THE AMERICAN HOLISTIC NURSES CREDENTIALING CORPORATION

CORE ESSENTIALS FOR THE PRACTICE OF ADVANCED HOLISTIC NURSING AHN-BC AND APHN-BC

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A. Purpose of This Document

The document, *Scope and Standards of Holistic Nursing Practice*, 2013, co-published by AHNA and ANA provides an explication of the specialty, Holistic Nursing. It provides a detailed discussion of the scope of the Holistic Nurses’ practice, including the Core Values, Principals, Standards, and related competencies. The Core Values provides a philosophical context for practice. They guide how we think about the Standards and Competencies. The Principals of Holistic Nursing summarize the major themes of the Philosophy. The Standards set the norms or criteria for the practice; the Competencies explicate or spell out the activities and behaviors required of the expert Holistic Nurse.

Holistic Nurses practice at four levels: Basic Non-Baccalaureate Nursing, Basic Baccalaureate in Nursing, Advanced Holistic Nursing, and Advanced Practice Holistic Nursing (APRN). The knowledge and skills required is accumulative; it is expected that graduate level nurses are proficient in Basic Knowledge and Skills of Holistic Nursing as well as Advanced Knowledge and Skills of Holistic Nursing. Advanced Practice Holistic Nurses must also demonstrate proficiency in the APRN, Prescriptive Authority competencies, 44-52.

The AHNCC examinations are designed to assess essential knowledge and skills associated with the 16 (sixteen) *Standards of Holistic Nursing Practice* and related Competencies specific to each level of practice. Because Holistic Nurses carry out their activities and behaviors within the context of Holistic Nursing’s philosophy, the Competencies are embedded in the Holistic Nursing Core Values.

B. Structure of the Attached Materials

1. *The Essentials* for Advanced Holistic Nursing and Advanced Practice Holistic Nursing is presented below:

   a) The first section presents competencies and related knowledge/skills expected of all Graduate Holistic Nurses, including those who practice Advanced Holistic Nursing and those who practice Advanced Practice Holistic Nursing (APRN). A Blueprint for the Advanced Holistic Nurse, (AHN-BC) Certification Examination follows this listing of Essential Knowledge and Skills.

   b) The second section presents additional competencies expected of all Advanced Practice Holistic Nurses (APRN). A Blueprint for the Advanced Practice Holistic Nurse (APHN-BC) Certification Examination follows this listing of Essential Knowledge and Skills for Advanced Practice Holistic Nursing.

   c) Appendix A presents the Advanced Standards and their related competencies. Competencies 44-52 are specific to the practice of Advanced Practice Holistic Nursing,
APRN status only. The remaining 80 (1-43, 53-124) competencies are for all graduate level Holistic Nurses.

## ESSENTIALS FOR ADVANCED HOLISTIC NURSING PRACTICE

### A. The Advanced Holistic Nurse Caring Process

The Advanced Holistic Nurse is able to demonstrate expertise in Basic Practice of Holistic Nursing competencies listed above. *In addition* the Advanced Holistic Nurse performs the following competencies.

1. *The Advanced Holistic Nurse collects comprehensive data pertinent to the healthcare consumer’s health and or the situation by*
   a) Partnering with clients to explore and validate their story, find meaning embedded in their statements, and explore contextual issues. (#A1)
      i. Recognizes and accurately interprets the patient’s implicit communication by listening to verbal cues and observing non-verbal behaviors.
      ii. Assesses the influence of family history, living circumstances, culture, ethnicity, and spirituality on the client’s perceptions of signs and symptoms of illness and/or disease.
   b) Assessing, interpreting, and synthesizing multiple sources of knowledge to understand the client’s need/problem. (#A2)
      i) Uses reflective practices as a way of integrating knowledge.
      ii) Obtains and accurately documents a health history for patients relevant to specialty and age.
         a. Performs a comprehensive physical and mental health assessment
         b. Performs a comprehensive evaluation, that includes past medical history, current and past history of violence, suicidal or self-harm behavior, substance use, level of functioning and social and developmental history.
   iii. Analyzes the relationship between normal physiology and specific system alterations associated with various health problems, disorders, and treatment.
   iv. Analyzes relationships among multiple factors (e.g. family history, living circumstances, culture, ethnicity, and spirituality) on client’s health and wellness.
   v. Identifies and analyzes factors that affect health such as:
      c. Genetics
      d. Environment
      e. Trauma
      f. Culture and ethnicity
      g. Spiritual beliefs and practices
      h. Physiological processes
         i. Coping skills
         j. Cognition
         k. Developmental stage
         l. Socioeconomic status
      m. Gender
      n. Substance abuse
   v. Collects data from multiple sources using assessment techniques that are appropriate to the patient’s language, culture, and developmental stage,
including, but not limited to screening evaluations, genograms, and other standardized instruments.

vi. Recognizes the variability of presentation (and description) of signs and symptoms in different cultures.

vii. Conducts a comprehensive multigenerational assessment.

viii. Assesses the impact of acute and/or chronic physical illness, psychiatric disorders and stressors on the family.

ix. Assesses readiness to improve self-care and health behaviors related to wellness.

x. Analyzes the impact of imbalances among the subsystems (physical, social, emotional, mental, spiritual) on readiness to learn new health behaviors.

c) Assessing effects of relations and interactions among client, significant others, and/or community on client’s well-being. (#A3)

i. Assesses the impact of acute and/or chronic physical illness, psychiatric disorders, and/or family stressor on the client.

ii. Assesses the impact of acute and/or chronic physical illness and/or psychiatric disorders on the family.

d) Assessing client's sense-of-coherence. (#A4)

e) Using art interpretation as a source of assessment. (#A5)

f) Interpreting diagnostic tests/procedures. (Q#A6)

i. Orders and interprets findings of relevant diagnostic and laboratory tests.

ii. Identifies both typical and atypical presentations of disorders and related health problems.

g) Assessing relations and interactions among individuals, families, the community, and social systems on the community’s (and/or society’s) well-being. (#A7)

i. Assesses the interface among the individual, family, community, and social systems and their relationship to health functioning.

h) Affirming intuitive insights with client and/or significant others. (#A8)

2. The Advanced Holistic Nurse analyzes data to determine the diagnosis or the issues by

a) Synthesizing data/information to identify patterns and variances with a life-context. (#9)

i. Uses reflective practices as a way to integrate patterns of knowing.

ii. Integrates knowledge from humanities, sciences, and nursing to identify patterns and variances within a life context.

iii. Integrates and uses appropriate technologies to identify patterns and variances within life context.

b) Formulating hypothetical diagnoses regarding bases of client's needs/situation/problems derived during interview, examination, and diagnostic processes. (#A10)

i. Uses clinical reasoning (reflective and critical thinking) to derive hypothetical diagnoses regarding client’s needs/situation/problems.

ii. Uses clinical reasoning (critical thinking) to derive differential diagnoses from various sources of information.

iii. Differentiates between exacerbation and reoccurrence of a chronic disorder and signs and symptoms of a new health problem or disorder.

iv. Differentiates commonly occurring complications of health problems from a structural, energetic, emotional, or nutritional deficit.
Validating the diagnosis and expected outcome with client, family/significant other, and other healthcare providers as appropriate. (#A11)
  i. Ordering and interpreting age appropriate tests and other procedures that provide data contributing to the treatment plan.

d) Differentiating clinical findings within normal and/or abnormal variations. (#A12)
  i. Evaluates the health impact of multiple life stressors and situational crisis within the context of the family cycle.
  ii. Evaluates potential for abuse, neglect, and risk of danger to self and others to assist in securing a safety plan.

