

**Report to the
American Holistic Nurses Credentialing Corporation
(AHNCC)
on its
2017 Role Delineation Study**

Appendix C – Holistic Nurse Task Statements
Appendix D – Advanced Holistic Nurse Task Statements
Appendix E – Holistic Nurse Cross Tabulations
Appendix F – Advanced Holistic Nurse Cross Tabulations
Appendix G – Comments
Appendix H – Core Values Grid

Presented to:
American Holistic Nurses Credentialing Corporation

September 2017



AHNCC Role Delineation Survey 2017

Appendix C – Holistic Nurse Task Statements

Appendix D – Advanced Holistic Nurse Task Statements

Appendix E – Holistic Nurse Cross Tabulations

Appendix F – Advanced Holistic Nurse Cross Tabulations

Appendix G – Comments

Appendix H – Core Values Grid

Appendix C – Holistic Nurse Task Statements



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 206

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
1. Centers self before interacting with client.	151	73.7	40	19.5	13	6.3	1	0.5	3.7	196	95.6	8	3.9	1	0.5	0	0.0	4.0
2. Acknowledges own personal value/belief patterns may influence client-nurse interactions.	146	71.2	49	23.9	10	4.9	0	0.0	3.7	173	84.8	28	13.7	3	1.5	0	0.0	3.8
3. Elicits client's story (to reveal context and complexity of the human health experience).	139	68.1	54	26.5	11	5.4	0	0.0	3.6	159	77.9	44	21.6	1	0.5	0	0.0	3.8
4. Prioritizes data collection activities based on client's immediate needs, condition, and/or situation.	161	78.9	36	17.6	5	2.5	2	1.0	3.7	156	76.1	47	22.9	2	1.0	0	0.0	3.8
5. Collects data within the context of the holistic paradigm in a systematic and ongoing process.	104	50.7	81	39.5	18	8.8	2	1.0	3.4	127	62.3	73	35.8	4	2.0	0	0.0	3.6
6. Uses holistic nursing concepts to guide data collection.	109	53.4	78	38.2	14	6.9	3	1.5	3.4	127	62.0	67	32.7	11	5.4	0	0.0	3.6
7. Uses holistic nursing theories to guide data collection.	69	34.0	78	38.4	49	24.1	7	3.4	3.0	82	40.2	91	44.6	29	14.2	2	1.0	3.2
8. Uses scientific (empirical) knowing when gathering and validating data.	106	52.0	74	36.3	24	11.8	0	0.0	3.4	115	56.4	77	37.7	12	5.9	0	0.0	3.5
9. Uses esthetic knowing when gathering and validating data.	93	45.4	74	36.1	36	17.6	2	1.0	3.3	102	49.8	84	41.0	18	8.8	1	0.5	3.4
10. Uses ethical knowing when gathering and validating data.	145	70.7	50	24.4	9	4.4	1	0.5	3.7	157	77.0	39	19.1	8	3.9	0	0.0	3.7
11. Uses own personal knowing when gathering data.	130	64.4	54	26.7	16	7.9	2	1.0	3.5	110	53.9	81	39.7	13	6.4	0	0.0	3.5
12. Uses sociopolitical knowing when gathering and validating data.	48	23.4	77	37.6	72	35.1	8	3.9	2.8	56	27.6	87	42.9	55	27.1	5	2.5	3.0
13. Uses reflective knowing when gathering and validating data.	103	50.7	76	37.4	21	10.3	3	1.5	3.4	110	53.9	72	35.3	20	9.8	2	1.0	3.4
14. Uses unknowing when gathering data.	54	26.5	56	27.5	68	33.3	26	12.7	2.7	66	32.5	63	31.0	53	26.1	21	10.3	2.9
15. Assesses client's perceptions and meaning of signs and symptoms, health, illness, sickness, and wellbeing.	148	73.3	41	20.3	13	6.4	0	0.0	3.7	164	80.8	36	17.7	3	1.5	0	0.0	3.8
16. Assesses client's understanding of the diagnostic procedures, the diagnosis, and treatment plan including integrative health practices.	136	66.3	53	25.9	14	6.8	2	1.0	3.6	155	75.6	41	20.0	9	4.4	0	0.0	3.7
17. Assesses client's use of and preferences for conventional and integrative health strategies.	123	60.0	58	28.3	22	10.7	2	1.0	3.5	138	67.6	60	29.4	6	2.9	0	0.0	3.6
18. Assesses client's learning needs and readiness to learn.	149	73.0	46	22.5	7	3.4	2	1.0	3.7	166	81.4	37	18.1	1	0.5	0	0.0	3.8
19. Assesses client values, beliefs, and cultural practices.	143	69.8	47	22.9	13	6.3	2	1.0	3.6	168	82.8	33	16.3	2	1.0	0	0.0	3.8
20. Assesses client's lifestyle patterns and risk behaviors.	126	61.8	59	28.9	18	8.8	1	0.5	3.5	150	73.2	48	23.4	7	3.4	0	0.0	3.7
21. Assesses client's physical, mind, body, spiritual dimensions and their interactions.	121	59.0	63	30.7	19	9.3	2	1.0	3.5	157	76.6	43	21.0	5	2.4	0	0.0	3.7
22. Assesses client's comfort status and related resources.	136	66.3	56	27.3	12	5.9	1	0.5	3.6	143	70.1	60	29.4	1	0.5	0	0.0	3.7
23. Assesses client's coping status and related resources.	121	59.0	66	32.2	17	8.3	1	0.5	3.5	150	73.9	49	24.1	4	2.0	0	0.0	3.7
24. Assesses cultural and environmental factors effecting client's wellbeing.	117	57.4	62	30.4	23	11.3	2	1.0	3.4	136	66.7	63	30.9	5	2.5	0	0.0	3.6



AHNCC ROLE DELINEATION SURVEY

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HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
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1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

25.	Assesses significant others' perceptions of the situation.	68	33.2	66	32.2	62	30.2	9	4.4	2.9	77	37.7	102	50.0	21	10.3	4	2.0	3.2	
26.	Assesses interactions between the client and significant others.	84	41.2	69	33.8	44	21.6	7	3.4	3.1	103	50.2	83	40.5	18	8.8	1	0.5	3.4	
27.	Assesses client's strengths, challenges, and available internal and external resources.	125	61.0	59	28.8	19	9.3	2	1.0	3.5	148	72.5	51	25.0	5	2.5	0	0.0	3.7	
28.	Documents relationship among diagnoses, expected outcomes, and evidence-based, holistic care plan in a secure and retrievable manner.	95	46.3	49	23.9	41	20.0	20	9.8	3.1	127	62.0	57	27.8	19	9.3	2	1.0	3.5	
										3.4										3.6

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG	
29.	Uses holistic nursing theories to interpret meaning and to identify relationships among the data collected.	61	29.8	70	34.1	57	27.8	17	8.3	2.9	81	39.5	85	41.5	33	16.1	6	2.9	3.2	
30.	Synthesizes data/information to identify patterns.	99	48.3	61	29.8	36	17.6	9	4.4	3.2	122	59.5	63	30.7	17	8.3	3	1.5	3.5	
31.	Analyzes pattern(s) of data collected to derive diagnoses.	74	36.3	71	34.8	43	21.1	16	7.8	3.0	92	45.1	84	41.2	25	12.3	3	1.5	3.3	
32.	Validates diagnosis in partnership with client(s).	103	50.2	60	29.3	30	14.6	12	5.9	3.2	124	60.8	61	29.9	17	8.3	2	1.0	3.5	
										3.1										3.4

