

## So You Want to be a CNO

Your consideration of the role of Chief Nurse Officer comes at a time when CNOs are exiting positions at an alarming rate, either through retirement or other factors. Nursing Consulting Partners has constructed an initial self-assessment tool to assist you as you consider the role. The tool is built on the vast array of articles on leadership, current reports, responses from a wide range of CNOs, and our experience.

Assessing one's knowledge, skills, and judgment has its history with the ancient Greeks who gave this advice: 'know thyself', 'to thine own self be true' and later 'the unexamined life is not worth living'.

Consultation for "So You Want to be a CNO" includes a continuum of services customized to address unique client needs.

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Rate yourself on each of the elements: Strongly Agree; Agree; Disagree; Strongly Disagree.

ELEMENT	SA	A	D	SD	
1. I have good communication skills					
2. I communicate openly					
3. I consistently set goals for myself					
4. I have experience in goals setting for my work team					
5. I have sound problem solving and decision making skills					
6. I like to interact with others					
7. I make long range goals					
8. I adjust my long range goals as circumstances change					
9. I contribute to an environment of trust					
10. I am transparent in my actions					
11. I develop and maintain positive, collaborative working relationships					
12. I seek and react positively to feedback					
13. I have a wide circle of influence					
14. I am skillful in leveraging my influence					
15. I am skillful in managing conflict					
16. I make every effort to avoid conflict					
17. I feel confident in my knowledge and skills in the area of quality, safety and patient satisfaction					
18. I keep abreast of my unit's patient safety scores					
19. I am skillful in driving change management					
20. I am or have been active in shared governance					
21. I participate in the development and maintenance of shared governance					
22. I develop and maintain good physician relationships					
23. I contribute to good physician relationships					
24. I work well as a team member					
25. I am confident in my role as a team leader					
26. I am confident in my role as a manager					
27. I am confident in my role as a director					
28. I have had experience within a formal mentoring relationship					
29. I am confident in my skill in developing a budget.					
30. I am currently in an advanced degree program or plan to obtain an advanced degree in the near future.					

Identify 5 core values that are consistent with your aspiration to be a CNO.

Describe your experience as a leader.

Characterize your understanding of the differences in the role of a manager and a CNO.

Describe your plans for advanced education.