

# MAGNET PREP: INTERVIEW QUESTIONS



## GENERAL QUESTIONS

- Talk about the accomplishments (OUTCOMES) of your unit/clinic/group (what you as a unit/clinic/group are most proud of)
- What do you like best about being a \_\_\_\_\_ at VUMC?
  - What would you change?
- This is a large organization. What strategies do you have in place to ensure common knowledge and sharing?

## GENERAL QUESTIONS: COMMITTEE MEMBERS

- What is the purpose/overarching goal of this committee?
- Is this committee part of the Nursing Bylaws structure?
- Are you a decision-making group or recommendation group?
- Describe the workflow of this committee.
- How did you become a member of this committee?
- What accomplishments are you – as a committee – most proud of achieving in the last 1-2 years?
- What resources do you have to support your committee in its work?
- What data/information do you routinely review as a committee?
- How do you receive and incorporate information from direct care staff into the committee work?

## TRANSFORMATIONAL LEADERSHIP

- What are the current goals of your unit/clinic/group?
  - How do they support the overall strategic plan for nursing and the organization?
  - How did your unit/clinic/group develop these goals?
- What are the resources you have to do your job on a daily basis?
  - How are you supported in advocating for resources?
- Describe the mentoring process for you as a \_\_\_\_\_ (clinical nurse, nurse manager, nurse director, CNO, APRN)
- Describe the succession planning process to become a \_\_\_\_\_ (nurse manager, nurse director, CNO, APRN)
- Discuss communication with the (CNO, ANO, and Administrative Directors).
  - What access do you have to them?
  - How do they communicate with you and your teams?
- As a clinical nurse, what are the communication channels between you and your \_\_\_\_\_? (CSL, Manager, Nurse Director, CNO)
  - What input do you have into hiring managers and other leaders?

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## STRUCTURAL EMPOWERMENT

- Discuss shared governance in your role and work area.
  - What are some of the benefits and challenges?
  - *How did you learn to be a shared governance leader?*
  - *How do you support staff in these activities?*
- What are some changes that have been made in your unit/clinic or the organization based on staff nurse input?
- How are you supported in obtaining and maintaining professional certification?
- How are you supported in participation on local, regional, national or international professional organizations and/or conferences?
- How are nurses supported in advancing their professional practice?
  - Describe the VPNPP process.
- What type of orientation/education did you have that prepared you for your role/transition to practice?
- How are staff in your unit/clinic supported in:
  - Ongoing education needs
  - Community volunteer work
  - Hospital committee work
- How are you supported in providing culturally and/or socially sensitive care?
- How are nurses in your unit/clinic recognized for their contributions in addressing the strategic priorities of the organization?

## EXEMPLARY PROFESSIONAL PRACTICE

- How do you and your team practice the Professional Practice Model in your area?
- What improvements/changes have you or your unit/clinic made based on results from RN/staff satisfaction data?
- How do you partner with patients and/or families to influence change within the organization?
- What internal and/or external resources do you have available to you or your teams to support changes in nursing practice?
- What is your role with the interprofessional care team?
- What quality improvement activities have you initiated or been involved in?
  - How are you supported in this work?
- Describe staffing for your unit/clinic. (planning, budgeting, adjusting, targets, etc)
- Who does your unit/clinic budget? How is the budget monitored?
  - How are clinical nurses involved in the budget process?
- What role do you serve in recruitment and retention at your organization?

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- Describe the performance appraisal process (for you, for your staff).
- Describe the autonomy you have in your role. How do you work within the full scope of your nursing practice?
- How do you apply available resources to ethical dilemmas you encounter in your role?
- Describe a workplace safety and/or security issue that has been addressed in your area.
  - How were you supported in this work?
- How does your unit/clinic receive and review \_\_\_\_\_ data? (patient safety, staff safety, patient satisfaction)
- What resources do you have for data/reports/information and how do you utilize these resources?
- What nursing sensitive quality indicators does your unit/clinic track and measure?
  - What is your current performance?
  - What ongoing improvement work related to quality indicators are you doing in your unit/clinic?
- What improvements/changes have you or your unit/clinic made based on results from patient satisfaction data?

## NEW KNOWLEDGE, INNOVATION & IMPROVEMENT

- What research have you initiated or been involved in?
  - How are you supported in that work?
  - How are you supported in disseminating your research?
- What research or evidence-based practice have you implemented in your unit/clinic?
- How do you incorporate evidence-based practice and/or professional practice standards into your work?
- Describe something you have done that would be considered innovative.
  - How were you supported and rewarded for the innovation?
- How are staff nurses involved in the workflow improvements in your unit/clinic?
- What are some of the improvements in architecture, space design, technology and/or informatics in your unit/clinic/organization due to staff nurse input and involvement?