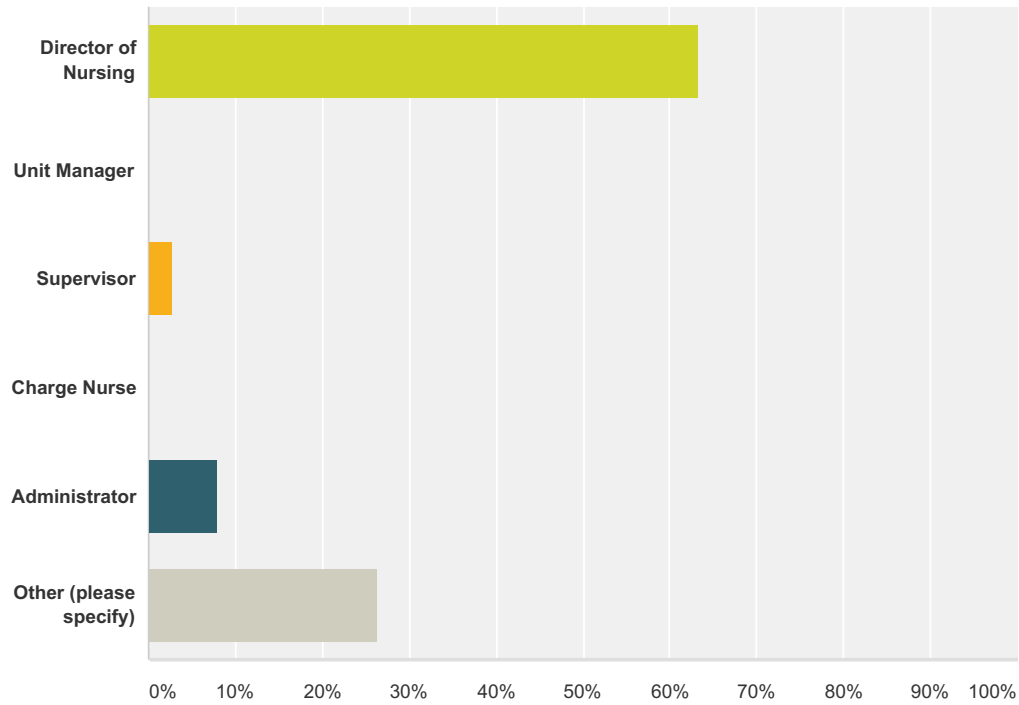


# Nurse Leadership Needs Assessment

## Q1 What is your primary job function?

Answered: 38 Skipped: 0



Answer Choices	Responses	
Director of Nursing	63.16%	24
Unit Manager	0.00%	0
Supervisor	2.63%	1
Charge Nurse	0.00%	0
Administrator	7.89%	3
Other (please specify)	26.32%	10
<b>Total</b>		<b>38</b>

#	Other (please specify)	Date
1	Corporate Reimbursement Director	3/14/2017 5:54 PM
2	Assistant Director of Nursing	3/14/2017 4:01 PM
3	Consultant Nurse	3/14/2017 3:21 PM
4	support nurse	3/14/2017 3:07 PM
5	Staff development	3/14/2017 1:35 PM
6	clinical campus consultant	3/14/2017 1:26 PM
7	Clinical campus support	3/14/2017 12:33 PM
8	clinical campus support nurse	3/14/2017 12:00 PM
9	MDS support	3/14/2017 11:25 AM

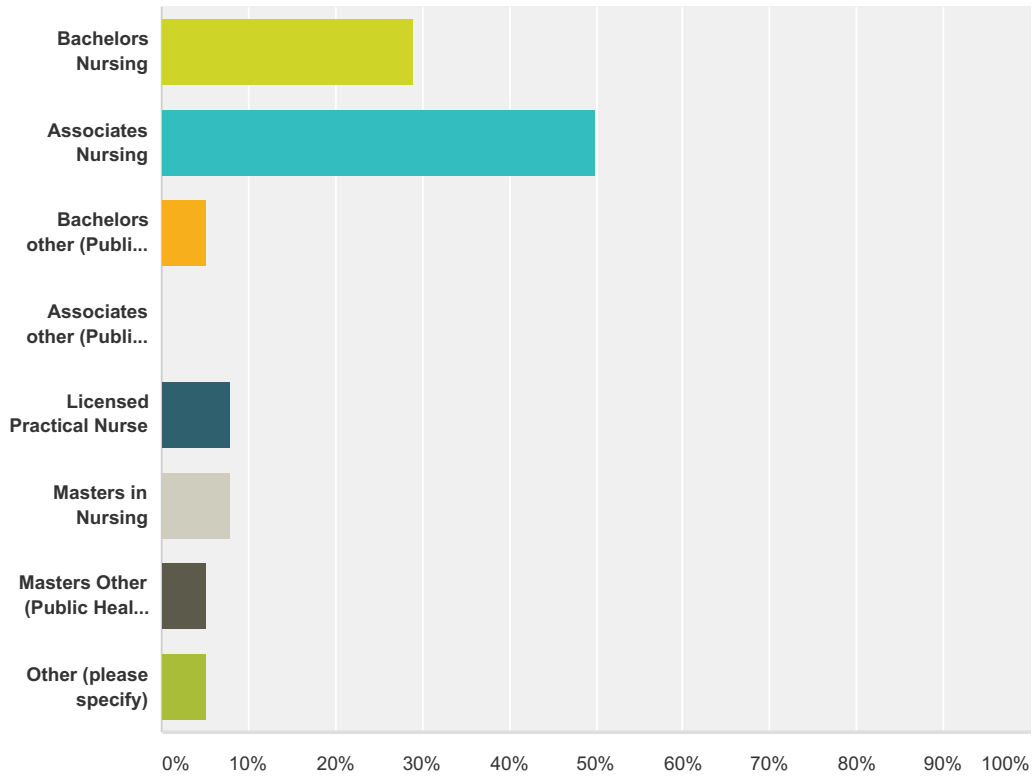
# Nurse Leadership Needs Assessment

10	Director of Clinical Services	3/14/2017 11:22 AM
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# Nurse Leadership Needs Assessment

