Title:
The Practice Environment Scale of the Nurse Work Index: Translating Scores for Practice

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Session Title:  
CLINICAL SESSION: Strategies in Authentic Leadership

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CB 02: Saturday, April 13, 2013: 1:45 PM-3:00 PM

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2:05 PM

Keywords:  
Nurse Work Environment and PES-NWI

References:  

Abstract Text:  

The Practice Environment Scale of the Nurse Work Index is a valid, reliable tool to assess the quality of professional nursing practice environments and is endorsed by several national quality organizations. Nursing leaders receive PES-NWI data with national benchmarks to guide their practice, yet not all know how to interpret the data and use it to guide practice.

The PES-NWI was developed based on findings from studies of the original Magnet hospitals. It consists of 31 items situated in 5 domains: Nurse Participation in Hospital Affairs; Nursing Foundations for Quality Care; Nurse Manager Ability, Leadership and Support; Adequate Staffing and Resources; and Collegial Nurse Physician Relationships.

The scale dimensions will be explained and how published scores varied by clinical setting. Practical data organization and analysis techniques include the use of stoplight color coding and work environment classification. Data interpretation techniques will be shared to help participants identify organizational priorities to improve professional nursing practice environments.