



10.4 Required: Leadership: Attributes of a Professional

Attributes	Examples
Knowledge	<ul style="list-style-type: none">• Possesses a body of knowledge that is theoretical, practical and clinical.• Able to apply that knowledge.• Uses theoretical and/or evidence-based rationale for practice.• Synthesizes information from various sources.• Uses information or evidence from nursing and other disciplines to inform practice.• Shares or communicates knowledge with colleagues, clients, family and others to continually improve care and health outcomes.
Spirit of Inquiry	<ul style="list-style-type: none">• Is open-minded and has the desire to explore new knowledge.• Asks questions leading to the generation of knowledge and refinement of existing knowledge.• Strives to define patterns of responses from clients, stakeholders and their context.• Commits to life-long learning.
Accountability	<ul style="list-style-type: none">• Understands the meaning of self-regulation and its implications for practice.• Uses legislation, standards of practice and a code of ethics to clarify one's scope of practice.• Committed to work with clients and families to achieve desired outcomes.• Actively engaged in advancing the quality of care.• Recognizes personal capabilities, knowledge base and areas for development.
Autonomy	<ul style="list-style-type: none">• Works independently and exercises decision making within one's appropriate scope of practice.• Recognizes relational autonomy and the effects of the context and relationships on this autonomy.• Becomes aware of barriers and constraints that may interfere with one's autonomy and seeks ways to remedy the situation.



Attributes	Examples
Advocacy	<ul style="list-style-type: none">• Understands the client’s perspective.• Assists the client with their learning needs.• Is involved in professional practice initiatives and activities to enhance health care.• Is knowledgeable about policies affecting delivery of health care.
Innovation & Vision	<ul style="list-style-type: none">• Fosters a culture of innovation to enhance client/family outcomes.• Shows initiative for new ideas and being involved through taking action.• Influences the future of nursing, delivery of health care and the health care system.
Collegiality & Collaboration	<ul style="list-style-type: none">• Develops collaborative partnerships within a professional context.• Acts as a mentor to nurses, nursing students and colleagues to enhance and support professional growth.• Acknowledges and recognizes interdependence between care providers.
Ethics & Values	<ul style="list-style-type: none">• Is knowledgeable about ethical values, concepts and decision making.• Identifies ethical concerns, issues and dilemmas.• Applies knowledge of nursing ethics to make decisions and to act on decisions.• Collects and uses information from various sources for ethical decision making.• Collaborating with colleagues to develop and maintain a practice environment that supports nurses and respects their ethical and professional responsibilities.• Engages in critical thinking about ethical issues in clinical and professional practice.

Source: Registered Nurses’ Association of Ontario (2007). Professionalism in Nursing, Toronto, Canada: Registered Nurses’ Association of Ontario.