## Q2 What is your degree?

Answered: 38 Skipped: 0



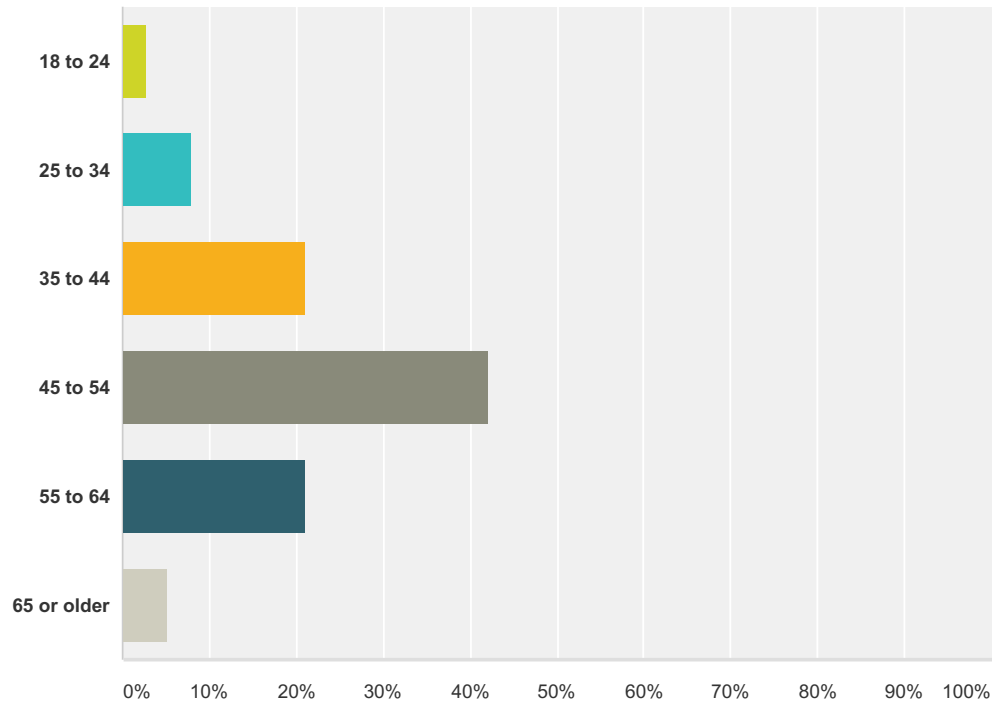
Answer Choices	Responses
Bachelors Nursing	28.95% 11
Associates Nursing	50.00% 19
Bachelors other (Public Health, Social Work etc.)	5.26% 2
Associates other (Public Health, Social Work etc.)	0.00% 0
Licensed Practical Nurse	7.89% 3
Masters in Nursing	7.89% 3
Masters Other (Public Health, Social Work etc.)	5.26% 2
Other (please specify)	5.26% 2
<b>Total Respondents: 38</b>	

#	Other (please specify)	Date
1	MSN graduate June 10th 2017	3/14/2017 5:54 PM
2	Currently enrolled in MSN/NP tract	3/14/2017 2:08 PM