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG	
33.	Partners with client to formulate realistic outcomes that emphasize holistic health and wellbeing.	132	64.4	51	24.9	18	8.8	4	2.0	3.5	167	81.5	33	16.1	5	2.4	0	0.0	3.8	
34.	Considers own expertise when defining outcomes.	108	52.7	63	30.7	29	14.1	5	2.4	3.3	102	50.0	78	38.2	20	9.8	4	2.0	3.4	
35.	Facilitates client's understanding that different outcomes may evolve over time.	107	52.2	72	35.1	23	11.2	3	1.5	3.4	126	61.5	72	35.1	7	3.4	0	0.0	3.6	
36.	Uses holistic nursing theory to formulate outcomes.	72	35.1	68	33.2	50	24.4	15	7.3	3.0	85	41.5	87	42.4	28	13.7	5	2.4	3.2	
										3.3										3.5

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
37.	Clarifies and validates client's understanding of the plan.	146	71.2	42	20.5	15	7.3	2	1.0	3.6	165	80.9	34	16.7	5	2.5	0	0.0	3.8
38.	Facilitates client and significant others to explore holistic and integrative strategies and interventions and related resources needed to address each of the diagnoses and the expected outcomes.	77	37.6	75	36.6	44	21.5	9	4.4	3.1	107	52.5	79	38.7	17	8.3	1	0.5	3.4



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4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

39.	Integrates spiritually-based interventions in care plan as appropriate.	99	48.3	59	28.8	40	19.5	7	3.4	3.2	126	61.8	60	29.4	16	7.8	2	1.0	3.5
40.	Partners with client and significant others (as appropriate) to set a timeline for the care plan.	78	38.2	70	34.3	39	19.1	17	8.3	3.0	104	51.0	68	33.3	29	14.2	3	1.5	3.3
41.	Plans care that links assessment, diagnosis, and potential side effects.	107	52.5	58	28.4	27	13.2	12	5.9	3.3	122	59.8	64	31.4	14	6.9	4	2.0	3.5
42.	Uses standardized language and/or recognized terminology to document the holistic plan.	118	57.6	60	29.3	20	9.8	7	3.4	3.4	118	58.1	68	33.5	16	7.9	1	0.5	3.5
43.	Ensures inclusion of client's values and beliefs in decision-making, holistic care plan, and negotiation of role-responsibilities.	149	72.7	35	17.1	17	8.3	4	2.0	3.6	168	82.0	30	14.6	7	3.4	0	0.0	3.8
44.	Formulates a safe and effective care plan that incorporates appropriate integrative health practices.	127	62.0	46	22.4	25	12.2	7	3.4	3.4	154	75.1	44	21.5	7	3.4	0	0.0	3.7
										3.3									3.6

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
45.	Integrates current trends, theory, research, and evidence-based interventions specific to the client's needs, problem, or situation.	94	46.1	75	36.8	29	14.2	6	2.9	3.3	122	59.8	71	34.8	10	4.9	1	0.5	3.5
46.	Uses self as an instrument of healing (e.g. as a conduit of healing energy).	145	71.1	38	18.6	17	8.3	4	2.0	3.6	153	75.0	39	19.1	11	5.4	1	0.5	3.7
47.	Facilitates comfort using touch intentionally when appropriate.	146	71.6	29	14.2	26	12.7	3	1.5	3.6	148	72.9	42	20.7	12	5.9	1	0.5	3.7
48.	Partners with client in decision-making throughout the implementation process to ensure safe holistic and integrative practice effectiveness.	145	71.1	46	22.5	11	5.4	2	1.0	3.6	175	85.8	27	13.2	2	1.0	0	0.0	3.8
49.	Advocates for the client's self-knowledge as essential information.	154	75.9	38	18.7	10	4.9	1	0.5	3.7	165	81.3	34	16.7	4	2.0	0	0.0	3.8
50.	Coordinates implementation of holistic care plan across settings and caregivers.	69	34.0	65	32.0	50	24.6	19	9.4	2.9	114	56.2	69	34.0	16	7.9	4	2.0	3.4
a) Coordination of Care: The holistic, registered nurse coordinates care																			
51.	Documents implementation of holistic care plan.	111	55.0	43	21.3	33	16.3	15	7.4	3.2	130	64.0	63	31.0	8	3.9	2	1.0	3.6
52.	Facilitates client in establishing/maintaining relationships with healthcare providers that are conducive to healing and attaining health goals.	113	55.7	56	27.6	29	14.3	5	2.5	3.4	141	69.5	56	27.6	5	2.5	1	0.5	3.7
53.	Models ethics and philosophy consistent with holistic nursing's beliefs.	168	82.8	32	15.8	3	1.5	0	0.0	3.8	172	84.3	32	15.7	0	0.0	0	0.0	3.8
54.	Facilitates client and significant others to learn that healing is a holistic process.	125	61.6	61	30.0	15	7.4	2	1.0	3.5	141	69.8	55	27.2	6	3.0	0	0.0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

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Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

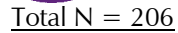
55.	Creates safe learning environments.	166	82.2	33	16.3	3	1.5	0	0.0	3.8	172	84.3	28	13.7	4	2.0	0	0.0	3.8
56.	Uses teaching-learning methods appropriate to the clients' needs and/or situation.	155	76.4	39	19.2	9	4.4	0	0.0	3.7	168	82.4	34	16.7	2	1.0	0	0.0	3.8
57.	Seeks ongoing feedback on information provided.	126	62.1	65	32.0	12	5.9	0	0.0	3.6	140	68.6	57	27.9	7	3.4	0	0.0	3.7
58.	Facilitates others to access self-knowing and inner wisdom.	107	53.0	63	31.2	31	15.3	1	0.5	3.4	131	65.2	60	29.9	10	5.0	0	0.0	3.6
59.	Facilitates others to learn about conventional and integrative practices.	95	46.8	79	38.9	28	13.8	1	0.5	3.3	114	56.2	76	37.4	13	6.4	0	0.0	3.5
60.	Partners with multiple sources (e.g. clients, advocates, etc.) to create health documents.	53	26.0	55	27.0	65	31.9	31	15.2	2.6	69	33.8	89	43.6	38	18.6	8	3.9	3.1
										3.4									3.6

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
61.	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.	91	44.2	64	31.1	41	19.9	10	4.9	3.1	127	61.7	67	32.5	11	5.3	1	0.5	3.6
62.	Documents results of the evaluation.	115	55.8	49	23.8	28	13.6	14	6.8	3.3	132	64.1	59	28.6	12	5.8	3	1.5	3.6
63.	Uses ongoing evaluation to mutually revise, with persons involved: the plan, diagnosis, expected outcomes, and implementation.	96	46.6	61	29.6	37	18.0	12	5.8	3.2	131	63.6	61	29.6	11	5.3	3	1.5	3.6
64.	Disseminates evaluation results according to laws and regulations.	101	49.3	31	15.1	41	20.0	32	15.6	3.0	119	58.0	48	23.4	28	13.7	10	4.9	3.3
										3.1									3.5

