



Utilizing the Nursing Leadership Mission Critical Checklist ©: A Pilot Project

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Objectives

1. Learn about the purpose and intended use of the Leadership Mission Critical Checklist© for nurse leaders
2. Identify the impact of the use of the NLMCC on a group of leadership students perceived stress and self-esteem
3. Identify lessons learned from this innovative program

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Myriad of Leadership Challenges

Daily Nurse Leaders are challenged by competing priorities.

The Quintuple Aim
Creating & Maintaining Healthy Environments
Of Care

Key Stakeholder Agendas

Corporate Constraints

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Role Responsibilities

Emotionally invest in human caring

Authentic presence with every staff interaction

A genuine collaborative effort to achieve quality
patient outcomes.

Fiscal Stewardship

Creating value for all!

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The effort required



Can leave the nurse leader:

Emotionally exhausted
Questioning self-worth
Wondering about competency & skill level

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How can a checklist help?



Dr. Atul Gawande

5-9 of the most critical elements

Categorized in a sequential practical fashion.

Proven results in healthcare

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Help in the form of a Checklist

Dr. Prestia developed:

Nurse Leader Mission Critical Checklist ©

Helps center & guide nurse leaders

Grounded in equitable & inclusive daily work strategies

Not a “To-do,” List

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Checklist Content

Overarching element

Leadership decisions are evidence-based supported by reliable data

Caring – to preserve patient/staff individual human dignity

Communication which is truthful, mindful, and relevant inviting reciprocity


Joyful & Meaningful continuous learning practice environment

Financial stewardship through resource management, leveraging technology

Relationship building focused on self-care, reflection, networking & emotional support.


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Nursing Leadership Mission Critical Checklist®	
Are my leadership decisions evidence based supported by reliable data?	
NOTES:	
Caring -	
Decisions are optimized to preserve the patients' individual human dignity	
Decisions are optimized to preserve the staffs' individual human dignity	
NOTES:	
Improving the Patient Experience - Quality & Safety	
Communication invites truthful dialog	
Communication is responsiveness, reciprocal, & drives accountability	
NOTES:	
Improving the Staff Experience	
Practice environment is conducive to creating joyous and meaningful work	
NOTES:	
Reducing health care costs	
Resource management is balanced	
Information technology is leveraged	
Talent is engaged in continuous learning	
NOTES:	
Relationships	
How have I nurtured self	
Am I self-aware	
Have I reflected on situations	
Have I networked internally and externally	
Have I provided emotional support to team members	
NOTES:	

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Educational Exercise Design

To explore the value of daily utilization of the NLMCC focusing on the essential elements

The effects of its use on:

Perceived Stress & Self-esteem

Capture Lived Experience

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Implementation

5 DNP & 4 MSN students – 2 Universities

All working or aspiring too nursing leadership roles

Perceived stress & Self-esteem pre-implementation surveys given

Viewed 5-minute video presentation on the purpose & development of the NLMCC.

Read Chapter 1 – Leading in Challenging Times

Fitzpatrick & Alfes (Eds). Nurse Leadership & Management

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Additional Instructions

In-person/video platform explanation of tool by author

30-day daily use of tool by students – submitted at the end of each week.

Post- survey perceived stress & self-esteem

Post-survey completion of questionnaire

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Questionnaire

1. The Nursing Leadership Mission Critical Checklist© was intended to be used daily during the work week. Please provide an honest evaluation of the number of times you used the tool each week.
2. The utilization of the Nursing Leadership Mission Critical Checklist© helped me to prioritize the essential elements of my role as a nurse leader?
3. The utilization of the Nursing Leadership Mission Critical Checklist© helped me remember to follow up on responsibilities not completed the previous day?
4. The utilization of the Nursing Leadership Mission Critical Checklist© changed my behavior/response to a specific situation(s)?

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Demographics

All self identified as women
 30-57 y. o.- Mean 43
 Years experience as an RN – 16
 3 clinical specialty certification
 2 nurse leadership certification
 1 year or less in current
 position,



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Results

Perceived Stress Survey

Pre-survey mean 15.7

Post-survey mean 15.8

Self-Esteem Survey

Pre-survey mean 23.4

Post-survey mean 22.1

Still within normal limits



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Theme emergence



A Reflective Tool

After 3 days, stopped using daily
Instead used as a reflective tool,
either in the morning or at days end.

"I particularly appreciated the reminders about caring/responding or recognizing the needs for patient and staff dignity."

"It helped me understand that I need to make more time for myself."

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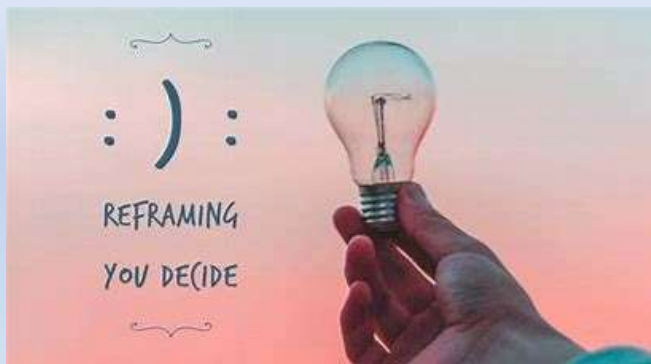
2nd Theme

Reframe the mindset

Reminded them to focus less on tasks, and more on the importance of utilizing evidence to build relationships, and care for self.

"It reminded me to refocus my energies, to provide an environment of joy and meaning at work."

"The top priority of utilizing evidence, made me think about what the real need is and what does the data say."



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3rd Theme

Building Relationships

Encouraged engagement with staff, more in-person communication

"I remembered the checklist element of "talent is engaged in continuous learning. I asked staff to research and help problem solve the issue. Their work provided support for an additional position."

In reviewing the checklist, when I got to "relationships," if I had not rounded and talked with my staff that day, I would get up and round...I made connections."



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Conclusion & Next Steps

NLMCC was valuable!

Assured the essential elements of the role were kept at the forefront.

Reinforced the importance of connecting with self, staff, and patients.

The authors propose a larger qualitative research study to further explore themes.

A mobile application would assist readiness of use.

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