# Nurse Leadership Needs Assessment

## Q3 What is your age?

Answered: 38 Skipped: 0

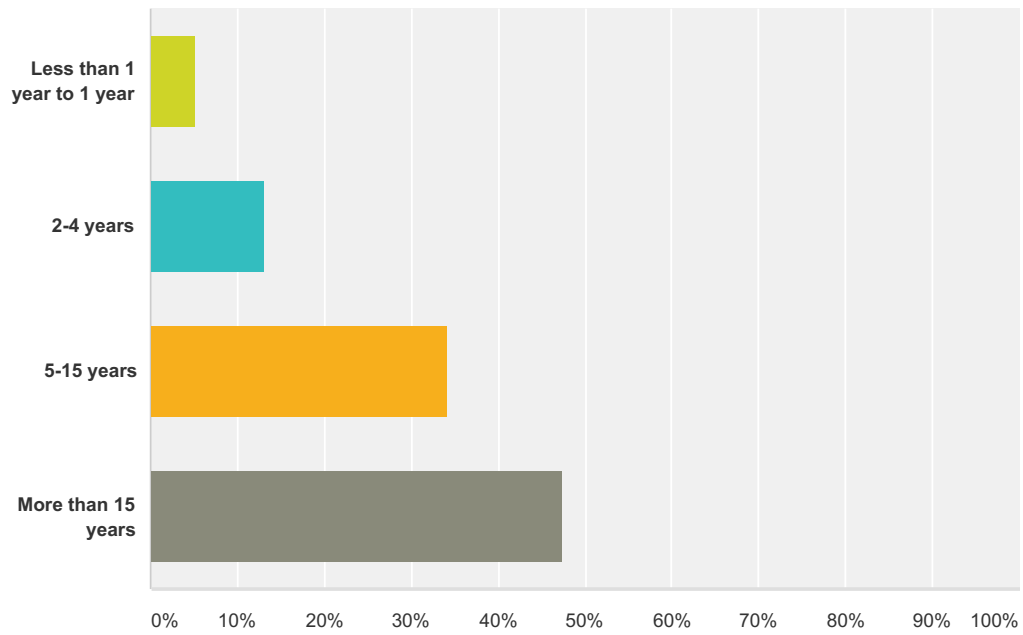


Answer Choices	Responses
18 to 24	2.63% 1
25 to 34	7.89% 3
35 to 44	21.05% 8
45 to 54	42.11% 16
55 to 64	21.05% 8
65 or older	5.26% 2
<b>Total</b>	<b>38</b>

# Nurse Leadership Needs Assessment

## Q4 How many years have you been in Nursing Leadership?

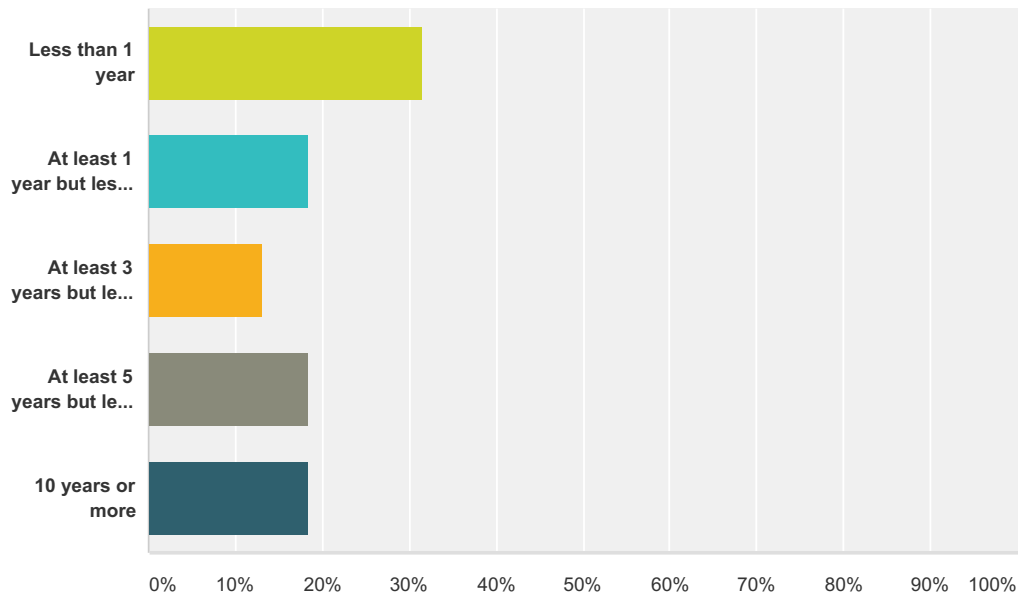
Answered: 38 Skipped: 0



Answer Choices	Responses
Less than 1 year to 1 year	5.26% 2
2-4 years	13.16% 5
5-15 years	34.21% 13
More than 15 years	47.37% 18
<b>Total</b>	<b>38</b>

### Q5 About how many years have you been in your current position?

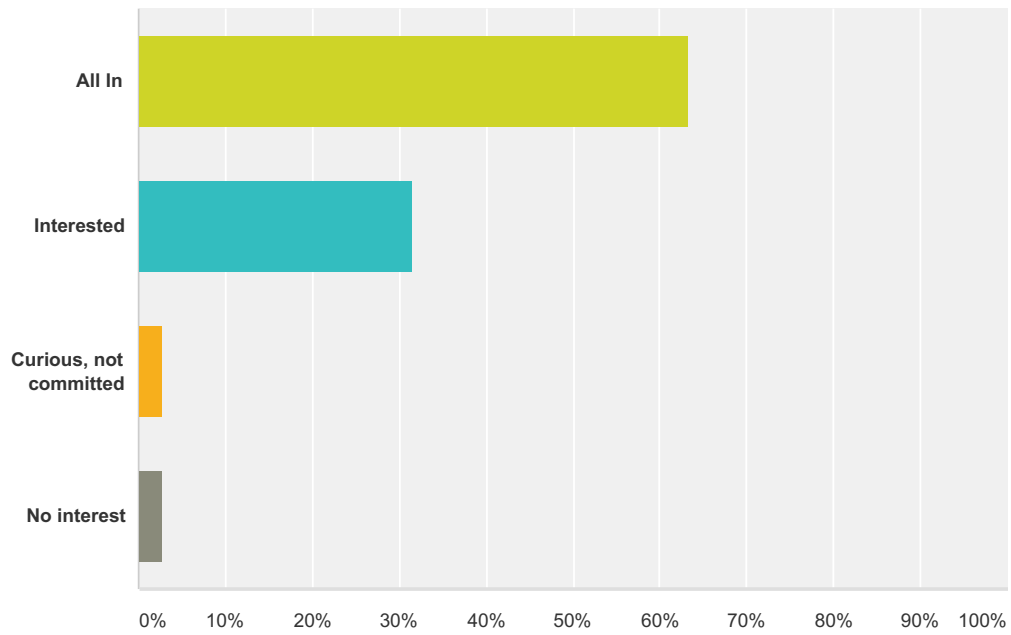
Answered: 38 Skipped: 0



Answer Choices	Responses
Less than 1 year	31.58% 12
At least 1 year but less than 3 years	18.42% 7
At least 3 years but less than 5 years	13.16% 5
At least 5 years but less than 10 years	18.42% 7
10 years or more	18.42% 7
<b>Total</b>	<b>38</b>

