I. List the top three skills/procedures you are uncomfortable performing independently at this time? (please select from the drop down list) list is at the end of this document.

1. 
2. 
3. 
4. _______I am independent in all skills

II. Please answer each of the following questions by placing a mark inside the circles:

<table>
<thead>
<tr>
<th>Question</th>
<th>STRONGLY DISAGREE</th>
<th>DISAGREE</th>
<th>AGREE</th>
<th>STRONGLY AGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I feel confident communicating with physicians.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>2. I am comfortable knowing what to do for a dying patient.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>3. I feel comfortable delegating tasks to the Nursing Assistant.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>4. I feel at ease asking for help from other RNs on the unit.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>5. I am having difficulty prioritizing patient care needs.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>6. I feel my preceptor provides encouragement and feedback about my work.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>7. I feel staff is available to me during new situations and procedures.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>8. I feel overwhelmed by my patient care responsibilities and workload.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>9. I feel supported by the nurses on my unit.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>10. I have opportunities to practice skills and procedures more than once.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>11. I feel comfortable communicating with patients and their families.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td></td>
<td>Statement</td>
<td>STRONGLY DISAGREE</td>
<td>DISAGREE</td>
<td>AGREE</td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------------------------------------------------</td>
<td>------------------</td>
<td>---------</td>
<td>-------</td>
</tr>
<tr>
<td>12.</td>
<td>I am able to complete my patient care assignment on time.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>13.</td>
<td>I feel the expectations of me in this job are realistic.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>14.</td>
<td>I feel prepared to complete my job responsibilities.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>15.</td>
<td>I feel comfortable making suggestions for changes to the nursing plan of care.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>16.</td>
<td>I am having difficulty organizing patient care needs.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>17.</td>
<td>I feel I may harm a patient due to my lack of knowledge and experience.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>18.</td>
<td>There are positive role models for me to observe on my unit.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>19.</td>
<td>My preceptor is helping me to develop confidence in my practice.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>20.</td>
<td>I am supported by my family/friends.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>21.</td>
<td>I am satisfied with my chosen nursing specialty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>22.</td>
<td>I feel my work is exciting and challenging.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>23.</td>
<td>I feel my manager provides encouragement and feedback about my work.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>24.</td>
<td>I am experiencing stress in my personal life.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

25. If you chose agree or strongly agree, to #24, please indicate what is causing your stress. (You may circle more than once choice.)

   a. Finances  
   b. Child care  
   c. Student loans  
   d. Living situation  
   e. Personal relationships  
   f. Job performance  
   g. Other ________________________________
III. How satisfied are you with the following aspects of your job:

<table>
<thead>
<tr>
<th></th>
<th>VERY DISSATISFIED</th>
<th>MODERATELY DISSATISFIED</th>
<th>NEITHER SATISFIED NOR DISSATISFIED</th>
<th>MODERATELY SATISFIED</th>
<th>VERY SATISFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Vacation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Benefits package</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Hours that you work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Weekends off per month</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Your amount of responsibility</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities for career advancement</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Amount of encouragement and feedback</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunity for choosing shifts worked</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

IV. Transition (please circle any or all that apply)

1. What difficulties, if any, are you currently experiencing with the transition from the "student" role to the "RN" role?
   a. role expectations (e.g. autonomy, more responsibility, being a preceptor or in charge)
   b. lack of confidence (e.g. MD/PT communication skills, delegation, knowledge deficit, critical thinking)
   c. workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, patient acuity)
   d. fears (e.g. patient safety)
   e. orientation issues (e.g. unit familiarization, learning technology, relationship with multiple preceptors, information overload)

2. What could be done to help you feel more supported or integrated into the unit?
   a. improved orientation (e.g. preceptor support and consistency, orientation extension, unit specific skills practice)
   b. increased support (e.g. manager, RN, and educator feedback and support, mentorship)
   c. unit socialization (e.g. being introduced to staff and MDs, opportunities for staff socialization)
   d. improved work environment (e.g. gradual ratio changes, more assistance from unlicensed personnel, involvement in schedule and committee work)

3. What aspects of your work environment are most satisfying?
   a. peer support (e.g. belonging, team approach, helpful and friendly staff)
   b. patients and families (e.g. making a difference, positive feedback, patient satisfaction, patient interaction)
c. ongoing learning (e.g. preceptors, unit role models, mentorship)
d. professional nursing role (e.g. challenge, benefits, fast pace, critical thinking, empowerment)
e. positive work environment (e.g. good ratios, available resources, great facility, up-to-date technology)

4. What aspects of your work environment are least satisfying?
   a. nursing work environment (e.g. unrealistic ratios, tough schedule, futility of care)
   b. system (e.g. outdated facilities and equipment, small workspace, charting, paperwork)
   c. interpersonal relationships (e.g. gossip, lack of recognition, lack of teamwork, politics)
   d. orientation (inconsistent preceptors, lack of feedback)

5. Please share any comments or concerns you have about your residency program:

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

V. Demographics: Circle the response that represents the most accurate description of your individual professional profile.

1. Age: _______ years

2. Gender:
   a. Female
   b. Male

3. Ethnicity:
   a. Caucasian (white)
   b. Black
   c. Hispanic
   d. Asian
   e. Other
   f. I do not wish to include this information

4. Area of specialty:
   a. Adult Medical/Surgical
   b. Adult Critical Care
   c. OB/Post Partum
   d. NICU
   e. Pediatrics
   f. Emergency Department
   g. Oncology
   h. Transplant
   i. Rehabilitation
   j. OR/PACU
   k. Psychiatry
   l. Ambulatory Clinic
   m. Other: ____________________________
5. School of Nursing Attended (name, city, state located): __________________________

6. Date of Graduation: __________________________

7. Degree Received: AD: ________ Diploma: ________ BSN: ________ ND: ________

8. Other Non-Nursing Degree (if applicable): __________________________

9. Date of Hire (as a Graduate Nurse): __________________________

10. What previous health care work experience have you had:
   a. Volunteer
   b. Nursing Assistant
   c. Medical Assistant
   d. Unit Secretary
   e. EMT
   f. Student Externship
   g. Other (please specify): __________________________

11. Have you functioned as a charge nurse?
    a. Yes
    b. No

12. Have you functioned as a preceptor?
    a. Yes
    b. No

13. What is your scheduled work pattern?
    a. Straight days
    b. Straight evenings
    c. Straight nights
    d. Rotating days/evenings
    e. Rotating days/nights
    f. Other (please specify): __________________________

14. How long was your unit orientation?
    a. Still ongoing
    b. ≤ 8 weeks
    c. 9 – 12 weeks
    d. 13 – 16 weeks
    e. 17 - 23 weeks
    f. ≥ 24 weeks

15. How many primary preceptors have you had during your orientation?
    ________ number of preceptors

16. Today’s date: __________________________
Drop down list of skills

Assessment skills
Bladder catheter insertion/irrigation
Blood draw/venipuncture
Blood product administration/transfusion
Central line care (dressing change, blood draws, discontinuing)
Charting/documentation
Chest tube care (placement, pleurovac)
Code/Emergency Response
Death/Dying/End-of-Life Care
Nasogastric tube management
ECG/EKG/Telemetry care
Intravenous (IV) medication administration/pumps/PCAs
Intravenous (IV) starts
Medication administration
MD communication
Patient/family communication and teaching
Prioritization/time management
Tracheostomy care
Vent care/management
Wound care/dressing change/wound vac
Unit specific skills _________________________________