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

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
65.	Honors uniqueness and inherent worthiness of clients throughout all aspects of the holistic nursing process.	188	91.3	16	7.8	2	1.0	0	0.0	3.9	189	91.7	17	8.3	0	0.0	0	0.0	3.9
66.	Honors the individual as the authority/expert of his/her life experiences.	174	84.5	32	15.5	0	0.0	0	0.0	3.8	190	92.2	16	7.8	0	0.0	0	0.0	3.9
67.	Honors and facilitates the natural development and unfolding of the client's human processes, and inherent capacity for self-healing.	155	75.2	45	21.8	4	1.9	2	1.0	3.7	168	81.6	35	17.0	2	1.0	1	0.5	3.8
68.	Engages in on-going self-reflection to identify wisdom learned and areas for self-development.	145	70.4	54	26.2	6	2.9	1	0.5	3.7	174	85.3	29	14.2	0	0.0	1	0.5	3.8
69.	Values all life experiences as opportunities to find personal meaning and cultivates self-awareness, self-reflection, and growth.	163	79.5	37	18.0	4	2.0	1	0.5	3.8	171	83.0	33	16.0	1	0.5	1	0.5	3.8



TASK STATEMENTS

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4	3	2	1		4	3	2	1	

70.	Reflects on the effect of one's cultural and spiritual beliefs, life experiences, biases, education, and values on his/her professional practice.	149	72.3	44	21.4	12	5.8	1	0.5	3.7	169	82.0	31	15.0	5	2.4	1	0.5	3.8		
71.	Uses ANA Code of Ethics with Interpretive Statement and AHNA Position Statement on Holistic Nursing Ethics and other regulations and laws to guide practice.	130	63.1	47	22.8	26	12.6	3	1.5	3.5	163	79.1	34	16.5	7	3.4	2	1.0	3.7		
72.	Uses AHNA Core Values to articulate the moral foundation of holistic nursing.	112	54.6	62	30.2	26	12.7	5	2.4	3.4	151	73.7	46	22.4	7	3.4	1	0.5	3.7		
73.	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.	191	93.2	13	6.3	0	0.0	1	0.5	3.9	195	95.1	10	4.9	0	0.0	0	0.0	4.0		
74.	Respects the client's choices and health trajectory, even when it is incongruent with conventional wisdom/standards.	151	73.7	45	22.0	7	3.4	2	1.0	3.7	169	82.4	31	15.1	4	2.0	1	0.5	3.8		
75.	Informs the person of the risks, benefits, and outcomes of holistic healthcare regimes.	135	66.2	49	24.0	16	7.8	4	2.0	3.5	154	75.9	43	21.2	4	2.0	2	1.0	3.7		
76.	Assists persons in self-advocacy skill development, which includes making informed choices about their care.	133	65.2	57	27.9	13	6.4	1	0.5	3.6	152	75.2	47	23.3	3	1.5	0	0.0	3.7		
77.	Provides age appropriate holistic care in a culturally and ethnically sensitive manner.	166	81.4	34	16.7	3	1.5	1	0.5	3.8	174	84.9	31	15.1	0	0.0	0	0.0	3.8		
78.	Demonstrates a commitment to practice holistic self-care strategies to manage stress and enhance wellbeing.	145	71.1	46	22.5	12	5.9	1	0.5	3.6	180	88.2	22	10.8	2	1.0	0	0.0	3.9		
79.	Demonstrates knowledge of the role and referral process of the ethics committee in the organization.	79	38.7	47	23.0	48	23.5	30	14.7	2.9	120	59.1	61	30.0	14	6.9	8	3.9	3.4		
80.	Advocates for the holistic wellbeing of the global community with consideration for the economy, education, and social justice.	92	45.1	59	28.9	51	25.0	2	1.0	3.2	125	61.3	61	29.9	18	8.8	0	0.0	3.5		
81.	Acts on behalf of vulnerable and/or marginalized individuals or groups who cannot seek or demand ethical treatment on their own.	92	45.1	53	26.0	50	24.5	9	4.4	3.1	154	75.5	41	20.1	8	3.9	1	0.5	3.7		
82.	Seeks available resources in formulating holistic, ethical decisions.	87	42.9	67	33.0	37	18.2	12	5.9	3.1	130	63.4	64	31.2	9	4.4	2	1.0	3.6		
83.	Reports illegal, incompetent, or impaired practices.	81	39.7	18	8.8	69	33.8	36	17.6	2.7	180	88.2	20	9.8	3	1.5	1	0.5	3.9		
										3.5											3.8

		N	%	N	%	N	%	N	%	<u>AVG</u>									N	%	N	%	N	%	N	%	<u>AVG</u>								
84.	Seeks and acquires knowledge and skills pertinent to the practice of Holistic Nursing.	151	73.7	43	21.0	11	5.4	0	0.0	3.7																	176	85.9	27	13.2	2	1.0	0	0.0	3.8



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Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:

85.	Seeks experience, formal and informal, to maintain and develop clinical skills, professional knowledge, and personal growth related to holistic nursing.	143	70.1	48	23.5	13	6.4	0	0.0	3.6	179	87.3	23	11.2	3	1.5	0	0.0	3.9
86.	Uses current knowledge, including research findings, to expand clinical practice, professional performance, and role development.	129	62.9	51	24.9	25	12.2	0	0.0	3.5	158	77.1	44	21.5	3	1.5	0	0.0	3.8
87.	Maintains professional records that provide evidence of competency and life-long learning related to holistic nursing.	156	76.5	37	18.1	11	5.4	0	0.0	3.7	160	78.4	38	18.6	6	2.9	0	0.0	3.8
										3.6									3.8

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
88.	Use the best available evidence, including theories and research findings, to guide holistic nursing practice decisions throughout the nursing process.	99	48.1	79	38.3	24	11.7	4	1.9	3.3	139	68.1	57	27.9	7	3.4	1	0.5	3.6
89.	Recognizes that evidence-based practice contains three components: the best evidence, the client's preferences, and the nurse's expertise.	124	60.2	59	28.6	19	9.2	4	1.9	3.5	144	69.9	53	25.7	8	3.9	1	0.5	3.7
90.	Participates, actively and ethically, in holistic research activities when able.	53	25.7	41	19.9	79	38.3	33	16.0	2.6	99	48.5	79	38.7	20	9.8	6	2.9	3.3
91.	Participates in the work of the research ethics committee.	25	12.2	12	5.9	58	28.3	110	53.7	1.8	85	41.5	68	33.2	40	19.5	12	5.9	3.1
92.	Supports research of others on healing, wholeness, spirituality, and/or other holistic concepts.	96	46.8	44	21.5	57	27.8	8	3.9	3.1	126	61.5	62	30.2	15	7.3	2	1.0	3.5
										2.8									3.4