### Q6 What is your level of commitment to a leadership program?

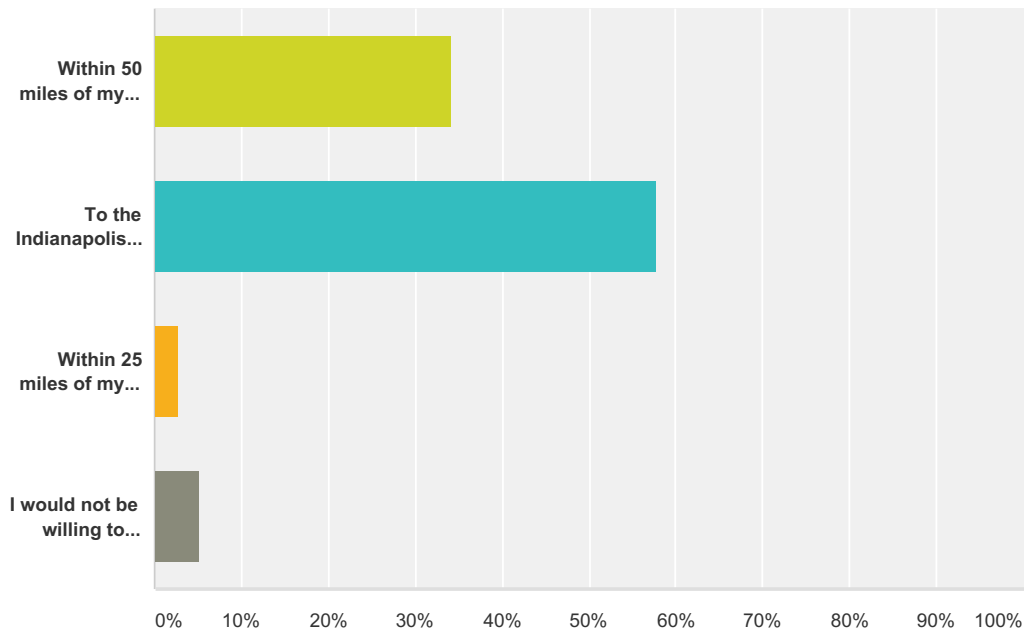
Answered: 38 Skipped: 0



Answer Choices	Responses
All In	63.16% 24
Interested	31.58% 12
Curious, not committed	2.63% 1
No interest	2.63% 1
<b>Total</b>	<b>38</b>

### Q7 What distance would you be willing to travel to attend a leadership program?

Answered: 38 Skipped: 0

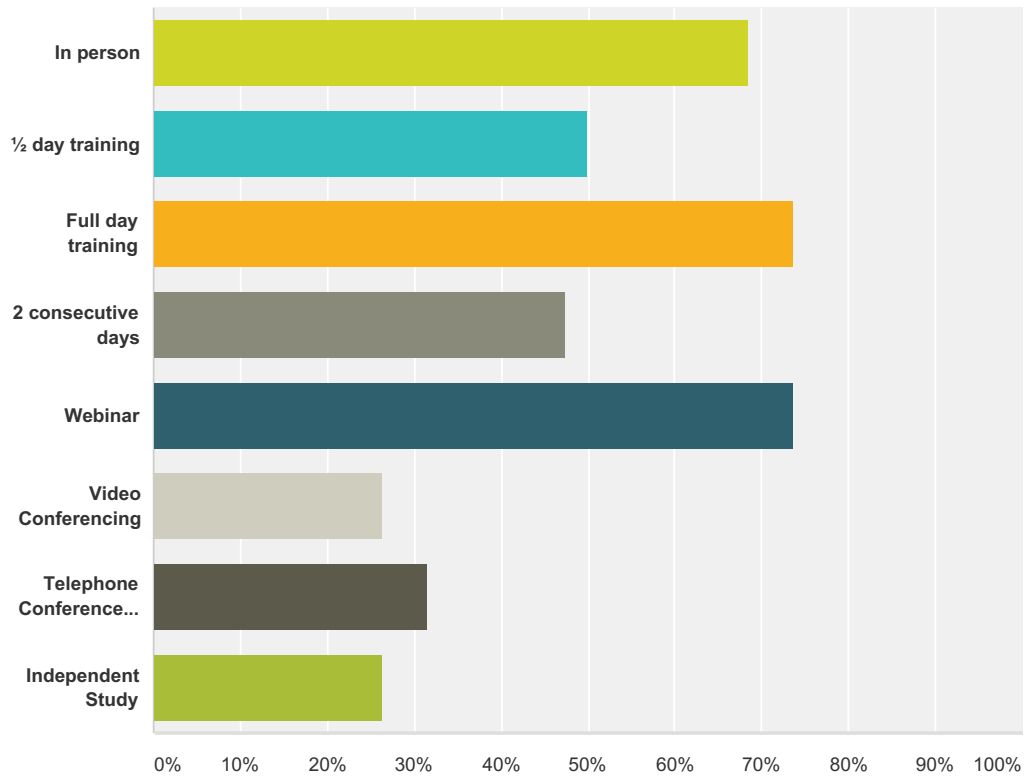


Answer Choices	Responses
Within 50 miles of my facility	34.21% 13
To the Indianapolis Metro area	57.89% 22
Within 25 miles of my facility	2.63% 1
I would not be willing to travel at all	5.26% 2
<b>Total</b>	<b>38</b>