3. The Advanced Holistic Nurse identifies expected outcomes for a plan individualized for the consumer of care by

a) Partnering with client and/or other healthcare providers to formulate inter-professional outcomes, derived from linking the assessment to the diagnoses. (#A13)
b) Setting realistic time frames for achieving expected outcomes. (#A14)
c) Documenting holistic, inter-professional outcomes, related diagnoses, and realistic time frames. (#A14)
d) Differentiates outcome that require system-level interventions from those of independent nurse practice activities. (#A15)
  i. Identifies healthcare processes that require system-level interventions.
  ii. Uses EBP methods, input from colleagues and others to determine the best approach for making system level interventions.
  iii. Provides leadership in designing and implementing system-level changes.

4. The Advanced Holistic Nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes by:

a) Partnering with client to explore possible strategies using linguistic and symbolic languages. (#A16)
  i. Respects and integrates cultural, ethnic, and spiritual influences when designing a treatment plan.
b) Considering relations among cost, risks, and benefits of the care plan. (#17)
  i. Develops and participates in process which examine the relations among cost, risks, and benefits of the care plan on the individual, significant others, and community's health and well-being.
c) Evaluating system-wide resources needed to carry out holistic plan. (#18)

5. The Advanced Holistic Nurse implements the identified plan.

a) Collaborating with nurses and inter-professional team to integrate resources for optimal holistic plan. (#A19)
  i. Develops a treatment plan using EBP methods and practice guidelines, using multiple sources of information including biophysiological theories, evidence, and other sources of knowledge.
  ii. Plans care to minimize the development of complications and promote function and quality of life using traditional and alternative practice strategies and modalities.

b) Maintaining a dynamic assessment-diagnosis-outcome-implementation process to
ensure holistic practice effectiveness. (#A20)

c) Using and/or recommends a range of approaches/therapies, including conventional and alternative healthcare treatment. (#A21)
   i) Critically analyzes all data and evidence for improving advanced holistic nursing practice.
   ii. Provides anticipatory guidance to individuals and families to promote optimal health and wellness, and to prevent and/or reduce risk of health related disorders.

d) Proposing tests/procedures to the healthcare team, as indicated by client’s condition/needs/situation. (#A22)

e) Partnering with client in decision-making and role negotiations to ensure that the care plan is safe, efficient, and holistic. (#A23)

6. The Advanced Holistic Nurse coordinates care within nursing and across the inter-professional team by

a) Integrating and synthesizing inter-professional information needed to prescribe strategies important to client’s perceived wellbeing. (#A24)
   i) Integrates various sources of information (including scientific evidence) as a basis for prescribing strategies for client care.
   ii) Translates information derived from multiple sources, including EBP methods into strategies for improved holistic care for the client.
   iii) Manages emergencies by determining level of risk and initiating and coordinating effective emergency care.

b) Facilitating staff in developing and maintaining competency in the assessment, diagnostic, planning, and implementation processes. (#A25)
   i. Uses multiple modalities to facilitate staff in developing and maintain competency in the various stages of the advanced holistic caring process.
   ii. Disseminates competency-related knowledge and skills to staff and others using various modalities.

c) Organizing and coordinating inter-professional holistic care to reflect the priorities of clients and significant others. (#A26)

d) Coordinates system-wide resources used to provide holistic care. (#A27)
   i) Envisions, leads, and directs use of resources needed to provide holistic care;
   ii) Partners with policy-makers at various levels of the healthcare system (e.g. local, state, national) to include and promote language consistent with healthcare provision.
   iii) Promotes language that reinforces holistic healthcare throughout the healthcare system.

e) Documenting coordination of inter-professional holistic care in a manner that is secure and easily retrieved. (#A28)

f) Making client referrals with follow-up as indicated. (#A29)
   i. Coordinates the transition of patients and families among health care settings and community agencies to provide continuity of care and support for the patient, family, and other health care providers.

7. The Advanced Holistic Nurse provides clients with information regarding their health and wellness by:

a) Designing and providing health information that is based on cost-effective research and is
appropriate to the client’s unique situation. (#A30)
b) Assists staff in developing and maintaining competency in holistic processes. (#A31)
c) Partnering with multiple sources (e.g. clients, advocates, etc.) to create holistic health documents and health policies. (#A32)
i. Partners with clients, families, caregivers, communities and other health care groups to identify/formulate holistic health care documents and health policies.
ii. Uses system theories to identify potential areas for changes in health policies.
iii. Uses EBP to assess need for changes in health policies.
iv. Provides leadership in making changes in health policies as identified through EBP processes.
d) Providing clients with appropriate information including side effects and costs of both conventional and integrative health practices. (#A33)
e) Providing nurses with educational programs that explain/expand holistic nursing. (#A34)
f) Incorporating comparative-effectiveness recommendations when planning and implementing teaching and counseling processes. (#A35)
i. Using quality improvement processes to effect improved holistic nursing care.
g) Evaluating holistic health information acquired from various sources (e.g. books, brochures, internet, etc.) for accuracy, readability, comprehensibility, quality, and appropriateness for the individual. (#A36)
i. Educates and assists clients in evaluating the appropriate use of complementary and alternative therapies.
ii. Seeks new sources of information as appropriate.
iii. Creates new information sources as indicated.
h) Evaluating effectiveness of holistic health information provided to help people learn about themselves and their conditions or situation. (#A37)
i) Partners with clients in various settings to promote health, prevent illness, and provide anticipatory guidance. (#A38)
i. Integrates multiple patterns of knowing to generate knowledge important for advanced holistic nursing practice.
ii. Integrates multiple patterns of knowing to generate research questions important for advanced holistic nursing practice.

8. The Advanced Holistic Nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change by:
a) Integrating and synthesizing data from multiple sources of evidence. (#A39)
i. Critically analyzes all sources of evidence to recommend client care
   •Uses EBP methods to analyze data (i.e. integrate and synthesize) prior to recommending client care, nursing practice, the milieu, and/or the healthcare system.
ii. Critically analyzes all sources of data prior to recommending changes including:
   •Uses EBP methods, clinical reasoning, input from nursing colleagues and others to identify areas for potential change(s) in provision of client care, holistic nursing practice, and/or the healthcare system.
b) Providing inter-professional team members information on holistic principles and practices indicated by client’s situation, worldview, and research findings. (#A40)
i. Uses EBP methods to analyze data prior to recommending changes that will enhance client care in practice settings.
ii. Demonstrates an understanding of the interdependence of policy and practice.

   c) Enhancing the effectiveness of consultation by involving clients and other stakeholders, negotiating role responsibilities, and using supportive decision-making. (#A41)

   d) Clearly and concisely communicating consultation recommendations to all stakeholders in order to bring about negotiated change. (#A42)

   e) Consulting with inter-professional colleagues as needed to enhance holistic plan implementation. (#A43)

9. The Advanced Holistic Nurse evaluates the progress of their caring process by

   a) Partnering with client to evaluate the accuracy of the diagnosis, effectiveness of interventions, change in meaning of experience, and person’s expected outcomes. (#A53)

      i. Evaluating the impact of therapeutic interventions on the client’s cultural, ethnic, and spiritual identity.

   b) Partnering with client to evaluate effectiveness of holistic nursing plan and to adapt care plan as indicated by evaluation, resources, and/or situation. (#A54)

      i. Evaluates and assists the client in evaluating the appropriate use of traditional and alternative practice activities.

      ii. Evaluates the impact of the course of the disease or health problem on quality of life and functional status.

   c) Partnering with the client to evaluate the accuracy of the interdisciplinary diagnoses, expected outcomes, and intervention effectiveness. (#A55)

      i. Evaluates the interface among the individual, family, community, and social systems and their relationship to health functioning.

   d) Synthesizing results of evaluations to determine the impact of care and proposed changes in healthcare processes, and/or systems as indicated and appropriate. (#A56)

B. Attitudes and Performance Behaviors of the Advanced Holistic Nurse

The Advanced Holistic Nurse is able to demonstrate expertise in Basic Practice of Holistic Nursing competencies listed above. In addition the Advanced Holistic Nurse demonstrates expertise in the following competencies.