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
93.	Approaches clients as integrated, adaptive systems, interconnected with all other systems.	149	72.7	46	22.4	10	4.9	0	0.0	3.7	164	80.0	40	19.5	1	0.5	0	0.0	3.8
94.	Acknowledges that holistic health is a multidimensional state of wellbeing as perceived by the client.	162	78.6	40	19.4	3	1.5	1	0.5	3.8	173	84.0	31	15.0	2	1.0	0	0.0	3.8
95.	Acknowledges health and wellbeing as the desired outcome of holistic nursing practice.	183	88.8	19	9.2	3	1.5	1	0.5	3.9	180	87.8	23	11.2	1	0.5	1	0.5	3.9
96.	Acknowledges self as integral with the healing environment.	165	80.1	37	18.0	4	1.9	0	0.0	3.8	173	84.0	32	15.5	1	0.5	0	0.0	3.8
97.	Focuses on facilitating the individual's growth, holistic health, and wellbeing.	162	79.0	35	17.1	8	3.9	0	0.0	3.8	173	84.8	28	13.7	3	1.5	0	0.0	3.8
98.	Uses Presence, Intentionality, Compassion, and Authenticity throughout the holistic nursing process.	176	85.9	27	13.2	2	1.0	0	0.0	3.8	190	92.7	14	6.8	1	0.5	0	0.0	3.9
99.	Uses holistic nursing theories to help integrate one's knowing, doing, and being in practice.	97	47.3	62	30.2	44	21.5	2	1.0	3.2	113	55.1	77	37.6	15	7.3	0	0.0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 206

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

100.	Demonstrates quality by documenting the application of the holistic nursing process in a responsible, accountable, and ethical manner.	103	50.0	61	29.6	32	15.5	10	4.9	3.2	136	66.0	57	27.7	12	5.8	1	0.5	3.6
101.	Collects data to monitor quality and effectiveness of holistic nursing practice.	55	27.0	59	28.9	66	32.4	24	11.8	2.7	99	48.5	82	40.2	19	9.3	4	2.0	3.4
102.	Creates innovative, quality-improvement activities to initiate changes in holistic healthcare.	64	31.2	34	16.6	83	40.5	24	11.7	2.7	103	50.2	81	39.5	16	7.8	5	2.4	3.4
103.	Engages in the practice of self-care as a prerequisite to providing holistic care.	144	69.9	50	24.3	12	5.8	0	0.0	3.6	195	94.7	11	5.3	0	0.0	0	0.0	3.9
104.	Provides age and developmentally appropriate holistic care from infant to elder in a culturally and ethnically sensitive manner.	135	66.2	51	25.0	16	7.8	2	1.0	3.6	173	84.8	28	13.7	3	1.5	0	0.0	3.8
105.	Implements processes to remove/decrease barriers to holistic care.	77	37.7	66	32.4	51	25.0	10	4.9	3.0	131	64.5	60	29.6	10	4.9	2	1.0	3.6
106.	Seeks feedback from clients regarding impact and effectiveness of holistic nursing care.	110	53.7	55	26.8	32	15.6	8	3.9	3.3	130	63.4	59	28.8	15	7.3	1	0.5	3.6
107.	Obtains and maintains professional certification in holistic nursing and other areas of expertise.	172	84.3	17	8.3	12	5.9	3	1.5	3.8	167	82.3	30	14.8	5	2.5	1	0.5	3.8
108.	Promotes competency in Holistic Nursing Practice to assure quality of care for individuals, families, and communities.	144	70.6	43	21.1	14	6.9	3	1.5	3.6	170	83.3	30	14.7	4	2.0	0	0.0	3.8
										3.5									3.7

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
109.	Uses communication knowledge and skills (e.g. active listening and use of technology) to interact effectively within the client's and colleague's worldviews.	160	78.8	37	18.2	6	3.0	0	0.0	3.8	170	83.7	28	13.8	5	2.5	0	0.0	3.8
110.	Validates communication with clients and colleagues to ensure constructive, purposeful interactions.	133	65.5	66	32.5	3	1.5	1	0.5	3.6	163	80.3	38	18.7	1	0.5	1	0.5	3.8
111.	Facilitates negotiations of conventional and integrative therapies or practices for continuity of care and program planning.	74	36.6	63	31.2	50	24.8	15	7.4	3.0	114	56.7	75	37.3	8	4.0	4	2.0	3.5
112.	Facilitates inter-professional processes that enhance contributions of all members of the health team.	79	39.5	71	35.5	40	20.0	10	5.0	3.1	123	61.2	67	33.3	9	4.5	2	1.0	3.5
113.	Provides information related to the use, efficacy, safety, and indications of holistic and integrative health practices within the clients' context.	105	51.7	55	27.1	34	16.7	9	4.4	3.3	127	62.6	66	32.5	8	3.9	2	1.0	3.6
114.	Partners with client and colleagues to enhance healthcare-consumer's perception of wellbeing.	107	52.7	65	32.0	24	11.8	7	3.4	3.3	135	66.5	58	28.6	9	4.4	1	0.5	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 206

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

3.3

3.6

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
115. Engages in consultation with multi-disciplinary healthcare teams.	82	40.6	60	29.7	44	21.8	16	7.9	3.0	134	66.7	57	28.4	6	3.0	4	2.0	3.6
116. Works to create and maintain healthy work environments that support holistic healthcare.	123	61.2	54	26.9	23	11.4	1	0.5	3.5	158	78.6	39	19.4	3	1.5	1	0.5	3.8
117. Demonstrates creativity and flexibility during periods of system change.	96	48.0	76	38.0	24	12.0	4	2.0	3.3	136	68.0	56	28.0	7	3.5	1	0.5	3.6
118. Utilizes trending patterns of care/outcomes as these contribute to improving practice.	62	31.2	87	43.7	40	20.1	10	5.0	3.0	103	51.8	76	38.2	19	9.5	1	0.5	3.4
119. Serves in key roles in the work setting by participating on committees, councils, and administrative activities.	87	43.5	44	22.0	49	24.5	20	10.0	3.0	101	50.5	71	35.5	21	10.5	7	3.5	3.3
120. Promotes advancement of holistic nursing as a profession locally to globally.	80	39.6	59	29.2	58	28.7	5	2.5	3.1	126	62.7	62	30.8	13	6.5	0	0.0	3.6
121. Has the ability to define a clear vision of holistic nursing practice, associated goals with implementation and evaluation plans to measure success.	82	41.0	71	35.5	37	18.5	10	5.0	3.1	122	61.0	65	32.5	11	5.5	2	1.0	3.5
122. Demonstrates energy, excitement, and a passion for quality holistic nursing practice.	157	77.7	37	18.3	8	4.0	0	0.0	3.7	164	81.6	32	15.9	4	2.0	1	0.5	3.8
123. Creates an environment that supports holistic nursing in risk-taking behaviors.	73	36.3	53	26.4	50	24.9	25	12.4	2.9	100	50.0	63	31.5	23	11.5	14	7.0	3.2
124. Proactively promotes innovative ideas aimed at creating a caring environment conducive to client holistic health and wellbeing.	106	52.5	66	32.7	28	13.9	2	1.0	3.4	142	70.3	55	27.2	3	1.5	2	1.0	3.7
125. Supports appropriate balance between work and holistic self-care in the lives of nurses and other colleagues.	120	59.7	56	27.9	25	12.4	0	0.0	3.5	167	83.1	31	15.4	3	1.5	0	0.0	3.8
									3.2									3.6

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
126. Acknowledges and expresses expertise and competency of diverse disciplines.	94	46.8	82	40.8	23	11.4	2	1.0	3.3	113	56.2	74	36.8	14	7.0	0	0.0	3.5
127. Maintains compassionate and caring relationships with peers and colleagues.	160	79.2	39	19.3	3	1.5	0	0.0	3.8	175	87.1	25	12.4	1	0.5	0	0.0	3.9
128. Collaborates with inter-professional team to optimize resources needed for holistic care plan.	83	41.7	56	28.1	48	24.1	12	6.0	3.1	133	66.8	56	28.1	7	3.5	3	1.5	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 206

