



Clinical Recognition Program

Preparing for the Interview with the Review Board
Reflective Questions for Advanced Clinician Applicants



Clinician/Patient Relationship

- Modifies interventions based on a deep understanding of patient and family needs attained through past experiences
Can you give us an example of how you modified your interventions with a patient and family based on their unique needs? How did you know to do this?
- Advocacy for the patient causes the clinician to challenge systems and practices; tries to identify patterns in systems or processes of care that impacts patients and families
How have you influenced practice so that the practice is not dependent on your presence on the unit?
- Is open and inclusive to the values of others
Can you give an example(s) of how you have altered the plan of care to support a patient's cultural beliefs and values?
- Alters interpersonal exchanges to meet cultural differences
Can you give an example(s) of how you have altered the plan of care to support a patient's culture and/or beliefs?
- Develops and values collaborative relationships with patients and families
Can you give an example(s) of how you develop relationships with patients and families when the patient/family are in distress e.g. anger, in conflict with the medical team?

Clinical Knowledge and Decision Making

- Past experience allows clinicians to focus on “probabilities versus possibilities” when assessing and caring for patients
Can you describe a clinical situation that challenged you? Please discuss your assessment and interventions.
- Acts as a resource to colleagues in relation to a particular patient population
Do your colleagues seek you out for advice and guidance on any specific patient population? How do you share the knowledge you have with others?

- Demonstrates a spirit of inquiry as it relates to clinical practice, wants to know why
How do you stay current?
- Initiates independent learning based on her/his needs
Can you give an example(s) of how you have identified a learning need and addressed it?
- Is adaptable and flexible in managing unexpected clinical situations
Can you give an example(s) of how you managed multiple competing priorities?
- Feels increasingly comfortable in taking clinically sound risks. At the Advanced Clinician level the nurse has a great deal of experience and comfort in the "gray areas" of clinical care. They are able to pull upon past experiences and principles to influence patient care and outcomes.
Can you give an example of a clinical risk you have taken? Can you explain what you did and why?
- Views clinical decision-making holistically, including both prior experiences and current clinical situation
Can you give an example of how you intervened in a situation based on previous experiences (intuition)?
Can you give an example of how you were able to help the patient/family and/or team see the "big picture" related to a patient's care?

Collaboration/Teamwork

- Acts as a resource to colleagues or refers colleagues to others as necessary
Can you describe a recent experience where a peer or colleague came to you for consultation - what was that request for? Can you give an example of how you referred your peer or colleague to others?
- Anticipates patient/family needs and is proactive initiating consults and/or engaging other team members
Can you describe an example of how you developed a team around the patient and family based on your knowledge of the patient/family and/or your past experience?
- Promotes the development of collaborative relationships with colleagues and peers by communicating in a constructive manner
Can you describe an example of conflict between members of the healthcare team or between the patient/family and healthcare team? How do you manage conflict?