1. The Advanced Holistic Nurse Practices ethically by:

   a) Participating in inter-professional teams that address ethical risks, benefits, outcomes. (#A57)

      i. Provides inter-professional leadership in evaluating relationships among ethical risks, benefits, and outcomes of holistic care.

      ii. Provides inter-professional leadership in planning/implementing changes needed to ensure quality care.

   b) Proactive contributions needed to create an ecosystem that supports well-being of all life. (#A58)

      i. Institutes and maintains an ongoing program designed to identify factors that impinge on a healthy ecosystem.

      ii. Provides leadership to make changes needed to enhance a healthy ecosystem.

      iii. Provides leadership to prevent damage to the ecosystem.
c) Modeling expert holistic nursing practice to colleagues, consumers, and interprofessional team members. (#A59)
d) Mentoring nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing important for each phase of the caring process. (#A60)
i. Provides leadership for nurse colleagues in the acquisition of knowledge important in their practice of holistic nursing.
ii. Provides leadership in the translation of research findings to determine application to holistic nursing practice.
iii. Anticipates variations in practice and makes recommendations/provides leadership to make changes to ensure quality care.
e) Using expert knowledge and skills to influence inter-professional decision-making related to holistic healthcare. (#A61)
i. Identifies, measures, and monitors clinical and related behavioral outcomes to determine the effectiveness and appropriateness of the plan of care with consideration for diverse populations.
ii. Uses culturally related competency (i.e. knowledge and skills) when working with diverse clients, families, and communities.
f) Leading the development of continuous improvement of systems that support and/or provide holistic care. (#A62)
i. Uses expert knowledge and reflective practices to identify areas for improvement in holistic nursing practice.
ii. Uses expert knowledge and leadership skills (e.g. mediation/negotiation, conflict resolution/change theory), knowledge derived by EBP methods, theories applicable to holistic healthcare, and knowledge related to current/proposed technologies to propose/influence/direct community/state/national legislation that impacts on holistic practice at various levels ranging from the individual to the international community.
iii. Advocates for policies that promote/protect/advance holistic healthcare at the community/regional/state/national/global levels.
iv. Advocates for system reform that supports holistic healthcare at the community/regional/state/national/global levels.
v. Creates, administers, and directs peer review programs for Advanced Holistic nurses.
vi. Facilitates development of health care systems that address the holistic needs of culturally diverse populations, providers, and other stakeholders.
vii. Creates and directs self-development/educational programs (related to holistic nursing practice) for Advanced Holistic nurses.
vii. Continuously evaluates the impact of healthcare delivery on clients, providers, and other stakeholders.
viii. Provides leadership to plan and implement programs aimed at improving the healthcare system milieu and delivery processes.

2. The Advanced Holistic Nurse Attains Knowledge and skills that reflects current Advanced Holistic by:

a) Using current healthcare research findings and other sources to understand national practice standards and trends in holistic healthcare. (#A63)
i. Recognizes the importance of lifelong learning as an essential source of new knowledge.
ii. Actively seeks continued education experiences to learn about advances in holistic nursing practice.

iii. Actively reviews research findings and other related literature to determine implications for advances in clinical practice.

iv. Uses EBP methods to integrate and analyze various sources of information related to current and emerging holistic practice activities and models.

v. Acquires knowledge and skills necessary to use technology important in the practice of Advanced Holistic nursing (e.g. computer skills related to electronic medical records; management of clinical guidelines; research related skills, etc).

b) Acquiring advanced communication skills and knowledge relevant to Holistic Nursing. (#A64)
   i. Demonstrates effective clinical interviewing skills that facilitate development of a therapeutic relationship.

c) Providing educational programs for nurses and colleagues that explain and expand holistic nursing. (#A65)

d) Providing professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels. (#A66)
   i. Assesses the interface among the individual, family, community, and social systems and their relationship to health functioning.
   ii. Advocates for reform important to the provision of holistic healthcare at the local, regional, national, international levels.

3. The Advanced Holistic Nurse integrates evidence and research findings into practice by:

a) Facilitating colleagues’ critique of research findings to determine application to holistic nursing practice. (#A67)
   i. Provides guidance and leadership for nurse colleagues and others as indicated in the research process.
   ii. Provides guidance and leadership for nurse colleagues and others to critique research findings to determine application to advanced holistic nursing practice.

b) Critiquing research projects and results to determine appropriateness for application to holistic nursing practice. (#A68)

c) Using nursing theory to base and guide research projects. (#A69)

d) Using research findings in the development of policies, procedures, and practice guidelines for holistic client care. (#A70)
   i. Uses EBP methods, input from organizational leaders, and others as indicated to determine best options for practice guidelines, procedures, and polices related to nursing practice and system models.
   ii. Develops new practice models based critique of research and integration of multiple sources of knowledge (i.e., nursing science, humanities, and other sciences.)

e) Initiating and maintaining a program of research related to Holistic Nursing. (#A71)
   i. Initiates and maintains a practice setting conducive to a research program in Advanced Holistic nursing.
   ii. Initiates and maintains a research program (utilizing EBP methods) focused on Advanced Holistic nursing practice.

f) Providing guidance and leadership for nurse colleagues (and others as indicated) in the research process and the use of research findings. (#A72)
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i. Initiates a practice setting that supports and uses research related to holistic nursing.
ii. Collaborates with others in the conduct of research to discover, examine, and test knowledge, theories, and evidence-based approaches to practice.
iii. Leads practice inquiry, individually or in partnership with others to answer clinical questions in holistic Advanced Holistic nursing.
g) Advocating for and educates others about the three components of EBP. (#A73)
i. Advocates for and educates others about the key components of EBP as it relates to Advanced Holistic nursing.
ii. Advocates for and educates others about the key components of EBP as it relates to enhancing quality holistic care.
h) Using organizational and community resources to formulate multidisciplinary plans of care. (#A74)
i) Developing innovative strategies that consider resource utilization. (#A75)
j) Developing evaluation strategies to demonstrate cost effectiveness, cost benefits, and efficiency factors. (#A76)

4. The Advanced Holistic Nurse contributes to quality nursing practice by also:
a) Identifying practice situations important for quality monitoring. (#A77)
i. Institutes, implements, and maintains an ongoing process to explore changes in the healthcare system that have the potential to impact Advanced Holistic holistic nursing and holistic healthcare services.
ii. Assesses the practice environment to identify changes needed to ensure safety of consumers and healthcare providers.
iii. Assesses the practice environment to identify changes needed to enhance quality holistic care.
iv. Recommends changes that will enhance safety of consumers and healthcare providers.
v. Recommends changes that will improve holistic nursing practice.
vi. Recommends changes that will effect changes in the practice arena that will support holistic care.
vii. Provides leadership to effect proposed changes.
viii. Evaluates outcomes of implemented changes.
b) Collecting data to monitor quality and effectiveness of Holistic Nursing practice. (#A78)
i. Assesses relationships among access, cost, quality, and safety, and their influence on holistic health care.
ii. Evaluates relationships among factors that influence advanced holistic nursing care and inter-professional holistic health care.
c) Using the results of quality improvement activities to initiate changes in holistic nursing practice and in the healthcare delivery system. (#A79)
i. Uses results from quality improvement reports, research, and other forms of knowledge to propose, lead, direct changes in practice and/or the healthcare delivery system.
ii. Uses results from quality improvement reports, research, and other forms of knowledge to propose healthcare reform.
iii. Provides leadership and directs healthcare reform as indicated from integration/analysis of quality improvement reports, research, and other forms of knowledge.

d) Analyzing quality-review data to formulate recommendations for improving Holistic Nursing practice. (#A80)
   i. Advocates for changes indicated to improve holistic nursing practice.
   ii. Seeks consultation when appropriate to enhance one’s own knowledge and practice.

e) Developing indicators to monitor and/or standardize quality and effectiveness of holistic nursing practice. (#A81)
   i. Monitors relevant research to improve quality care.

f) Developing and standardizes Holistic Nursing guidelines, protocols, and practice. (#A82)

g) Designing quality improvement initiatives. (#A83)
   i. Provides leadership for proposed/planned changes important to improve advanced holistic nursing practice and inter-professional holistic care.
   ii. Directs change projects.
   iii. Evaluates effects of change projects.

h) Promoting competency in Holistic Nursing practice to assure quality of care to clients. (#A84)
   i. Advocates for quality review to identify areas for practice improvement.
   ii. Advocates for continued education to enhance holistic nurses knowledge and skills.
   iii. Advocates for certification in specialty area as a way to validate competency.

i) Evaluating quality-of-care reports to identify research opportunities. (#A85)
   i. Analyzes clinical guidelines and quality-of-care reports to identify areas that warrant research important for clarifying/improving advanced holistic nursing.

