

PRINCIPLES & ELEMENTS OF A HEALTHFUL PRACTICE/WORK ENVIRONMENT

The Nursing Organizations Alliance believes that a healthful practice/work environment is supported by the presence of the following elements:

- 1. *Collaborative Practice Culture***
 - Respectful collegial communication & behavior
 - Team orientation
 - Presence of trust
 - Respect for diversity

- 2. *Communication Rich Culture***
 - Clear and respectful
 - Open & trusting

- 3. *A Culture of Accountability***
 - Role expectations are clearly defined
 - Everyone is accountable

- 4. *The Presence of Adequate Numbers of Qualified Nurses***
 - Ability to provide quality care to meet client/patient's needs
 - Work/home life balance

- 5. *The Presence of Expert, Competent, Credible, Visible Leadership***
 - Serve as an advocate for nursing practice
 - Support shared decision-making
 - Allocate resources to support nursing

- 6. *Shared Decision-Making at All Levels***
 - Nurses participate in system, organizational, and process decisions
 - Formal structure exists to support shared decision-making
 - Nurses have control over their practice

- 7. *The Encouragement of Professional Practice & Continued Growth/Development***
 - Continuing education/certification is supported/encouraged
 - Participation in professional association encouraged
 - An information rich environment is supported

- 8. *Recognition of the Value of Nursing's Contribution***
 - Reward and pay for performance
 - Career mobility and expansion

- 9. *Recognition by Nurses for Their Meaningful Contribution to Practice***

These nine elements will be fostered and promoted, as best fits, into the work of individual member organizations of the Alliance. ~2004~



The American Organization of Nurse Executives

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