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

129.	Participates in professional organizations in a membership capacity at local, state, national and international levels to expand promotion of holistic health.	73	36.1	52	25.7	62	30.7	15	7.4	2.9	106	52.7	78	38.8	15	7.5	2	1.0	3.4
130.	Shares holistic nursing knowledge and skills with peers and colleagues at client-care conferences.	62	30.7	43	21.3	65	32.2	32	15.8	2.7	111	55.2	68	33.8	19	9.5	3	1.5	3.4
131.	Shares holistic nursing knowledge and skills with peers and colleagues at inter-professional team meetings, conferences, and other opportunities.	68	33.7	55	27.2	69	34.2	10	5.0	2.9	109	54.2	69	34.3	22	10.9	1	0.5	3.4
132.	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.	51	25.4	60	29.9	67	33.3	23	11.4	2.7	111	55.5	60	30.0	25	12.5	4	2.0	3.4
										3.0									3.5

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:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
133.	Engages in self-evaluation of own professional holistic nursing practice, considering current practice standards, laws, regulations, and rules.	95	47.0	63	31.2	40	19.8	4	2.0	3.2	140	69.3	51	25.2	10	5.0	1	0.5	3.6
134.	Engages in self-evaluation to identify areas of strength, opportunities for professional development with consideration to current laws, regulations, and rules.	94	46.5	65	32.2	39	19.3	4	2.0	3.2	138	68.3	52	25.7	10	5.0	2	1.0	3.6
135.	Seeks feedback (formal and informal) from clients, and colleagues/peers in respect to professional practice.	81	40.1	69	34.2	48	23.8	4	2.0	3.1	112	55.4	74	36.6	14	6.9	2	1.0	3.5
136.	Participates in systematic peer review considering practice standards and guidelines, relevant statutes, rules and regulations.	38	18.8	39	19.3	75	37.1	50	24.8	2.3	83	41.5	76	38.0	35	17.5	6	3.0	3.2
137.	Performs actions necessary to achieve holistic goals identified from evaluation processes.	83	41.1	64	31.7	45	22.3	10	5.0	3.1	109	54.0	81	40.1	9	4.5	3	1.5	3.5
138.	Provides rationale for holistic nursing practice beliefs, decisions, and actions as part of evaluation processes.	72	35.6	66	32.7	50	24.8	14	6.9	3.0	105	52.0	69	34.2	22	10.9	6	3.0	3.4
										3.0									3.5

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:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
139.	Understands the diversity of the local and global community and associated resources.	85	42.3	69	34.3	44	21.9	3	1.5	3.2	109	54.5	71	35.5	18	9.0	2	1.0	3.4
140.	Incorporates cultural practices that affect the client's holistic healthcare plan and related outcomes.	95	47.3	64	31.8	38	18.9	4	2.0	3.2	134	67.0	55	27.5	10	5.0	1	0.5	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 206

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

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:

141.	Evaluates factors such as client resources and circumstances, the safety, cost-benefits, efficiencies, and impact on practice when choosing interventions.	106	52.7	60	29.9	27	13.4	8	4.0	3.3	142	70.6	48	23.9	10	5.0	1	0.5	3.6	
142.	Facilitates clients in becoming informed consumers of holistic care.	100	49.5	68	33.7	31	15.3	3	1.5	3.3	136	67.3	58	28.7	7	3.5	1	0.5	3.6	
143.	Identifies and reports discriminatory professional practices.	51	25.5	21	10.5	67	33.5	61	30.5	2.3	153	77.3	30	15.2	11	5.6	4	2.0	3.7	
144.	Engages in nondiscriminatory holistic nursing practices.	171	84.7	27	13.4	2	1.0	2	1.0	3.8	184	91.1	13	6.4	3	1.5	2	1.0	3.9	
145.	Assigns or delegates tasks as defined by the state nurse practice acts and according to the knowledge and skills of the designated care-giver.	96	48.0	34	17.0	41	20.5	29	14.5	3.0	144	72.0	45	22.5	8	4.0	3	1.5	3.7	
										3.2										3.6

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

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG	
146.	Acknowledges that the wellbeing of the ecosystem of the planet is a determining condition for the wellbeing of holistic human beings.	141	70.1	36	17.9	24	11.9	0	0.0	3.6	172	85.6	19	9.5	9	4.5	1	0.5	3.8	
147.	Engages in activities that nurture and enhance our integral relationship with the earth.	121	60.2	57	28.4	22	10.9	1	0.5	3.5	167	83.1	26	12.9	5	2.5	3	1.5	3.8	
148.	Models earth stewardship through lifestyle choices.	124	61.7	64	31.8	13	6.5	0	0.0	3.6	170	85.0	25	12.5	2	1.0	3	1.5	3.8	
149.	Proactively works to protect the holistic health and wellbeing of the ecosystem.	110	54.7	60	29.9	30	14.9	1	0.5	3.4	166	82.2	29	14.4	4	2.0	3	1.5	3.8	
150.	Contributes to an environment that is conducive to enhancing the holistic education of healthcare providers.	112	55.4	55	27.2	30	14.9	5	2.5	3.4	155	76.7	40	19.8	6	3.0	1	0.5	3.7	
151.	Promotes work environments that support understanding, respect, health, healing, caring, wholeness, and harmony.	170	84.6	31	15.4	0	0.0	0	0.0	3.8	190	95.5	9	4.5	0	0.0	0	0.0	4.0	
										3.5										3.8

Appendix D – Advanced Holistic Nurse Task Statements



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 113

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

1. **ASSESSMENT:** The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
1. Partners with clients to: explore and validate their stories, find meaning embedded in their statements, and explore contextual issues.	40	59.7	18	26.9	6	9.0	3	4.5	3.4	55	83.3	10	15.2	1	1.5	0	0.0	3.8
2. Assesses, interprets, and synthesizes multiple sources of knowledge to understand the client's needs/problem.	48	69.6	16	23.2	2	2.9	3	4.3	3.6	55	79.7	13	18.8	1	1.4	0	0.0	3.8
3. Assesses effects of relations and interactions among client, significant others, and/or community on client's wellbeing.	44	63.8	16	23.2	5	7.2	4	5.8	3.4	54	78.3	14	20.3	1	1.4	0	0.0	3.8
4. Assesses client's sense-of-coherence.	42	60.9	14	20.3	8	11.6	5	7.2	3.3	47	68.1	19	27.5	2	2.9	1	1.4	3.6
5. Uses aesthetics interpretation as a source for data collection and assessment.	31	44.9	14	20.3	17	24.6	7	10.1	3.0	40	58.0	22	31.9	6	8.7	1	1.4	3.5
6. Uses experiential knowing as a source for data collection and assessment.	39	57.4	15	22.1	10	14.7	4	5.9	3.3	47	69.1	18	26.5	2	2.9	1	1.5	3.6
7. Interprets diagnostic tests/procedures.	35	50.7	9	13.0	16	23.2	9	13.0	3.0	46	66.7	18	26.1	2	2.9	3	4.3	3.6
8. Assesses relations and interactions among individuals, families, the community, and social systems on the community's (and/or society's) wellbeing.	37	53.6	11	15.9	14	20.3	7	10.1	3.1	50	72.5	13	18.8	4	5.8	2	2.9	3.6
9. Affirms intuitive insights with client and/or significant others.	44	63.8	15	21.7	7	10.1	3	4.3	3.4	50	72.5	19	27.5	0	0.0	0	0.0	3.7
									3.3									3.7