5. The Advanced Holistic Nurse communicates effectively in all areas of practice by also:

   a) Engaging the healthcare-consumer, family, and team members in planning and implementing holistic care designed to achieve optimal outcomes. (#A86)
      i. Applying therapeutic communication strategies based on various sources of information (including theories and research evidence) to facilitate behavioral change, foster person awareness and growth, and reduce emotional distress.
      ii. Using a therapeutic relationship to promote positive clinical outcomes
      iii. Involving patients, significant others, and inter-professional team members in data collection and analysis.
      iv. Using interventions to promote mutual trust basic to a therapeutic relationship.
      v. Maintains a therapeutic relationship over time with individuals, groups, and families to influence negotiate outcomes.
      vi. Maintaining professional boundaries to preserve the integrity of the therapeutic process.

   b) Using advanced knowledge and skills to promote open communication among the inter-professional team members and the client. (#A87)

   c) Using story-telling to reframe experiences. (#A88)

   d) Communicating the holistic care plan, including both conventional and integrative
practices, to the inter-professional team members. (#A89)
e) Partnering with others to create an inter-professional plan that focuses on safe, effective holistic outcomes. (#A90)
f) Documenting collaborative discussions (including holistic plan changes, communications, and rationale). (#A91
i. Synthesizes, prioritizes, and documents relevant data in a retrievable form.
g) Documenting referrals, including provisions for continuity of holistic care. (#A92)
i. Concludes nurse-client relationship, transferring trust and therapeutic relationship to other healthcare providers as appropriate.
ii. Uses technology to organize and analyze data.
iii. Uses technology to disseminate findings from clinical reasoning, EBP methods of analyses.
iv. Continuously evaluates effects of integrating technology into the practice arena on the practice of holistic nursing.
v. Continuously evaluates the effects of integrating technology into the Advanced Holistic of holistic nursing on client outcomes.
vi. Continuously evaluates effects of technology on the culture of healing and the healing environment.
vii. Proactively provides leadership to maximize positive client outcomes associated with integration of technology in the practice of Advanced Holistic Nursing.
viii. Creates, utilizes, and supervises ongoing referral and follow-up system(s) to ensure clients’ after-visit needs are addressed.
6. The Advanced Holistic Nurse demonstrates leadership in the professional practice setting and the profession by also:
a) Providing leadership for nursing and inter-professional groups aiming to improve holistic healthcare. (#A93)
i. Applies skills in peer review to promote a culture of excellence.
ii. Acts as a change agent for inter-professional groups aiming to improve holistic healthcare.
   • Uses reflection as a way to discovery new information, integrate multiple sources of information, and self-understanding.
   • Envisions potential changes based on critical analyzes of multiple sources of information.
   • Communication visions for change.
   • Provides leadership for discussions essential to the change process.
b) Promoting advanced holistic nursing practice. (#A94)
i. Integrates and critically analyzes multiple patterns of knowing to generate knowledge needed to improve Advanced Holistic Nursing.
ii. Uses newly generated knowledge to envision changes needed to advance holistic nursing practice.
iii. Communicates visions for change based on critical analysis of multiple sources of date to colleagues, other healthcare providers, stakeholders, and others.
iii. Advocating for the Advanced Holistic Nurse’s role to other healthcare providers, community, state, and federal agencies, and society.
c) Modeling expert holistic nursing practice to colleagues, consumers, and inter-professional team members. (#A95)
i. Monitors own emotional reaction and behavior responses to others, and uses this self-awareness to enhance therapeutic relationships.

d) Mentoring nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing. (#A96)
   i. Provides leadership in the acquisition and use of holistic nursing knowledge, skills, and ways of knowing important for each phase of the caring process.
   ii. Provides leadership in the translation of research findings to determine application of holistic nursing practice at the national/global levels.

e) Using expert communication knowledge and skills to influence inter-professional decision-making related to holistic client care. (#A97)
   i. Envisions, communicates, and directs inter-professional discussions/decisions that result in innovations that impact the health and well-being of individuals, groups, and populations at the national and global levels.

f) Formulating recommendations to improve holistic nursing practice. (#A98)
   i. Uses clinical reasoning to formulate innovate recommendations for holistic nursing practice
   ii. Envisions changes needed to improve holistic nursing practice;
   iii. Formulates strategies specific to changes needed to improve holistic nursing practice.

g) Leading the development of continuous improvement of systems that support and/or provide holistic care. (#A99)
   i. Critically analyzes all sources of information to identify changes that will support improved advanced holistic healthcare.
   ii. Provides interdisciplinary leadership to make changes necessary to support and/or provide innovative holistic healthcare;
   iii. Provides directions needed to effect innovative changes necessary to support, improve, and/or provide holistic healthcare;
   iv. Partners with policy-makers to promote language of holism in healthcare reform.

7. The Advanced Holistic Nurse collaborates with healthcare consumers, family, and others in the conduct of Holistic Nursing practice by:
   a) Making referrals and following-up as needed. (#A100)
      i. Makes appropriate referrals to other health care professionals and community resources for individuals and families.
   b) Participating with inter-professional teams that contribute to role development, advanced holistic nursing practice, and/or holistic healthcare. (#A101)
   c) Providing inter-professional educational information on holistic care as indicated. (#A102)
   d) Providing professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels. (#A103)
      i. Uses EBP methods to provide direction for change in healthcare at various levels of the healthcare system;
      ii. Serves as a change agent at various levels of the healthcare system to expand holistic healthcare based on evidence derived through EBP methods.
      iii. Provides leadership to foster collaboration with multiple stakeholders to improve holistic health care.
      iv. Provides leadership and directs changes that affect global health
v. Uses environmental scanning skills to identify factors that have the potential to create problems in the provision of Advanced Holistic care and/or inter-professional holistic health care.

vi. Provides leadership in designing/implementing strategies to prevent identified problems emergence.

e) Developing practice environments that recognize, value, and demonstrate holistic communication as fundamental to care. (#A104)

f) Communicating consultation recommendations, including those that facilitate change. (#A105)

8. The Advanced Holistic Nurse evaluates own nursing practice in relation to professional standards, guideline, statues, rules, and regulations by also:

a) Engaging in formal feedback processes with nursing colleagues to evaluate own holistic practice, knowledge, and skills as they relate to current laws, regulations, and rules. (#A106)

   i. Uses ways-of-knowing, including reflective practices and input from colleagues, to evaluate own Advanced Holistic knowledge and skills as they relate to current laws, regulations, rules, and trends in healthcare.

b) Taking initiative for formal inter-professional processes to evaluate own practice. (#A107)

c) Engaging in inter-professional processes to evaluate holistic patient care and organizational issues, given current practice standards and guidelines. (#A108)

   i. Applies ethical and legal principles to the treatment of clients to ensure confidentiality according to HIPPA guidelines.

d) Synthesizing results of evaluations to determine the impact of care and propose changes in healthcare processes, and/or systems. (#A109)

e) Critically examining integrative practices indicated in any treatment plan for their efficacy, safety, and appropriateness. (#A110)

   i. Critically examines holistic nursing theories, available EBP literature, and alternative practices to determine their treatment efficacy, safety, and appropriateness.