**Q8 Please indicate what type of training scenario is appealing to you (CHECK ALL THAT APPLY)**

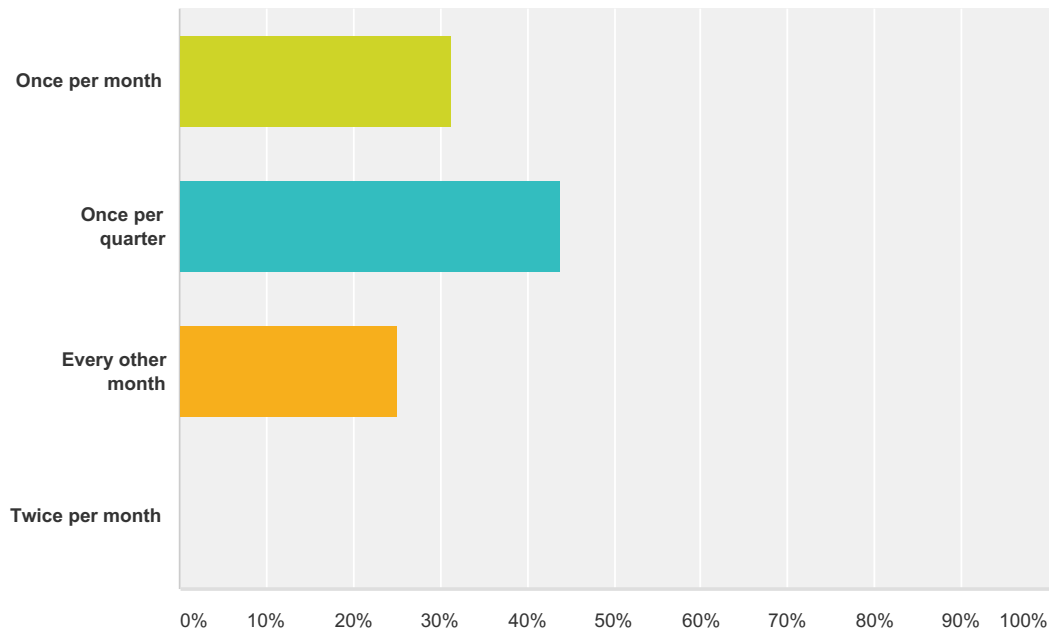
Answered: 38 Skipped: 0



Answer Choices	Responses	Count
In person	68.42%	26
1/2 day training	50.00%	19
Full day training	73.68%	28
2 consecutive days	47.37%	18
Webinar	73.68%	28
Video Conferencing	26.32%	10
Telephone Conference Calls	31.58%	12
Independent Study	26.32%	10
<b>Total Respondents: 38</b>		

### Q9 What time interval for a leadership program would you be willing to commit to?

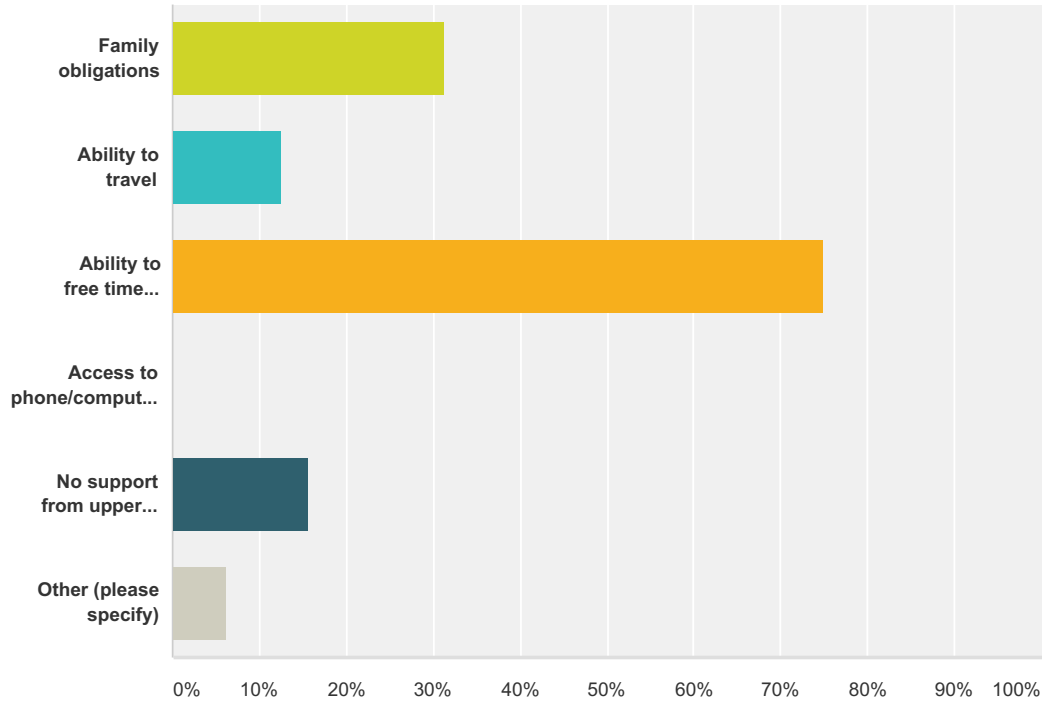
Answered: 32 Skipped: 6



Answer Choices	Responses	
Once per month	31.25%	10
Once per quarter	43.75%	14
Every other month	25.00%	8
Twice per month	0.00%	0
<b>Total</b>		<b>32</b>