2. **DIAGNOSIS:** The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
10. Formulates hypothetical diagnoses regarding bases of client's needs/situation/problems derived during interview, examination, and diagnostic processes.	35	52.2	14	20.9	12	17.9	6	9.0	3.2	52	77.6	9	13.4	4	6.0	2	3.0	3.7
11. Validates diagnosis and expected outcome with client, family/significant other, and other healthcare providers as appropriate.	37	53.6	18	26.1	7	10.1	7	10.1	3.2	54	79.4	11	16.2	2	2.9	1	1.5	3.7
12. Synthesizes data/information to identify patterns and variances within client's life context.	40	58.0	15	21.7	7	10.1	7	10.1	3.3	52	75.4	14	20.3	1	1.4	2	2.9	3.7
13. Differentiates clinical findings within normal and/or abnormal variations.	41	59.4	11	15.9	9	13.0	8	11.6	3.2	55	79.7	10	14.5	1	1.4	3	4.3	3.7
									3.2									3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 113

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

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:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
14. Partners with client and other healthcare providers to formulate inter-professional outcomes, consistent with the diagnoses, client's perceived needs, circumstances, and resources.	34	51.5	9	13.6	14	21.2	9	13.6	3.0	52	77.6	10	14.9	4	6.0	1	1.5	3.7
15. Documents holistic, inter-professional outcomes, derived from the diagnoses, with realistic time frames.	33	47.8	12	17.4	12	17.4	12	17.4	3.0	45	65.2	18	26.1	4	5.8	2	2.9	3.5
16. Differentiates outcomes that require system-level interventions from independent holistic nurse practices.	29	42.0	16	23.2	11	15.9	13	18.8	2.9	39	56.5	23	33.3	5	7.2	2	2.9	3.4
									3.0									3.6

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
17. Uses standards of care appropriate for population, age, and need or problem presenting when planning care.	47	70.1	14	20.9	2	3.0	4	6.0	3.6	55	83.3	9	13.6	2	3.0	0	0.0	3.8
18. Partners with client to explore possible strategies using linguistic and symbolic language.	29	42.0	18	26.1	13	18.8	9	13.0	3.0	41	59.4	18	26.1	9	13.0	1	1.4	3.4
19. Considers relations among cost, risks, and benefits of the holistic care plan.	38	55.1	15	21.7	9	13.0	7	10.1	3.2	45	65.2	21	30.4	3	4.3	0	0.0	3.6
20. Evaluates system-wide resources needed to carry out holistic plan.	24	34.8	22	31.9	14	20.3	9	13.0	2.9	47	68.1	17	24.6	5	7.2	0	0.0	3.6
									3.2									3.6

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
21. Collaborates with nurses and the inter-professional team to integrate resources for optimal holistic plan.	27	40.3	14	20.9	16	23.9	10	14.9	2.9	47	70.1	19	28.4	1	1.5	0	0.0	3.7
22. Maintains a dynamic assessment-diagnosis-outcome-implementation process to ensure holistic practice effectiveness.	35	51.5	17	25.0	8	11.8	8	11.8	3.2	51	73.9	16	23.2	1	1.4	1	1.4	3.7
23. Uses and/or recommends a range of approaches/therapies, including both conventional healthcare treatments, and holistic and integrative health practices.	44	63.8	13	18.8	6	8.7	6	8.7	3.4	54	78.3	13	18.8	2	2.9	0	0.0	3.8
24. Proposes tests/procedures to the healthcare team, as indicated by client's condition/needs/situation.	22	31.9	17	24.6	16	23.2	14	20.3	2.7	42	60.9	18	26.1	7	10.1	2	2.9	3.4
25. Partners with client in decision-making and role negotiations to ensure that the care plan is safe, efficient, and holistic.	41	59.4	12	17.4	11	15.9	5	7.2	3.3	56	81.2	10	14.5	3	4.3	0	0.0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

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HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

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HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

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5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

26.	Integrates and synthesizes inter-professional information needed to prescribe strategies important to client's perceived wellbeing, including community support and/or modifications of surroundings.	31	46.3	15	22.4	13	19.4	8	11.9	3.0	44	66.7	20	30.3	2	3.0	0	0.0	3.6
27.	Facilitates staff in developing and maintaining competency in the assessment, diagnostic, planning, and implementation processes.	19	28.8	16	24.2	15	22.7	16	24.2	2.6	42	62.7	19	28.4	4	6.0	2	3.0	3.5
28.	Organizes and coordinates inter-professional holistic care to reflect the priorities of clients and significant others.	28	42.4	15	22.7	10	15.2	13	19.7	2.9	49	74.2	14	21.2	2	3.0	1	1.5	3.7
29.	Coordinates system-wide resources used to provide holistic care.	19	28.4	13	19.4	19	28.4	16	23.9	2.5	40	59.7	23	34.3	3	4.5	1	1.5	3.5
30.	Documents coordination of inter-professional holistic care in a manner that is secure and easily retrieved and utilizes appropriate information systems.	27	40.9	16	24.2	9	13.6	14	21.2	2.8	45	68.2	18	27.3	2	3.0	1	1.5	3.6
31.	Refers and follows-up on clients as indicated.	35	53.8	10	15.4	9	13.8	11	16.9	3.1	49	75.4	14	21.5	1	1.5	1	1.5	3.7
32.	Designs and provides holistic health information that is based on cost-effectiveness research and is appropriate to the client's unique situation.	34	52.3	14	21.5	9	13.8	8	12.3	3.1	41	63.1	20	30.8	3	4.6	1	1.5	3.6
33.	Develops holistic health promotion materials based on theory and informed by evidence.	27	40.3	12	17.9	19	28.4	9	13.4	2.9	42	62.7	19	28.4	5	7.5	1	1.5	3.5
34.	Assists staff in developing and maintaining competency in holistic processes.	16	24.2	13	19.7	20	30.3	17	25.8	2.4	40	60.6	16	24.2	7	10.6	3	4.5	3.4
35.	Partners with multiple stakeholders (e.g. clients, advocates, etc.) to create holistic health documents and health policies.	13	20.0	8	12.3	25	38.5	19	29.2	2.2	36	54.5	20	30.3	6	9.1	4	6.1	3.3
36.	Provides clients with appropriate information, informed by evidence, including side effects and costs of both conventional and integrative health practices.	36	54.5	10	15.2	13	19.7	7	10.6	3.1	50	75.8	13	19.7	3	4.5	0	0.0	3.7
37.	Provides nurses with educational programs that explain/expand holistic nursing.	25	37.3	17	25.4	21	31.3	4	6.0	2.9	43	64.2	19	28.4	4	6.0	1	1.5	3.6
38.	Incorporates comparative-effectiveness recommendations when planning and implementing teaching and counseling processes informed by evidence, standards, and guidelines.	23	34.3	14	20.9	18	26.9	12	17.9	2.7	37	55.2	22	32.8	6	9.0	2	3.0	3.4
39.	Evaluates holistic health information acquired from various sources (e.g. books, brochures, internet, etc.) for accuracy, readability, comprehensibility, quality, and appropriateness for the individual.	33	50.0	13	19.7	13	19.7	7	10.6	3.1	44	66.7	16	24.2	5	7.6	1	1.5	3.6
40.	Evaluates effectiveness of holistic health information provided to help people learn about themselves and their conditions or situations.	28	41.8	18	26.9	15	22.4	6	9.0	3.0	42	62.7	20	29.9	4	6.0	1	1.5	3.5
41.	Partners with clients in various settings to promote health, prevent illness, and provide anticipatory guidance.	37	55.2	14	20.9	9	13.4	7	10.4	3.2	51	76.1	12	17.9	2	3.0	2	3.0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