9. The Advanced Holistic Nurse uses appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible by also:

a) Assigning or delegating tasks based on holistic needs and conditions of clients, potential for harm, stability of client’s condition, complexity of the task, predictability of the outcome, and professional’s expertise. (#A111)

b) Using organizational and community resources to formulate inter professional care plans. (#A112)

c) Developing innovative strategies that consider resource utilization. (#A113)

d) Developing evaluation strategies to demonstrate cost effectiveness, cost benefits, and efficiency factors. (#A114)

10. The Advanced Holistic Nurse practices in an environmentally safe and healthy manner by also:

a) Co-creating partnerships that promote sustainable holistic environmental health policies and conditions. (#A115)

b) Contributing actively and proactively to create an ecosystem that supports wellbeing of all life. (#A116)

c) Analyzing the impact of multiple forces (social, political, human, etc.) on the

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evironment. (#A117)
d) Critically evaluating the popular media presentations of environmental health issues. (#A118)
e) Advocating for implementation of holistic environmental principles. (#A119)
f) Supporting nurses in advocating for and implementing holistic environmental principles. (#A120)
g) Working to correct environmental factors that interfere with a healing environment. (#A121)
   i. Advocates for environments that support holistic healthcare.
   ii. Provides leadership needed to effect changes that support holistic healthcare.
h) Actively using self to create a safe, healing environment for clients and caregivers. (#A122)
i) Evaluating the practice environment to identify research opportunities and/or questions, relevant to holistic nursing. (#A123)
j) Developing practice environments that recognize, value, and demonstrate holistic communication as fundamental to care. (#A124)

Table 1. Blueprint, Advanced Holistic Nursing, Standards and Competencies Mapped by Core Values (Examination contains 150 items)

<table>
<thead>
<tr>
<th>Core Value</th>
<th>CV: 1</th>
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<tr>
<td>Items</td>
<td>5%</td>
<td>53%</td>
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ADDITIONAL ESSENTIALS FOR THE ADVANCED PRACTICE HOLISTIC NURSES (APRN) WITH PRESCRIPTIVE AUTHORITY

The Advanced Holistic Nurse with APRN status incorporates all of the competencies relevant to Advanced Holistic Nursing shown above. In addition, the Advanced Holistic Nurse, APRN is responsible for the following competencies. The examination includes 200 items: 150 items assess the Advanced Holistic Nursing competencies shown above; the remaining 50 items assess the competencies listed below.

1. Uses advanced knowledge of pharmacology, psychoneuroimmunology, nutritional supplements, herbal and homeopathic remedies, and integrative health practices to plan and prescribe care consistent with client needs/health issues/problem. (#A44)
   i. Psychoneuroimmunology includes concepts such as neuropeptides, neurotransmission, neuromodulation, mindbody, and others important concepts of holism.

1 The questions are divided equally across the phases of the activities of practice (i.e. Standards 1-6: Assessment, Diagnosis, Outcomes, Planning, Implementation, and Evaluation; and practice performance behaviors (i.e Standard 10, the Quality of one’s practice; and Standards 12 and 13 respectively: Leadership and Collaboration shown in the practice arena. Fifty (50) of these items assess APRN competencies (i.e. #44-52) are mapped with the Core Value: The Caring Process.
ii. Understands actions and interactions of commonly used herbs, such as ginkgo and milk thistle.

2. Synthesizes multiple sources of knowledge/information, including client self-knowledge when prescribing holistic treatment. (#A45)
   i. Uses EBP methods to prescribe holistic treatment including traditional and alternative practices.
   ii) Prescribes medications/therapies based on clinical indicators of a client’s status including results of diagnostic and lab tests as appropriate.

3. Prescribes holistic care plan co-created by partnering with client. (#A46)

4. Prescribes pharmacologic agents based on current knowledge of pharmacology and physiology; clinical indicators; age; person’s holistic status/needs; results of diagnostic labs; and the person’s beliefs, values, and choices. (#A47)
   i. Prescribes pharmacological and non-pharmacological agents for patients based on individual characteristics, e.g. culture, ethnicity, gender, age, religious beliefs, and physical status.
   ii. Ensures client safety through the appropriate prescription and management of pharmacological and non-pharmacological interventions.

5. Evaluates and analyzes therapeutic effects, possible side-effects, and possible interactions of all prescribed treatments. (#A48)
   i) Uses reflective practice(s) to integrate patterns of knowing and evaluate effectiveness of the holistic caring process.

6 Provides client with information about cost and expected outcomes of planned treatment and integrative options. (#A49)

7. Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes. (#A50)

8. Documents collaborative discussions including holistic plan changes, communications, and rationale. (#A51)

9. Documents referrals, including provisions for continuity of holistic care. (#A52)

| Table 2. Blueprint, Advanced Practice (APRN), Holistic Nursing, Standards and Competencies Mapped by Core Values (Examination contains (200 items) |
| Core Value | CV: 1 4% | CV: 2 55% | CV: 3 21% | CV: 4 14% | CV: 5 6% |
| Percent Total Exam | Holistic Philos/ Theory 1% | Ethics 3% | Holistic Caring Process 55% | Comm 5% | Thera Healing 15% | Cultr Divrsty 1% | Edu 3% | Rsch 11% | Self-reflect 5% | Self-care 1% |
| Items | 2 | 6 | 110 | 10 | 30 | 2 | 6 | 22 | 10 | 2 |

2 The questions are divided equally across the phases of the activities of practice (i.e. Standards 1-6: Assessment, Diagnosis, Outcomes, Planning, Implementation, and Evaluation; and practice performance behaviors (i.e Standard 10, the Quality of one’s practice; and Standards 12 and 13 respectively: Leadership and Collaboration shown in the practice arena. Fifty (50) of the 110 items assess competencies
APPENDIX A
AHNA Standards of Care and
Basic Practice Core Competencies

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer’s health and or the situation. The Holistic Nurse:
   1. Centers self before interacting with client.
   2. Elicits client story (to reveal context and complexity of the human health experience).
   3. Prioritizes data collection activities based on client’s immediate needs, condition, and/or situation.
   4. Collects data relevant to the holistic paradigm in a systematic and ongoing process.
   5. Uses holistic nursing concepts to guide data collection.
   6. Uses holistic nursing theories to guide data collection.
   7. Uses scientific (empirical) knowing when gathering and validating data.
   8. Uses esthetic knowing when gathering and validating data.
   9. Uses ethical knowing when gathering and validating data.
  10. Uses own personal knowing when gathering data.
  11. Uses sociopolitical knowing when gathering and validating data.
  12. Uses unknowing when gathering data.
  13. Uses reflective knowing when gathering and validating data.
  14. Assesses client’s perceptions and meaning of signs and symptoms, health, illness, sickness, and well-being.
  15. Assesses client’s understanding of the diagnostic procedures, the diagnosis, and treatment plan including integrative health practices.
  16. Assesses client’s use of and preferences for conventional and integrative health strategies.
  17. Assesses client’s learning needs and readiness to learn.
  18. Assesses client values, beliefs, and cultural practices.
  19. Assesses client’s lifestyle patterns and risk behaviors.
  20. Assesses client’s physical, mind, body, spiritual dimensions and their interactions.
  21. Assesses client’s comfort status and related resources.
  22. Assesses client’s coping status and related resources.
  23. Assesses cultural and environmental factors effecting client’s wellbeing.
  24. Assesses significant others’ perceptions of the situation.
  25. Assesses interactions between the client and significant others.
  26. Assesses client’s strengths, challenges, and available internal and external resources.
  27. Documents relationship among diagnoses, expected outcomes, and evidence-based, holistic care plan in a secure and retrievable manner.

