takes action to resolve and evaluates the effectiveness of actions.

Examples or comments for your colleague that reflect this professional behaviour.

20. Demonstrates the professional behaviour I would expect of a registered nurse/nurse practitioner.

Examples or comments for your colleague that reflect this professional behaviour.

Is there anything else you would like to tell your colleague about their professional behaviours? E.g. their strengths or areas for professional improvement.