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Developing and Validating an Instrument to Measure Perceived Authentic Nurse Leadership

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Study Purpose is to develop and validate an instrument measuring perceived authentic nurse leadership by staff nurses that is grounded in a nursing theoretical framework to support nursing clinical practice and knowledge development.

Theoretical Framework: Conceptual framework was developed by synthesizing authentic leadership theory, concept of caring in nursing, and literature review on nurse leader attributes.

Methods: Quantitative Analysis

Design: Polit & Beck’s method of developing multi-item scale implemented: conceptualizing the construct, developing item pool, deciding scaling/scoring methods, evaluating wording features, readability, expert review of content validity, pilot testing and full-scale testing of the instrument. Full scale testing utilized a cross-over design comparing Authentic Nurse Leadership Questionnaire with Authentic Leadership Questionnaire. Test-retest reliability week 3, after baseline data completion.

Sample: Expert panel included 20 masters/doctoral prepared registered nurses with nurse executive leadership experience.

Pilot (n=20); full scale testing (n=309) included staff RNs providing 50% or more patient care.

Setting: acute care

Measures: Demographic, Area Work-life, Authentic Leadership Questionnaire, Utrecht Engagement Questionnaire, Authentic Nurse Leadership Questionnaire

Analysis: Descriptive, inferential statistics, exploratory factor analysis, structural equation modeling

Results: ANLQ: 35 items, 5 subscales

Expert Panel: Content validity analysis determined three questions scored below the benchmark I-CVI and three questions S-CVI scored below benchmark of .9. Final questionnaire 29 items.

Pilot study: Cronbach alpha .987 for the 29-item scale

Full study: Cronbach’s alpha .985 for the 29-item scale. Construct Validity was examined by exploratory factor analysis which determined 73.6% of variance explained by the 3 Factor and 76.2% for the 5 Factor. A confirmatory factor analysis determined the second order structure model the best of three. The type of model fit indices examined (absolute, relative and parsimony fit) hypothesis testing. Test-retest reliabilities for examination by ICC analysis.

Conclusion: Authentic Nurse Leadership Questionnaire is a reliable and valid instrument to measure perceived authentic nursing leadership. Findings from this study supported that the Authentic Nurse Leadership Questionnaire demonstrated better nursing values as indicated by a stronger relationship with nursing areas of work-life and nurse engagement.
Title:
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Keywords:
Caring, authentic leadership and leadership

References:


**Abstract Summary:**
Research conducted to develop and validate an instrument measuring perceived authentic leadership in a nursing theoretical framework that supports clinical practice and knowledge development. Developed concepts were statistically supported. Nurse leaders who incorporate authentic nurse leadership into their practice are uniquely positioned to influence nurse work-life environment and nurse engagement.

**Content Outline:**

**Introduction:** Developed and validated an instrument measuring perceived authentic nurse leadership by staff nurses that is grounded in a nursing theoretical framework to support nursing clinical practice and knowledge development.

**Body:** Conceptual framework was developed by synthesizing authentic leadership theory, concept of caring in nursing, and literature review on nurse leader attributes.

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Full scale testing utilized a cross-over design comparing Authentic Nurse Leadership Questionnaire with Authentic Leadership Questionnaire. Test-retest reliability week 3, after baseline data completion.

**Conclusion:** Authentic Nurse Leadership Questionnaire is a reliable and valid instrument to measure perceived authentic nursing leadership.

Findings from this study supported that the Authentic Nurse Leadership Questionnaire demonstrated better nursing values as indicated by a stronger relationship with nursing areas of work-life and nurse engagement.

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**Professional Experience:** 30 years of progressive leadership. Currently the VP for Nursing Services and
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**Author Summary:** Dr. Marie E. Giordano-Mulligan is Currently a CNO and adjunct professor on Long Island NY. She has 30 year progressive leadership experience. She has been a Podium presenter for ANCC Magnet Conference and presented Poster for ENRS annual conference 2017 and 2018.