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:
   28. Uses holistic nursing theories to interpret meaning and to identify relationships among the data collected.
29. Synthesizes data/information to identify patterns.
30. Analyzes pattern(s) of data collected to derive diagnoses.
31. Validates diagnosis in partnership with client(s).

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:
   32. Partners with client to formulate realistic outcomes that emphasize holistic health and wellbeing.
   33. Considers own expertise when defining outcomes.
   34. Facilitates client’s understanding that there is a potential of the outcomes evolving over time.
   35. Uses holistic nursing theory to formulate outcomes.

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:
   36. Clarifies and validates client’s understanding of the plan.
   37. Facilitates client and significant others to explore holistic strategies and related resources needed to address each of the diagnoses and the expected outcomes.
   38. Integrates spiritually-based interventions in care plan as appropriate.
   39. Partners with client and significant others (as appropriate) to set a timeline for the care plan.
   40. Plans care that links assessment, diagnosis, and potential side effects.
   41. Uses standardized language and/or recognized terminology to document the holistic plan.
   42. Ensures inclusion of client’s values and beliefs in decision-making, holistic care plan, and negotiation of role-responsibilities.
   43. Formulates a safe and effective care plan that incorporates appropriate integrative health practices.

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:
   44. Integrates current trends, research, and evidence-based interventions specific to the client’s needs, problem, or situation.
   45. Uses self as an instrument of healing (e.g. as a conduit of healing energy).
   46. Uses intentional comfort-touch as appropriate.
   47. Partners with client in decision-making throughout the implementation process to ensure safe and holistic practice effectiveness.

   a) Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:
   48. Advocates for the client’s self-knowledge as essential information.
   49. Coordinates implementation of holistic care plan across settings and caregivers.
   50. Facilitates client in establishing/maintaining relationships with healthcare providers that are conducive to healing.

   b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:
51. Models ethics and philosophy consistent with holistic nursing’s beliefs.
52. Facilitates client’s and significant others to learn that healing is a holistic process.
53. Creates safe learning environments.
54. Uses teaching-learning methods appropriate to the clients needs and/or situation.
55. Seeks ongoing feedback on information provided.
56. Facilitates others to access their own inner wisdom.
57. Facilitates others to learn about conventional and integrative practices.
58. Partners with multiple sources (e.g. clients, advocates, etc.) to create health documents.

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:
59. Partners with clients and others, as indicated, to evaluate the effectiveness of the plan, and determine factors that contribute to differences between expected and actual holistic outcome.
60. Documents results of the evaluation.
61. Uses ongoing evaluation to mutually revise, with persons involved: the plan, diagnosis, expected outcomes, and implementation.
62. Disseminates evaluation results according to laws and regulations.

7. ETHICS: The holistic, registered nurse practices ethically. The Holistic Nurse:
63. Honors uniqueness and inherent worthiness of clients throughout all aspects of the holistic nursing process.
64. Honors the individual as the authority/expert of his/her life experiences.
65. Honors and facilitates the natural development of and unfolding of the client’s human processes, and inherent capacity for self-healing.
66. Engages in on-going self-reflection to identify wisdom learned and areas for self development.
67. Values all life experiences as opportunities to find personal meaning and cultivates self-awareness, self-reflection, and growth.
68. Reflects on the effect of one’s cultural and spiritual beliefs, life experiences, biases, education, and values on his/her professional practice.
69. Uses ANA Code of Ethics with Interpretive Statement and AHNA Position Statement on Holistic Nursing Ethics to guide practice.
70. Uses AHNA Core Values to articulate the moral foundation of holistic nursing.
71. Practices holistic nursing care in a manner that preserves and protects the client’s confidentiality autonomy, dignity, rights, values, and beliefs within legal and regulatory parameters.
72. Respects the client’s choices and health trajectory, even when it is incongruent with conventional wisdom/standards.
73. Informs the person of the risks, benefits, and outcomes of holistic healthcare regimes.
74. Assists persons in self-advocacy skill development, which includes making informed choices about their care.
75. Provides age appropriate holistic care in a culturally and ethnically sensitive manner.
76. Demonstrates a commitment to practice holistic self-care strategies to manage stress and enhance wellbeing.
77. Demonstrates knowledge of the role and referral process of the ethics committee in the organization.
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78. Advocates for the holistic wellbeing of the global community with consideration for the economy, education, and social justice.
79. Acts on behalf of vulnerable and/or marginalized individuals or groups who cannot seek or demand ethical treatment on their own.
80. Seeks available resources in formulating holistic, ethical decisions.
81. Reports illegal, incompetent, or impaired practices.

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:
   82. Seeks and acquires knowledge and skills pertinent to the practice of Holistic Nursing.
   83. Seeks experiences, formal and informal, to maintain and develop clinical skills, professional knowledge, and personal growth related to holistic nursing.
   84. Uses current knowledge, including research findings, to expand clinical practice, professional performance, and role development.
   85. Maintains professional records that provide evidence of competency, and life-long learning related to holistic nursing.

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:
   86. Uses the best available evidence, including theories and research findings, to guide holistic nursing practice decisions throughout the nursing process.
   87. Recognizes that evidence-based practice contains three components: the best evidence, the client’s preferences, and the nurse’s expertise.
   88. Participates, actively and ethically, in holistic research activities.
   89. Participates in the work of the research ethics committee.
   90. Supports research of others on healing, wholeness, spirituality, and/or other holistic concepts.

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:
    91. Approaches clients as integrated, adaptive systems, interconnected with all other systems.
    92. Acknowledges that holistic health is a multidimensional state of well-being as perceived by the client.
    93. Acknowledges health and wellbeing as the desired outcome of holistic nursing practice.
    94. Acknowledges self as integral with the healing environment.
    95. Focuses on facilitating the individual’s growth, holistic health, and wellbeing.
    96. Uses Presence, Intentionality, Compassion, and Authenticity throughout the holistic nursing process.
    97. Uses holistic nursing theories to help integrate one’s knowing, doing, and being in practice.
    98. Demonstrates quality by documenting the application of the holistic nursing process in a responsible, accountable, and ethical manner.
    99. Creates innovative, quality-improvement activities to initiate changes in holistic healthcare.
   100. Engages in the practice of self-care as a prerequisite to providing holistic care.
   101. Provides age and developmentally appropriate holistic care from infant to elder in a

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culturally and ethnically sensitive manner.
102. Implements processes to remove/decrease barriers to holistic care.
103. Seeks feedback from clients regarding impact and effectiveness of holistic nursing care.
104. Obtains and maintains professional certification in holistic nursing and other areas of expertise.
105. Promotes competency in Holistic Nursing Practice to assure client quality of care.

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Holistic Nurse:
106. Uses communication knowledge and skills (e.g. active listening) to interact effectively within the clients and colleagues worldview.
107. Validates communication with clients and colleagues to ensure constructive, purposeful interactions.
108. Facilitates negotiations of conventional and integrative practices for continuity of care and program planning.
109. Facilitates inter-professional processes that enhance contributions of all members of the health team.
110. Provides information related to the use, efficacy, safety, and indications of integrative health practices to clients and others as indicated.
111. Partners with client and colleagues to enhance healthcare-consumer's perception of wellbeing.