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4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

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5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

42.	Provides consultation by integrating and synthesizing data from multiple sources of evidence including: clinical data, theoretical frameworks, organizational structures, belief/value systems, and scientific evidence.	33	49.3	12	17.9	16	23.9	6	9.0	3.1	50	74.6	14	20.9	3	4.5	0	0.0	3.7	
43.	Provides inter-professional team members information on holistic principles and practices indicated by client's situation, worldview, and research findings.	24	36.4	17	25.8	17	25.8	8	12.1	2.9	45	68.2	16	24.2	5	7.6	0	0.0	3.6	
44.	Enhances the effectiveness of consultation by involving clients and other stakeholders, negotiating role responsibilities, and using supportive decision-making.	29	43.3	16	23.9	12	17.9	10	14.9	3.0	47	70.1	14	20.9	6	9.0	0	0.0	3.6	
45.	Clearly and concisely communicates consultation recommendations to all stakeholders in order to bring about negotiated change.	25	38.5	15	23.1	15	23.1	10	15.4	2.8	42	63.6	20	30.3	3	4.5	1	1.5	3.6	
46.	Consults with inter-professional colleagues as needed to enhance holistic plan implementation.	20	29.9	22	32.8	16	23.9	9	13.4	2.8	46	68.7	15	22.4	6	9.0	0	0.0	3.6	
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.	15	23.1	6	9.2	2	3.1	42	64.6	1.9	40	61.5	15	23.1	6	9.2	4	6.2	3.4	
48.	Uses advanced knowledge of pharmacology, psychoneuroimmunology, nutritional supplements, herbal and homeopathic remedies, and holistic and integrative health practices to plan and recommend care consistent with client needs/health issues/problem.	29	44.6	12	18.5	10	15.4	14	21.5	2.9	49	77.8	11	17.5	2	3.2	1	1.6	3.7	
49.	Synthesizes multiple sources of knowledge/information, including client self-knowledge when recommending holistic or integrative interventions.	41	63.1	9	13.8	4	6.2	11	16.9	3.2	54	84.4	10	15.6	0	0.0	0	0.0	3.8	
50.	Implements holistic care plan in partnership with the client.	42	64.6	10	15.4	3	4.6	10	15.4	3.3	56	86.2	9	13.8	0	0.0	0	0.0	3.9	
51.	Evaluates and analyzes therapeutic effects, possible side-effects, and possible interactions of all prescribed pharmacologic agents.	31	47.7	10	15.4	8	12.3	16	24.6	2.9	56	86.2	6	9.2	1	1.5	2	3.1	3.8	
52.	Provides client with information about cost and expected outcomes of planned treatment and integrative options.	26	40.0	12	18.5	12	18.5	15	23.1	2.8	46	70.8	13	20.0	4	6.2	2	3.1	3.6	
53.	Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes.	24	37.5	15	23.4	13	20.3	12	18.8	2.8	46	70.8	16	24.6	2	3.1	1	1.5	3.6	
54.	Documents collaborative discussions including holistic plan changes, communications, and rationale.	27	41.5	10	15.4	14	21.5	14	21.5	2.8	45	69.2	15	23.1	4	6.2	1	1.5	3.6	
55.	Documents referrals, including provisions for continuity of holistic care.	24	36.9	9	13.8	12	18.5	20	30.8	2.6	42	64.6	16	24.6	6	9.2	1	1.5	3.5	
										2.9										3.6



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6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
56. Partners with client to evaluate the accuracy of the diagnosis, effectiveness of interventions, change in meaning of experience, and person's expected outcomes.	40	59.7	14	20.9	7	10.4	6	9.0	3.3	53	79.1	13	19.4	1	1.5	0	0.0	3.8
57. Partners with client to evaluate effectiveness of holistic nursing plan and to adapt care plan as indicated by evaluation, resources, and/or situation.	44	63.8	12	17.4	6	8.7	7	10.1	3.3	53	77.9	14	20.6	1	1.5	0	0.0	3.8
58. Partners with the client to evaluate the accuracy of the interdisciplinary diagnoses, expected outcomes, and intervention effectiveness.	35	50.7	13	18.8	11	15.9	10	14.5	3.1	48	69.6	16	23.2	5	7.2	0	0.0	3.6
59. Synthesizes results of evaluations to determine the impact of care.	38	55.1	12	17.4	10	14.5	9	13.0	3.1	51	73.9	13	18.8	5	7.2	0	0.0	3.7
60. Proposes changes in healthcare processes, and/or systems using quality improvement science/ evaluation and analysis as indicated.	20	29.0	12	17.4	27	39.1	10	14.5	2.6	48	69.6	17	24.6	4	5.8	0	0.0	3.6
									3.1									3.7

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

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
61. Embraces a professional ethic of caring and healing.	63	94.0	3	4.5	0	0.0	1	1.5	3.9	65	97.0	2	3.0	0	0.0	0	0.0	4.0
62. Preserves the personal integrity of self and wholeness and dignity of others.	62	91.2	5	7.4	0	0.0	1	1.5	3.9	64	94.1	4	5.9	0	0.0	0	0.0	3.9
63. Participates in inter-professional teams that address ethical risks, benefits, and outcomes.	27	39.7	11	16.2	20	29.4	10	14.7	2.8	48	71.6	18	26.9	1	1.5	0	0.0	3.7
64. Contributes actively and proactively to create an ecosystem that supports wellbeing of all life.	40	58.8	14	20.6	11	16.2	3	4.4	3.3	48	71.6	15	22.4	3	4.5	1	1.5	3.6
65. Uses expert knowledge and skills to influence inter-professional decision-making related to holistic healthcare.	36	52.9	15	22.1	14	20.6	3	4.4	3.2	54	79.4	13	19.1	1	1.5	0	0.0	3.8
									3.4									3.8

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
66. Uses current healthcare research findings, theories, and other sources to understand national practice standards and trends in holistic nursing.	37	56.1	18	27.3	7	10.6	4	6.1	3.3	50	76.9	13	20.0	2	3.1	0	0.0	3.7
67. Acquires advanced communication skills and knowledge relevant to the practice of Holistic Nursing.	43	63.2	19	27.9	2	2.9	4	5.9	3.5	58	85.3	9	13.2	1	1.5	0	0.0	3.8
68. Provides educational programs for nurses and colleagues that explain and expand holistic nursing.	28	41.2	13	19.1	22	32.4	5	7.4	2.9	48	70.6	19	27.9	0	0.0	1	1.5	3.7



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8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

69. Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.	23	33.8	9	13.2	21	30.9	15	22.1	2.6	48	70.6	16	23.5	4	5.9	0	0.0	3.6
									3.1									3.7

