

Leadership Education Needs Assessment 2012								
	Q1: Role	Response Percent	Response Count					
	APN	32.3%	10					
	Manager	25.8%	8					
	Educator	12.9%	4					
	Director	9.7%	3					
	ANM	9.7%	3					
	Clinical Coordinator	6.5%	2					
	ACNO	3.2%	1					
	CNO	0.0%	0					
	Other (please specify)		0					
<i>answered question</i>			31					
<i>skipped question</i>			0					
	Q2: How long have you been in this role or position?	Response Percent	Response Count					
	7 or more years	29.0%	9					
	1- 2 years	25.8%	8					
	< 1 year	19.4%	6					
	3- 4 years	12.9%	4					
	5- 6 years	12.9%	4					
<i>answered question</i>			31					
<i>skipped question</i>			0					
	Q3: Communication	Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Listening Skills	0	1	8	14	7	3.90	30
	Effective Writing Skills	0	1	12	9	8	3.80	30
	Communicating for Impact and Influence	0	4	9	13	4	3.57	30
	Providing Feedback	0	4	10	12	4	3.53	30
	Presentation Skills	1	5	7	13	4	3.47	30
	Handling Difficult Conversations	2	3	11	9	5	3.40	30
<i>answered question</i>								30
<i>skipped question</i>								1

	Q4: Working with Others	Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Valuing diversity	0	0	9	15	6	3.90	30
	Coaching and Mentoring	0	3	7	14	6	3.77	30
	Shared Decision Making	0	0	14	10	6	3.73	30
	Effective Delegation	0	1	15	11	3	3.53	30
	Medical Staff Relationships	0	2	13	12	3	3.53	30
	Managing Conflict	1	4	13	8	4	3.33	30
	Influence of Behaviors (Transformational Leadership)	1	5	10	12	2	3.30	30
<i>answered question</i>								30
<i>skipped question</i>								1
	Q5: Knowledge of the Healthcare Environment	Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Quality Improvement, Metrics and Patient Safety	0	7	8	13	2	3.33	30
	Translation Science and Evidence-Based Practice	0	10	9	6	5	3.20	30
	Healthcare Economics	4	12	6	7	1	2.63	30
	Healthcare Policies	4	12	9	5	0	2.50	30
	Healthcare Reform	5	12	8	5	0	2.43	30
<i>answered question</i>								30
<i>skipped question</i>								1
	Q6: Leadership	Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Taking ownership of challenges	1	2	6	15	6	3.77	30
	Leadership Styles	1	3	9	12	5	3.57	30
	Leading Change	1	6	5	13	5	3.50	30
	Emotional Intelligence	1	2	12	12	3	3.47	30
	Systems Thinking	2	3	11	10	4	3.37	30
	Foundational Thinking (visionary, goals, analysis)	1	6	10	10	3	3.27	30
<i>answered question</i>								30
<i>skipped question</i>								1

Q7: Business Skills		Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Outcome Measurement	1	9	11	6	3	3.03	30
	Project Management	4	10	9	5	2	2.70	30
	Human Resource Management (Legality, Compliance)	2	14	6	8	0	2.67	30
	Strategic Management	3	12	8	6	1	2.67	30
	Healthcare Finance	3	15	6	5	1	2.53	30
	Marketing	5	12	8	5	0	2.43	30
<i>answered question</i>								30
<i>skipped question</i>								1
Q8: Professionalism		Novice	Adv Beginner	Competent	Proficient	Expert	Rating Average	Response Count
	Personal and Professional Accountability	1	4	3	14	8	3.80	30
	Ethics	2	4	9	10	5	3.40	30
	Evidence-Based Management/Leadership	4	4	9	10	3	3.13	30
	Career Planning	2	6	10	10	2	3.13	30
	Advocacy for clinical/nonclinical enterprise and practice	3	6	10	7	4	3.10	30
<i>answered question</i>								30
<i>skipped question</i>								1
Q9: If you are interested, please provide your name and topics to teach or co-teach.		Response Count						
		1						
	<i>answered question</i>	1						
	<i>skipped question</i>	30						
#	Response Text							
1	EBP							