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:
112. Engages in team-work with all healthcare providers.
113. Works to create and maintain healthy work environments that supports holistic healthcare.
114. Demonstrates creativity and flexibility during periods of system change.
115. Serves in key roles in the work setting by participating on committees, councils, and administrative activities.
116. Promotes advancement of holistic nursing as a profession.
117. Has the ability to define a clear vision of holistic nursing practice, associated goals with implementation and evaluation plans to measure success.
118. Demonstrates energy, excitement, and a passion for quality holistic nursing practice.
119. Creates an environment that supports holistic nursing in risk-taking behaviors.
120. Proactively promotes innovative ideas aimed at creating an environment conducive to client holistic health and well-being.
121. Supports appropriate balance between work and holistic self-care in the lives of nurses and other colleagues.

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:
122. Acknowledges and expresses expertise and competency of diverse disciplines.
123. Maintains compassionate and caring relationships with peers and colleagues.
124. Collaborates with inter-professional team to optimize resources needed for holistic care plan.
125. Participates in professional organizations in a membership capacity at local, state,
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national and international levels to expand promotion of holistic health.

126. Shares holistic nursing knowledge and skills with peers and colleagues at patient-care conferences.

127. Shares holistic nursing knowledge and skills with peers and colleagues at inter-professional team meetings, conferences, and other opportunities.

128. Provides peers with feedback regarding their practice and/or role performance, as it affects the wellbeing of both the peer and their clients, using constructive language and sincere communications.

14. PROFESSIONAL PRACTICE EVALUATION: The holistic, registered nurse evaluates her or his own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations. The Holistic Nurse:


130. Engages in self-evaluation to identify areas of strength, opportunities for professional development with consideration to current laws, regulations, and rules.

131. Seeks informal feedback from clients, and colleagues/peers in respect to professional practice.

132. Seeks formal feedback from clients, colleagues/peers, supervisors, and others.

133. Participates in systematic peer review considering practice standards and guidelines, relevant statutes, rules and regulations.

134. Performs actions necessary to achieve holistic goals identified from evaluation processes.

135. Provides rationale for holistic nursing practice beliefs, decisions, and actions as part of evaluation processes.

15. RESOURCE UTILIZATION: The holistic, registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible. The Holistic Nurse:

136. Understands the diversity of the global community and associated resources.

137. Incorporates cultural practices that affect the client’s holistic healthcare plan and related outcomes.

138. Evaluates factors such as client resources and circumstances, the safety, cost-benefits, efficiencies, and impact on practice when choosing practice options that result in the same expected outcomes.

139. Facilitates clients in becoming informed consumers of holistic care.

140. Identifies and reports discriminatory professional practices.

141. Engages in nondiscriminatory holistic nursing practices.

142. Assigns or delegates tasks as defined by the state nurse practice acts and according to the knowledge and skills of the designated care-giver.

16. ENVIRONMENTAL HEALTH: The holistic, registered nurse practices in an environmentally safe and healthy manner. The Holistic Nurse:

143. Acknowledges that the well-being of the ecosystem of the planet is a determining condition for the well-being of holistic human beings.

144. Engages in activities that nurture and enhance our integral relationship with the earth.

145. Proactively works to protect the holistic health and well-being of the ecosystem.
146. Contributes to an environment that is conducive to enhancing the holistic education of healthcare providers.
147. Promotes work environments that support understanding, respect, health, healing, caring wholeness, and harmony.
NOTE: Competencies 1-43 and 53-124 are for all graduate holistic nurses; competencies 44-52 are for APRN nurses only.

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer’s health and or the situation. The Advanced Holistic Nurse:
   1. Partners with clients to: explore and validate their story, find meaning embedded in their statements, and explore contextual issues.
   2. Assesses, interprets, and synthesizes multiple sources of knowledge to understand the client’s need, problem, or situation.
   3. Assesses effects of relations and interactions among client, significant others, and/or community on client’s well-being.
   5. Uses art interpretation as a source of assessment.
   6. Interprets diagnostic tests/procedures.
   7. Assesses relations and interactions among individuals, families, the community, and social systems on the community’s (and/or society’s) well-being.
   8. Affirms intuitive insights with client and/or significant others.

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:
   9.Synthesizes data/information to identify patterns and variances within life context.
   10. Formulates hypothetical diagnoses regarding bases of client’s needs/situation/problems derived during interview, examination, and diagnostic processes.
   11. Validates diagnosis and expected outcome with client, family/significant other, and other healthcare providers as appropriate.
   12. Differentiates clinical findings within normal and/or abnormal variations.

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Advanced Holistic Nurse:
   13. Partners with client and other healthcare providers to formulate inter-professional outcomes, consistent with the diagnoses, client’s perceived needs, circumstances, and resources.
   14. Formulates and documents holistic, inter-professional outcomes, derived from the diagnoses, with realistic time frames.
   15. Differentiates outcomes that require system-level interventions from those of independent nurse practice activities.

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:
   16. Partners with client to explore possible strategies using linguistic and symbolic language.
   17. Considers relations among cost, risks, and benefits of the care plan.
   18. Evaluates system-wide resources needed to carry out holistic plan.

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advanced Holistic Nurse:
19. Collaborates with nurses and the inter-professional team to integrate resources for optimal holistic plan.
20. Maintains a dynamic assessment-diagnosis-outcome-implementation process to ensure holistic practice effectiveness.
21. Uses and/or recommends a range of approaches/therapies, including both conventional healthcare treatments, and integrative health practices.
22. Proposes tests/procedures to the healthcare team, as indicated by client’s condition/needs/situation.
23. Partners with client in decision-making and role negotiations to ensure that the care plan is safe, efficient, and holistic
   a) Coordination of care: Advanced Practice
24. Integrates and synthesizes inter-professional information needed to prescribe strategies important to client’s perceived wellbeing, including community support and/or modifications of surroundings.
25. Facilitates staff in developing and maintaining competency in the assessment, diagnostic, planning, and implementation processes.
26. Organizes and coordinates inter-professional holistic care to reflect the priorities of clients and significant others.
27. Coordinates system-wide resources used to provide holistic care.
28. Documents coordination of inter-professional holistic care in a manner that is secure and easily retrieved.
29. Refers and follows-up on clients as indicated.
   b) Health teaching: Advanced Practice
30. Designs and provides health information that is based on cost-effectiveness research and is appropriate to the client’s unique situation.
31. Assists staff in developing and maintaining competency in holistic processes.
32. Partners with multiple sources (e.g. clients, advocates, etc.) to create holistic health documents and health policies.
33. Provides clients with appropriate information including side effects and costs of both conventional and integrative health practices.
34. Provides nurse with educational programs that explain/expand holistic nursing.
35. Incorporates comparative-effectiveness recommendations when planning and implementing teaching and counseling processes.
36. Evaluates holistic health information acquired from various sources (e.g. books, brochures, internet, etc.) for accuracy, readability, comprehensibility, quality, and appropriateness for the individual.
37. Evaluates effectiveness of holistic health information provided to help people learn about themselves and their conditions or situations.
38. Partners with clients in various settings to promote health, prevent illness, and provide anticipatory guidance.

39. Provides consultation by integrating and synthesizing data from multiple sources of evidence including: clinical data, theoretical frameworks, organizational structures,
beliefs/value systems, and scientific evidence.

40. Provides inter-professional team members information on holistic principles and practices indicated by client’s situation, worldview, and research findings.

41. Enhance the effectiveness of consultation by involving clients and other stakeholders, negotiating role responsibilities, and using supportive decision-making.

42. Clearly and concisely communicates consultation recommendations to all stakeholders in order to bring about negotiated change.

43. Consults with inter-professional colleagues as needed to enhance holistic plan implementation.

**d) APRN, Prescriptive Authority:** The advanced practice registered nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. **The Advanced Practice Holistic Nurse (APRN) only:**

44. Uses advanced knowledge of pharmacology, psychoneuroimmunology, nutritional supplements, herbal and homeopathic remedies, and integrative health practices to plan and prescribe care consistent with client needs/health issues/problem.

45. Synthesizes multiple sources of knowledge/information, including client self-knowledge when prescribing holistic treatment.

