

## Professional Attributes of the Nurse Anesthetist

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The AANA Professional Practice document *Professional Attributes of the Nurse Anesthetist* was adopted by the Board of Directors in September. The document offers a framework of non-clinical attributes to support lifelong practice development as the student registered nurse anesthetist (SRNA) transitions into practice and the certified registered nurse anesthetist (CRNA) transitions into various roles that include clinician, educator, administrator, and researcher. Non-clinical professional attributes are the “soft skills or behaviors” that are referenced to develop professionally through self-assessment, as well as peer-review of clinical and non-clinical performance. In addition to the professional attributes, excellence in practice also requires the nurse anesthetist to reference other AANA Professional Practice documents such as the *Code of Ethics*, *Standards for Nurse Anesthesia Practice*, and *Scope of Nurse Anesthesia Practice*, in addition to their state’s statutes and facility’s policy.

The professional attributes listed below were developed using information obtained from CRNA and SRNA focus sessions, hearings, surveys, Board discussions, and review of the literature. As no

specific professional attribute is more important than another, they are listed in alphabetical order. To access the document, please visit [www.aana.com/professionalattributes](http://www.aana.com/professionalattributes).

The professional attributes may be used in nurse anesthesia education programs and practice settings to improve personal performance through self- and peer-reviewed assessment. *The Nurse Anesthetist Professional Assessment of Non-Clinical Attributes* form on the following pages is available at [www.aana.com/professionalattributesassessment](http://www.aana.com/professionalattributesassessment) with AANA member login. This is a template that may be tailored to their specific practice and learning goals.

The Practice Committee would like to thank the Professional Competency Advisory Panel; AANA members; and the boards and staff of the AANA, COA, AANA Foundation, and NBCRNA who thoughtfully and very patiently contributed to this project. We look forward to member feedback to improve this resource for our profession. ■

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## Nurse Anesthetist Professional Assessment of Non-Clinical Attributes

1. The self and/or peer review assessment process is intended to provide the nurse anesthetist with a reflection of current non-clinical professional performance to develop future professional development goals and plans.
2. Each professional attribute includes the definition, behaviors to be considered, and assessment scale.
3. Please score each attribute only once.
4. Comment is valued, though not required.

|   |  |  |   |   |   |   |    |
|---|--|--|---|---|---|---|----|
| <b>CRNA/SRNA</b> _____<br><br><b>DATE</b> _____ |  | <b>Scoring Scale Description</b><br><b>1</b> Strongly Disagree<br><b>2</b> Disagree<br><b>3</b> Neutral<br><b>4</b> Agree<br><b>5</b> Strongly Agree<br><b>NA</b> Not Assessed |   |   |   |   |    |
| <b>I. Collaborative</b>                         |  | 1  | 2 | 3 | 4 | 5 | NA |
| Definition                                      | <b>The nurse anesthetist works with others to develop shared solutions.</b>  |  |   |   |   |   |    |
| Behavior  | Articulates thoughts and ideas clearly   |  |   |   |   |   |    |
|   | Regulates emotions   |  |   |   |   |   |    |
|   | Shows respect for other team members' positions and ideas  |  |   |   |   |   |    |
|   | Implements innovative problem solving strategies   |  |   |   |   |   |    |
| Comment   |  |  |   |   |   |   |    |
| <b>II. Culturally Competent</b>                 |  | 1  | 2 | 3 | 4 | 5 | NA |
| Definition                                      | <b>The nurse anesthetist respectfully interacts with others, regardless of their culture, to achieve a shared vision.</b>  |  |   |   |   |   |    |
| Behavior  | Aware of own biases  |  |   |   |   |   |    |
|   | Understands and values cultural differences  |  |   |   |   |   |    |
|   | Communicates across customs and language barriers  |  |   |   |   |   |    |
| Comment   |  |  |   |   |   |   |    |
| <b>III. Evidence-Based Practice</b>             |  | 1  | 2 | 3 | 4 | 5 | NA |
| Definition                                      | <b>The nurse anesthetist evaluates and integrates scientific research, expert opinion, patient preferences, and other metrics to improve processes and outcomes.</b> |  |   |   |   |   |    |
| Behavior  | Exhibits intellectual curiosity  |  |   |   |   |   |    |
|   | Searches for relevant information, evaluates, ranks and synthesizes best evidence  |  |   |   |   |   |    |
|   | Integrates scientific evidence with practice experience to improve processes and outcomes  |  |   |   |   |   |    |
| Comment   |  |  |   |   |   |   |    |

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# PRACTICE MATTERS

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| IV. Leader                |   | 1 | 2 | 3 | 4 | 5 | NA |
|---------------------------|---|---|---|---|---|---|----|
| Definition                | <b>The nurse anesthetist creates and articulates clear direction and vision to engage others to accomplish shared goals.</b>                      |   |   |   |   |   |    |
| Behavior                  | Mentors and empowers diverse individuals and teams  |   |   |   |   |   |    |
|                           | Demonstrates transparency, engagement, and adaptability   |   |   |   |   |   |    |
|                           | Assesses own and team performance for quality assurance and improvement activities  |   |   |   |   |   |    |
| Comment                   |   |   |   |   |   |   |    |
| V. Professionally Engaged |   | 1 | 2 | 3 | 4 | 5 | NA |
| Definition                | <b>The nurse anesthetist advances and advocates for the nurse anesthesia specialty.</b>   |   |   |   |   |   |    |
| Behavior                  | Represents and advances the mission, vision, and values of the nurse anesthesia profession  |   |   |   |   |   |    |
| Comment                   |   |   |   |   |   |   |    |
| VI. Situationally Aware   |   | 1 | 2 | 3 | 4 | 5 | NA |
| Definition                | <b>The nurse anesthetist uses knowledge, experience, and perception to identify critical elements to make a decision.</b>                         |   |   |   |   |   |    |
| Behavior                  | Applies critical thought, experiences, and best evidence to each unique situation   |   |   |   |   |   |    |
|                           | Seeks additional resources as necessary to inform decision-making prior to taking action  |   |   |   |   |   |    |
|                           | Manages emotions  |   |   |   |   |   |    |
|                           | Demonstrates accountability for decisions   |   |   |   |   |   |    |
| Comment                   |   |   |   |   |   |   |    |
| VII. Teacher              |   | 1 | 2 | 3 | 4 | 5 | NA |
| Definition                | <b>The nurse anesthetist fosters an environment that encourages successful learning and understanding of information for patients and others.</b> |   |   |   |   |   |    |
| Behavior                  | Assesses learning styles and preferences of the learner   |   |   |   |   |   |    |
|                           | Communicates knowledge and assesses learner's understanding   |   |   |   |   |   |    |
|                           | Evaluates learning to provide feedback  |   |   |   |   |   |    |
| Comment                   |   |   |   |   |   |   |    |
| VIII. Well                |   | 1 | 2 | 3 | 4 | 5 | NA |
| Definition                | <b>The nurse anesthetist makes lifestyle choices that promote the positive and healthy balance of personal and professional environments.</b>     |   |   |   |   |   |    |
| Behavior                  | Seeks appropriate help or support   |   |   |   |   |   |    |
|                           | Demonstrates adaptability and resilience  |   |   |   |   |   |    |
|                           | Develops and uses appropriate coping skills   |   |   |   |   |   |    |
| Comment                   |   |   |   |   |   |   |    |