



Nursing Executive Center Critical Thinking Diagnostic

Date: _____ Completed by: _____

Name of Nurse Assessed: _____

Directions: Step 1: For the nurse you are assessing, please indicate your level of agreement with the following statements
Step 2: Using the following scale, please calculate a sum for each category and overall

Strongly Disagree = 1 Disagree = 2 Tend to Disagree = 3 Tend to Agree = 4 Agree = 5 Strongly Agree = 6

Problem Recognition

1. Accurately anticipates changes in patient status
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
2. Accurately recognizes changes in patient status
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
3. Consistently recognizes unsafe practices by self and others
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
4. Proactively voices concerns about unsafe practices by self and others
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
5. Proactively identifies unit- or hospital-based improvement opportunities
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree

Problem Recognition Sum: _____
(Sum of # 1–5)

Clinical Decision-Making

6. Effectively explores multiple solutions to a given problem
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
7. Consistently demonstrates understanding of rationale for following (or departing from) established protocols and policies
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
8. Consistently demonstrates understanding of potential clinical implications of interventions
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
9. Proactively asks peers and experts for assistance when needed
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
10. Proactively consults further resources (e.g., literature, evidence-based tools, etc.) to improve patient care
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree

Clinical Decision-Making Sum: _____
(Sum of # 6–10)

Prioritization

11. Appropriately prioritizes the most urgent patients
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
12. Appropriately sequences care for an individual patient
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
13. Appropriately sequences indirect care responsibilities across the shift
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
14. Appropriately delegates responsibilities
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree
15. Consistently demonstrates accountability for delegated responsibilities
 Strongly Disagree Disagree Tend to Disagree Tend to Agree Agree Strongly Agree

Prioritization Sum: _____
(Sum of # 11–15)



Nursing Executive Center Critical Thinking Diagnostic (Cont.)

Strongly Disagree = 1

Disagree = 2

Tend to Disagree = 3

Tend to Agree = 4

Agree = 5

Strongly Agree = 6

Clinical Implementation

16. Consistently develops plan of care that reflects current evidence-based practices and protocols

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

17. Consistently develops plan of care that reflects patient, family, and community needs

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

18. Effectively implements nursing interventions included in plan of care

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

19. Proactively adjusts plan of care according to patient needs, preferences, and cultural considerations

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

20. Clearly communicates plan of care to other care team members

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

Reflection

Clinical Implementation Sum: _____

(Sum of #16–20)

21. Appropriately applies knowledge of past experiences to present situations

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

22. Consistently reevaluates assumptions to draw conclusions based on nursing evidence

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

23. Proactively initiates professional dialogue around nursing practice

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

24. Proactively debriefs following errors or near misses

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

25. Appropriately adjusts own practice based on others' feedback

Strongly Disagree

Disagree

Tend to Disagree

Tend to Agree

Agree

Strongly Agree

Reflection Sum: _____

(Sum of #21–25)

Overall Sum: _____

(Sum of All Five Categories)

Nursing Executive Center ~ The Advisory Board Company

2445 M Street, NW ~ Washington, DC 20037

Telephone: 202-266-5600 ~ Facsimile: 202-266-5700 ~ www.advisory.com