46. Prescribes holistic plan care plan co-created by partnering with client.

47. Prescribes pharmacologic agents based on current knowledge of pharmacology and physiology; clinical indicators; age; person’s holistic status/needs; results of diagnostic labs; and the person’s beliefs, values, and choices.

48. Evaluates and analyzes therapeutic effects, possible side-effects, and possible interactions of all prescribed treatments.

49. Provides client with information about cost and expected outcomes of planned treatment and integrative options.

50. Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes.

51. Documents collaborative discussions including holistic plan changes, communications, and rationale.

52. Documents referrals, including provisions for continuity of holistic care.

**Evaluation: All Advanced Practice**

53. Partners with client to evaluate the accuracy of the diagnosis, effectiveness of interventions, change in meaning of experience, and person’s expected outcomes.

54. Partners with client to evaluate effectiveness of holistic nursing plan and to adapt care plan as indicated by evaluation, resources, and/or the situation.

55. Partners with the client to evaluate the accuracy of the inter-professional diagnoses, expected outcomes, and intervention effectiveness.

56. Synthesizes results of evaluations to determine the impact of care and proposed changes in healthcare processes, and/or systems as indicated and appropriate.

7. **ETHICS:** The holistic, registered nurse practices ethically. The Holistic Nurse:

57. Participates in inter-professional teams that address ethical risks, benefits, and outcomes.
58. Contributes actively and proactively to create an ecosystem that supports well-being of all life.
59. Models expert holistic nursing practice to colleagues, consumers, and inter-professional team members.
60. Mentors nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of-knowing important for each phase of the holistic nursing process.
61. Uses expert knowledge and skills to influence inter-professional decision-making related to holistic healthcare.
62. Leads the development of continuous improvement of systems that support and/or provide holistic care.

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:
63. Uses current healthcare research findings and other sources to understand national practice standards and trends in holistic nursing.
64. Acquires advanced communication skills and knowledge relevant to the practice of Holistic Nursing.
65. Provides educational programs for nurses and colleagues that explain and expand holistic nursing.
66. Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:
67. Facilitates colleagues’ critique of research findings to determine application to holistic nursing practice.
68. Critiques research projects and results to determine appropriateness for application to holistic nursing practice.
69. Uses nursing theory to base and guide research projects.
70. Uses research findings in the development of policies, procedures, and practice guidelines for holistic client care.
71. Initiates and maintains a program of research related to holistic nursing.
72. Provides guidance and leadership for nurse colleagues (and others as indicated) in the research process and the use of research findings.
73. Uses organizational and community resources to formulate multidisciplinary plans of care.
74. Develops innovative strategies that consider resource utilization.
75. Develops evaluation strategies to demonstrate cost effectiveness, cost-benefits, and efficiency factors.

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Advanced Holistic Nurse:
76. Identifies practice situations important for quality monitoring.
77. Collects data to monitor quality and effectiveness of holistic nursing practice.
78. Uses the results of quality improvement activities to initiate changes in holistic nursing practice and in the healthcare delivery system.
79. Analyzes quality-review data to formulate recommendations for improving holistic nursing practice.
80. Develops indicators to monitor and/or standardize quality and effectiveness of holistic nursing practice.
81. Develops and standardizes Holistic Nursing guidelines, protocols, and practice.
82. Designs quality improvement initiatives.
83. Promotes competency in Holistic Nursing practice to assure quality of care to clients.
84. Evaluates the quality-of-care reports to identify research opportunities.

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:
85. Engages the healthcare-consumer, family, and team members in planning and implementing holistic care designed to achieve optimal outcomes.
86. Uses advanced knowledge and skills to promote open communication among the inter-professional team members and the client.
87. Uses story-telling to reframe experiences.
88. Communicates the holistic care plan, including both conventional and integrative practices, to the inter-professional team members.
89. Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes.
90. Documents collaborative discussions (including holistic plan changes, communications, and rationale).
91. Documents referrals, including provisions for continuity of holistic care.

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:
92. Provides leadership for nursing and inter-professional groups aiming to improve holistic healthcare.
93. Promotes advanced holistic nursing practice.
94. Models expert holistic nursing practice to colleagues, consumers, and inter-professional team members.
95. Mentors nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing.
96. Uses expert communication knowledge and skills to influence inter-professional decision-making related to holistic client care.
97. Formulates recommendations to improve holistic nursing practice.
98. Leads the development of continuous improvement of systems that support and/or provide holistic care.

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:
99. Makes referrals and performs follow-up as needed.
100. Participates with inter-professional teams that contribute to role development, advanced holistic nursing practice, and/or holistic healthcare.
101. Provides inter-professional educational information on holistic care as indicated.
102. Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.
Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.

Communicates consultation recommendations, including those that facilitate change.

14. PROFESSIONAL PRACTICE EVALUATION: The holistic, registered nurse evaluates her or his own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations. The Advanced Holistic Nurse:

105. Engages in formal feedback processes with nursing colleagues to evaluate own holistic practice, knowledge, and skills as they relate to current laws, regulations, and rules.

106. Provides leadership for formal inter-professional processes to evaluate own holistic practice, knowledge, and skills in respect to current practice standards, rules, regulations and laws.


108. Synthesizes results of evaluations to determine the impact of care and propose changes in healthcare processes, and/or systems.

109. Critically examines integrative practices indicated in any treatment plan for their efficacy, safety, and appropriateness.

15. RESOURCE UTILIZATION: The holistic, registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible. The Advanced Holistic Nurse:

110. Assigns or delegates tasks based on holistic needs and conditions of clients, potential for harm, stability of client’s condition, complexity of the task, predictability of the outcome, and professional’s expertise.

111. Uses organizational and community resources to formulate inter-professional care plans.

112. Develops innovative strategies that consider resource utilization.

113. Develops evaluation strategies to demonstrate cost effectiveness, cost-benefits, and efficiency factors.

16. ENVIRONMENTAL HEALTH: The holistic, registered nurse practices in an environmentally safe and healthy manner. The Advanced Holistic Nurse:

114. Co-creates partnerships that promote sustainable holistic environmental health policies and conditions.

115. Contributes actively and proactively to create an ecosystem that supports wellbeing of all life.

116. Analyzes the impact of multiple forces (social, political, human, etc.) on the environment.

117. Critically evaluates the popular media presentations of environmental health issues.

118. Advocates for implementation of holistic environmental principles.

119. Supports nurses in advocating for and implementing holistic environmental principles.

120. Works to correct environmental factors that interfere with a healing environment.

121. Actively uses self to create a safe, healing environment to identify research opportunities and/or questions, relevant to holistic nursing.
122. Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.
123. Evaluates the practice environment to identify research opportunities and/or questions, relevant to holistic nursing.
124. Developing practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.

Suggested References

NY: Mosby
Linking Core Values, Standards, & Competencies, and Supplemental Information 2012

AHNCC


Norwalk, CT: Appleton-Century-Crofts.


Suggested Videos and Audiocassettes for Certification Preparation:

Holistic Nursing (video) Contact: American Holistic Nurses Association (AHNA) 1-800-278-AHNA

At the Heart of Healing: Experiencing Holistic Nursing (video) Contact: Kineholistic Foundation, PO Box 719, Woodstock, NY, 12398 (800) 255-1914, X 277

A Conversation on Caring with Jean Watson and Janet Quinn Contact: National League for Nursing Press, 350 Hudson Street, New York, NY, 10014 (800) 669-9656, ext. 138

The Art of Caring: Holistic Healing using Relaxation, Imagery, Music and Touch (by Barbara Dossey, Lynn Keegan, and Cathie Guzzetta) (Four, one hour audiocassettes with booklet and CEU option) Contact: Sounds True, 413 S. Arthur Ave., Louisville, CO 80027 (800) 333-9185.

Additional References for Advanced Practice Holistic Nurses

