

## General Questions

- Why did you seek to work at MGH and why do you stay?
- How did you participate in the Magnet application? Preparation for Site Visit?
- How is nursing viewed at MGH?
- What is the perception of MGH in the community?
- Describe the kind of collaboration you have with other hospital departments.
- How are you informed of nursing and hospital issues and initiatives?
- Describe how you are active in clinical and/or professional organizations.

## Transformational Leadership

- Can you describe the strategic planning process in Nursing at MGH? How is your voice heard? How is the Nursing & PCS strategic plan communicated?
- Can you share how goals are set for your unit? What role do you play? Any examples of initiatives that stemmed from your unit strategic plan?
- What kind of authority do you have to make decisions?
- How are you included in the decision-making processes in nursing at MGH? Can you give an example?
- What mechanisms are in place for staff to provide input into decision-making about practice and quality of work-life?
- Can you give an example of how you've advocated for your patients? Staff/colleagues? For a change in practice? For resources?
- Can you describe an example of an unplanned patient care situation and how you were supported through it? Planned?

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**Transformational Leadership** *(cont.)*

- Can you share how leadership communicated and supported you through a large organizational change? Unit change?
- Think about the concept of mentorship. Can you share an example in which you've been mentored to achieve a professional goal? That you've mentioned someone to achieve a professional goal? Describe the collaborative governance model and how your unit uses this structure to influence change.

**Structural Empowerment**

- Describe your opportunities for professional development.
- As a nurse, can you provide an example of your role as teacher?
- Can you describe how you influence decision-making through the collaborative governance model?
- What opportunities exist to recognize and acknowledge excellence in nursing practice?
- How are MGH nurses supported to participate in community outreach?

**Exemplary Professional Practice**

- How does the MGH professional practice model come alive in your practice?
- Can you describe your model of care delivery?
- Describe your autonomy to practice nursing.
- Describe your interdisciplinary approach to provide care.
- Describe your role in the budgeting, staffing and scheduling processes. How are staffing issues addressed on your unit? How are assignments made?
- What resources are available to support ethical decision making?
- How is your performance evaluated? What role does peer review play in this process?



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## Exemplary Professional Practice (cont.)

- Can you share examples of initiatives that promote staff safety and patient safety on your unit?
- How are internal and external experts utilized in your practice?
- Describe how the interdisciplinary plan of care and interdisciplinary patient teaching plan is documented in eCare.

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## New Knowledge, Evidence & Innovation

- Describe the resources in place to support:
  - Research
  - Evidence-based practice
  - Innovation
  - Performance improvement
- Discuss opportunities to participate in performance improvement, innovation or research.
- Can you provide an example of how evidence was translated into a new or improved practice?
- Describe the performance improvement (PI) process and an example of a PI project on your Describe how you ensure your practice standards are evidence-based.
- Share some examples of ongoing or completed research projects.
- How is innovation supported in practice? Can you provide an example?

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## Empirical Outcomes

- How do you measure and improve upon:
  - Quality indicators (e.g. falls, pressure injury, CAUTI, CLABSI)?
  - Patient satisfaction
  - Staff satisfaction