### Q10 What potential obstacles could keep you from attending/participating in a leadership program? (Check all that apply)

Answered: 32 Skipped: 6

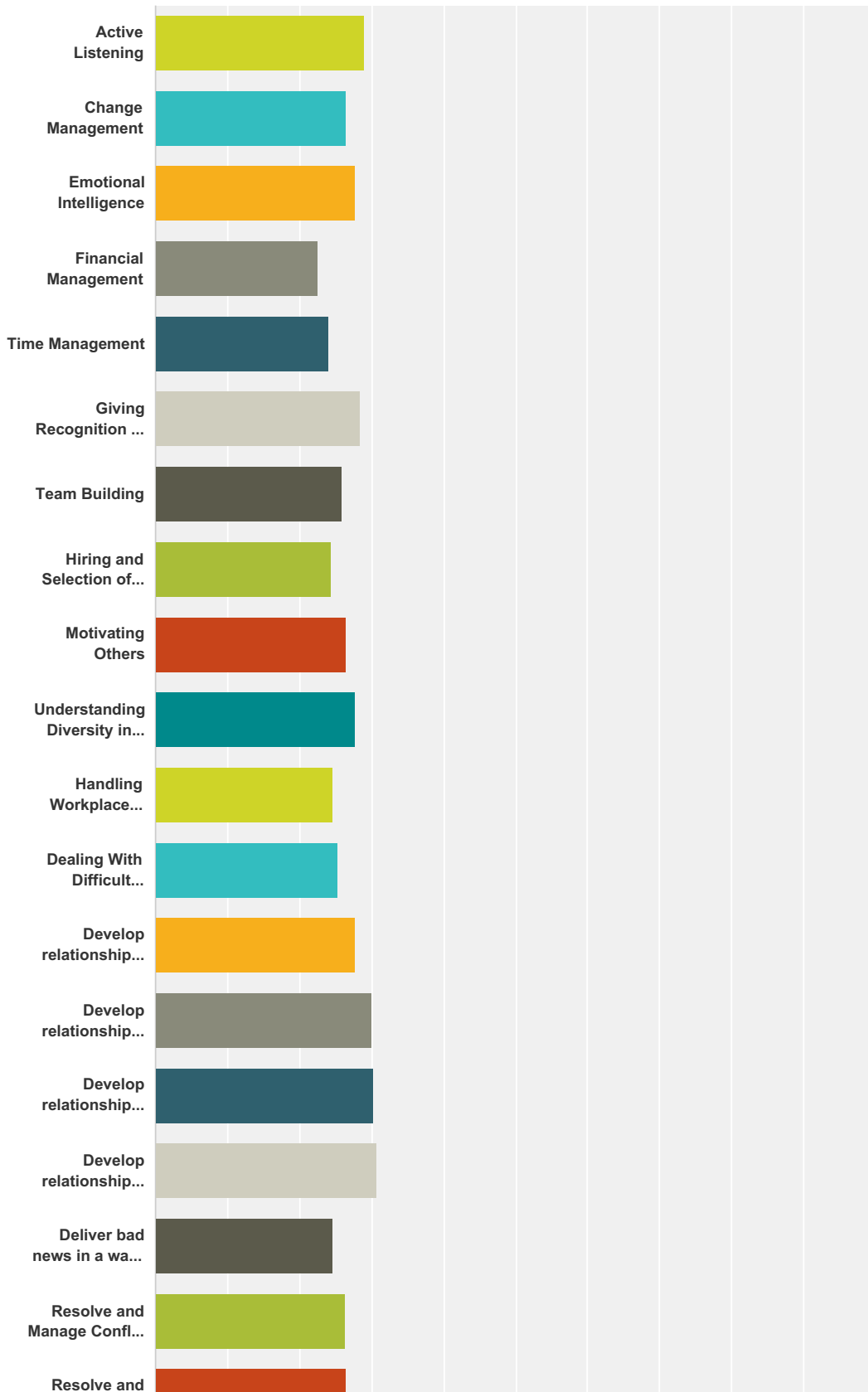


Answer Choices	Responses
Family obligations	31.25% 10
Ability to travel	12.50% 4
Ability to free time during the work day	75.00% 24
Access to phone/computer or internet	0.00% 0
No support from upper management	15.63% 5
Other (please specify)	6.25% 2
<b>Total Respondents: 32</b>	

