

4 Areas to Engage with Health Care Professionals in Performance Conversations

Health Care Professionals (HCPs) are accountable for providing competent, patient and family focused care. This means HCPs must maintain and continuously enhance their knowledge and skills required to meet patient needs in an evolving health care system. It can be hard for HCPs to know what path to take, so support by management is very important.

Scope of Practice

Refers to competencies that HCPs are educated & authorized to perform.



- Do you feel there are any barriers to your scope of practice, working to full scope, or outside of scope?

Communication

Refers to open, collaborative, respectful communication conducted in a safe, equitable manner for all.



- Do you always introduce yourself and your role?
- How are you actively listening & coming to a common understanding within the collaborative team?

Professional Competency

Is about the right thing to do for patients!
Your patients deserve this!



- How do you build in professional & continued competency opportunities?
- Have you considered Canadian Nursing Association, Certified Diabetes Educator or International Interprofessional Wound Care Course?

Role Clarity

Helps to clarify & define roles within the collaborative team.



- What are your greatest challenges/opportunities within your team for role clarity?
- How are you involving patients & families as members of the team?