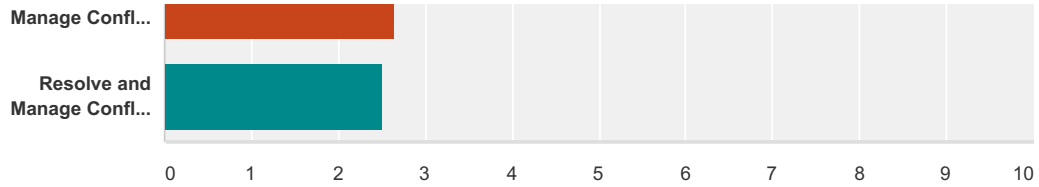
#	Other (please specify)	Date
1	nothing	3/30/2017 2:02 PM
2	None	3/14/2017 1:39 PM

### Q11 How satisfied are you with your skill level in the following areas:

Answered: 32 Skipped: 6



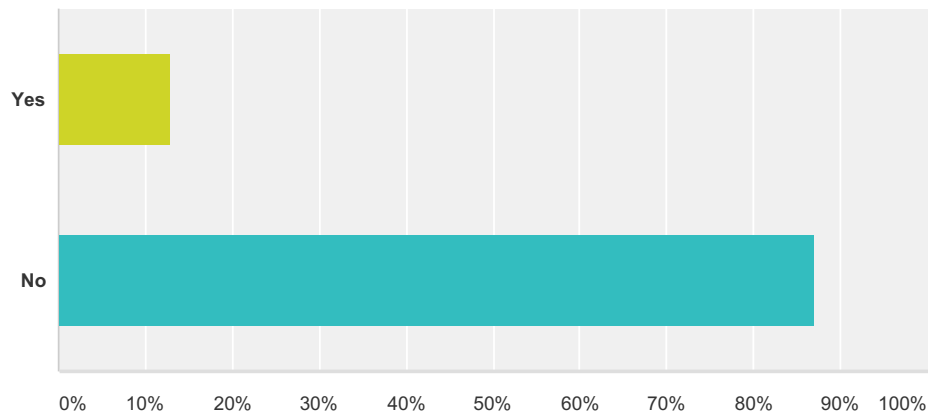
## Nurse Leadership Needs Assessment



	Not satisfied at all and I can use some help	Somewhat satisfied but could use ideas	Really satisfied but a brush up is a good idea	No Improvement Needed	Total	Weighted Average
Active Listening	0.00% 0	21.88% 7	65.63% 21	12.50% 4	32	2.91
Change Management	6.45% 2	32.26% 10	51.61% 16	9.68% 3	31	2.65
Emotional Intelligence	6.67% 2	26.67% 8	50.00% 15	16.67% 5	30	2.77
Financial Management	12.90% 4	51.61% 16	32.26% 10	3.23% 1	31	2.26
Time Management	12.50% 4	40.63% 13	40.63% 13	6.25% 2	32	2.41
Giving Recognition to other	3.13% 1	25.00% 8	56.25% 18	15.63% 5	32	2.84
Team Building	0.00% 0	43.75% 14	53.13% 17	3.13% 1	32	2.59
Hiring and Selection of Staff	9.38% 3	46.88% 15	34.38% 11	9.38% 3	32	2.44
Motivating Others	0.00% 0	37.50% 12	59.38% 19	3.13% 1	32	2.66
Understanding Diversity in the Workplace	9.38% 3	21.88% 7	50.00% 16	18.75% 6	32	2.78
Handling Workplace Violence	12.50% 4	46.88% 15	21.88% 7	18.75% 6	32	2.47
Dealing With Difficult People	6.25% 2	40.63% 13	46.88% 15	6.25% 2	32	2.53
Develop relationships with Staff	0.00% 0	34.38% 11	53.13% 17	12.50% 4	32	2.78
Develop relationships with Physicians/Nurse Practitioners	0.00% 0	19.35% 6	61.29% 19	19.35% 6	31	3.00
Develop relationships with Peer Department Leaders	0.00% 0	12.50% 4	71.88% 23	15.63% 5	32	3.03
Develop relationships with Supervisor	0.00% 0	12.90% 4	67.74% 21	19.35% 6	31	3.06
Deliver bad news in a way that protects or builds your credibility	3.13% 1	53.13% 17	37.50% 12	6.25% 2	32	2.47
Resolve and Manage Conflict with Staff members	3.13% 1	34.38% 11	59.38% 19	3.13% 1	32	2.63
Resolve and Manage Conflict with Families	6.25% 2	28.13% 9	59.38% 19	6.25% 2	32	2.66
Resolve and Manage Conflict with Healthcare Providers	9.38% 3	37.50% 12	46.88% 15	6.25% 2	32	2.50

### Q12 Have we missed any area of leadership that is important to you?

Answered: 31 Skipped: 7



Answer Choices	Responses
Yes	12.90% 4
No	87.10% 27
<b>Total</b>	<b>31</b>

#	If Yes, please share.	Date
1	Developing staff performance improvement plans	4/2/2017 8:48 PM
2	i know it would probably be in financial but PPD	3/14/2017 3:10 PM
3	How to find time and where to prioritize needs - resident care, vs staff needs, vs implementing RoP & effective QAPI programs. Somethings got to give occassionally, but what!	3/14/2017 11:34 AM
4	Coaching	3/13/2017 2:21 PM

## Nurse Leadership Needs Assessment

### Q13 What is the one MOST IMPORTANT area of a Nurse Leadership program?

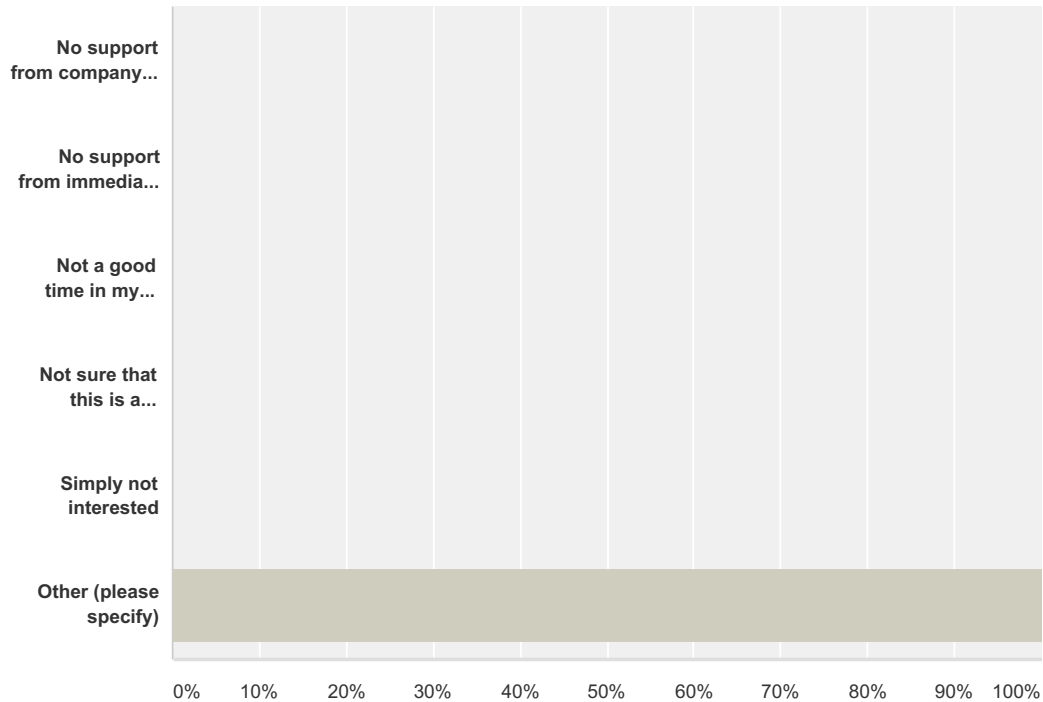
Answered: 32 Skipped: 6

#	Responses	Date
1	Maintaining a committed, engaged and loyal team.	4/2/2017 8:48 PM
2	proactive problem solving	3/30/2017 2:02 PM
3	Building relationships and trust with direct supervisors and staff. Hiring and retaining the right people	3/21/2017 2:49 PM
4	building knowledge and skills to deal with the constant changes	3/17/2017 11:15 AM
5	Effective communication with staff	3/16/2017 5:50 PM
6	Providing the most current information and research that shows what works and why it works.	3/16/2017 2:35 PM
7	Addressing the challenge of focusing on resident care, quality outcomes, while recognizing and resolving conflict among team members.	3/15/2017 6:58 AM
8	Organizing time when pulled in lots of directions at once.	3/14/2017 8:55 PM
9	Staff scheduling, hiring and retention.	3/14/2017 7:37 PM
10	Servant leadership	3/14/2017 5:57 PM
11	Change Management	3/14/2017 4:50 PM
12	Change in upper management	3/14/2017 4:20 PM
13	Resolve and Manage Conflict with Families	3/14/2017 4:04 PM
14	team building	3/14/2017 3:26 PM
15	Education	3/14/2017 3:17 PM
16	staff engagement	3/14/2017 3:10 PM
17	Building teamwork and providing an environment that draws staff to your facility for the duration	3/14/2017 3:10 PM
18	supporting front line to provide care	3/14/2017 2:56 PM
19	I feel that having the mindset of a servant leader is by far the most important	3/14/2017 2:17 PM
20	commitment	3/14/2017 2:16 PM
21	Supporting staff and retention	3/14/2017 1:39 PM
22	team building and recruiting and retaining staff with the new generation	3/14/2017 1:29 PM
23	Attracting and maintaining competent and reliable staff.	3/14/2017 1:20 PM
24	Developing someone who can lead and not destroy a nursing department	3/14/2017 1:14 PM
25	Team building	3/14/2017 12:43 PM
26	Team building and education	3/14/2017 12:37 PM
27	na	3/14/2017 12:03 PM
28	Staff relationships	3/14/2017 11:44 AM
29	Networking and problem solving with peers. Some days it's just good to know you're not alone out here struggling and maybe someone has a great idea to share!	3/14/2017 11:34 AM
30	...	3/14/2017 11:27 AM
31	Learning how to get buy-in from staff.	3/14/2017 11:25 AM
32	Relationship building	3/13/2017 2:21 PM

## Nurse Leadership Needs Assessment

### Q14 If you answered "No Interest" to #6, what is the reason that you're not interested in a Nurse Leadership Program? (Please check all that apply)

Answered: 2 Skipped: 36



Answer Choices	Responses
No support from company to attend	0.00% 0
No support from immediate supervisor to attend	0.00% 0
Not a good time in my life, maybe later	0.00% 0
Not sure that this is a valuable investment	0.00% 0
Simply not interested	0.00% 0
Other (please specify)	100.00% 2
<b>Total</b>	<b>2</b>

#	Other (please specify)	Date
1	Yes	3/14/2017 1:39 PM
2	We are hospital based and I have been through several Leadership trainings over the years.	3/14/2017 12:03 PM