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
70. Facilitates colleagues' critique of research findings to determine application to holistic nursing practice.	13	19.7	12	18.2	27	40.9	14	21.2	2.4	33	50.8	22	33.8	9	13.8	1	1.5	3.3
71. Critiques research projects and results to determine appropriateness for application to holistic nursing practice.	18	26.5	15	22.1	22	32.4	13	19.1	2.6	39	58.2	21	31.3	5	7.5	2	3.0	3.4
72. Uses nursing theory to base and guide research projects.	25	36.8	13	19.1	17	25.0	13	19.1	2.7	45	66.2	16	23.5	6	8.8	1	1.5	3.5
73. Uses research findings to develop policies, procedures, and practice guidelines for holistic client care.	19	27.9	20	29.4	13	19.1	16	23.5	2.6	46	67.6	17	25.0	4	5.9	1	1.5	3.6
74. Initiates and supports a program of research related to holistic nursing.	16	23.5	10	14.7	21	30.9	21	30.9	2.3	42	61.8	17	25.0	7	10.3	2	2.9	3.5
75. Provides guidance and leadership for nurse colleagues (and others as indicated) in the research process and the use of research findings in practice.	22	32.4	12	17.6	13	19.1	21	30.9	2.5	42	61.8	18	26.5	7	10.3	1	1.5	3.5
76. Advocates for and educates others about the three components of EBP.	29	42.6	9	13.2	18	26.5	12	17.6	2.8	45	66.2	15	22.1	6	8.8	2	2.9	3.5
									2.6									3.5

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

	N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
77. Identifies practice situations important for quality monitoring.	14	21.5	18	27.7	21	32.3	12	18.5	2.5	36	55.4	21	32.3	4	6.2	4	6.2	3.4
78. Designs quality improvement initiatives.	12	17.9	16	23.9	17	25.4	22	32.8	2.3	38	56.7	22	32.8	5	7.5	2	3.0	3.4
79. Oversees the data collection process to monitor quality and effectiveness of holistic nursing practice.	16	24.6	7	10.8	18	27.7	24	36.9	2.2	34	51.5	26	39.4	4	6.1	2	3.0	3.4
80. Uses the results of quality improvement activities to initiate changes in holistic nursing practice and in the healthcare delivery system.	15	22.4	16	23.9	19	28.4	17	25.4	2.4	42	62.7	20	29.9	3	4.5	2	3.0	3.5
81. Analyzes quality-review data to formulate recommendations for improving holistic nursing practice.	10	15.2	15	22.7	24	36.4	17	25.8	2.3	39	58.2	22	32.8	3	4.5	3	4.5	3.4
82. Develops indicators to monitor and/or standardize quality and effectiveness of holistic nursing practice.	11	16.4	13	19.4	19	28.4	24	35.8	2.2	37	55.2	21	31.3	5	7.5	4	6.0	3.4
83. Develops and standardizes Holistic Nursing guidelines, protocols, and practice.	11	16.7	8	12.1	21	31.8	26	39.4	2.1	36	54.5	24	36.4	4	6.1	2	3.0	3.4



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10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

84.	Promotes expertise in Holistic Nursing practice to assure quality of care to clients.	37	55.2	17	25.4	5	7.5	8	11.9	3.2	47	70.1	16	23.9	3	4.5	1	1.5	3.6	
85.	Uses quality improvement strategies and inquiry to develop evidence based practice.	19	28.4	14	20.9	21	31.3	13	19.4	2.6	41	61.2	20	29.9	4	6.0	2	3.0	3.5	
86.	Evaluates the quality-of-care reports to identify research opportunities.	12	18.2	14	21.2	16	24.2	24	36.4	2.2	39	59.1	15	22.7	7	10.6	5	7.6	3.3	
										2.4										3.4

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG	
87.	Engages the healthcare-consumer, family, and team members in planning and implementing holistic care designed to achieve optimal outcomes.	31	47.0	17	25.8	10	15.2	8	12.1	3.1	52	77.6	11	16.4	2	3.0	2	3.0	3.7	
88.	Uses advanced knowledge and skills to promote open communication among the inter-professional team members and the client.	45	65.2	13	18.8	5	7.2	6	8.7	3.4	59	85.5	7	10.1	1	1.4	2	2.9	3.8	
89.	Uses story-telling to reframe experiences.	28	40.6	19	27.5	19	27.5	3	4.3	3.0	36	52.2	26	37.7	6	8.7	1	1.4	3.4	
90.	Communicates the holistic care plan, including both conventional and integrative practices, to the inter-professional team members.	24	34.8	16	23.2	18	26.1	11	15.9	2.8	45	65.2	19	27.5	4	5.8	1	1.4	3.6	
91.	Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes.	25	36.2	17	24.6	18	26.1	9	13.0	2.8	47	68.1	19	27.5	3	4.3	0	0.0	3.6	
92.	Documents collaborative discussions (including holistic plan changes, communications, and rationale).	30	43.5	19	27.5	10	14.5	10	14.5	3.0	45	65.2	21	30.4	2	2.9	1	1.4	3.6	
93.	Documents referrals, including provisions for continuity of holistic care, using appropriate information systems.	30	43.5	13	18.8	13	18.8	13	18.8	2.9	50	72.5	14	20.3	4	5.8	1	1.4	3.6	
										3.0										3.6

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
94.	Analyzes trending patterns of care/outcomes to contribute to improving practice.	21	31.3	16	23.9	22	32.8	8	11.9	2.7	41	61.2	20	29.9	4	6.0	2	3.0	3.5
95.	Provides leadership for nursing and inter-professional groups aiming to improve holistic healthcare	28	41.2	11	16.2	19	27.9	10	14.7	2.8	47	69.1	15	22.1	4	5.9	2	2.9	3.6
96.	Advocates for the advancement of holistic nursing for nurses, patients, community and for the planet.	37	53.6	20	29.0	8	11.6	4	5.8	3.3	55	79.7	11	15.9	2	2.9	1	1.4	3.7
97.	Models expert holistic nursing practice to colleagues, consumers, and inter-professional team members.	42	60.9	16	23.2	7	10.1	4	5.8	3.4	55	79.7	12	17.4	1	1.4	1	1.4	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 113

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

98.	Mentors nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing important for each phase of the nursing process.	31	44.9	15	21.7	19	27.5	4	5.8	3.1	52	75.4	12	17.4	4	5.8	1	1.4	3.7	
99.	Uses expert communication knowledge and skills to influence inter-professional decision-making related to holistic client care.	32	46.4	20	29.0	11	15.9	6	8.7	3.1	55	79.7	11	15.9	3	4.3	0	0.0	3.8	
100.	Develops strategies to incorporate transformational leadership principles into practice.	24	34.8	15	21.7	20	29.0	10	14.5	2.8	44	63.8	15	21.7	8	11.6	2	2.9	3.5	
101.	Leads the development of continuous improvement of systems that support and/or provide holistic care .	21	30.4	11	15.9	23	33.3	14	20.3	2.6	47	68.1	14	20.3	6	8.7	2	2.9	3.5	
102.	Provides professional organizational leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.	20	29.4	12	17.6	18	26.5	18	26.5	2.5	48	70.6	13	19.1	5	7.4	2	2.9	3.6	
										2.9										3.6

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG	
103.	Makes referrals and performs follow-up as needed.	21	31.8	11	16.7	22	33.3	12	18.2	2.6	42	63.6	17	25.8	5	7.6	2	3.0	3.5	
104.	Collaborates with inter-professional teams to contribute to role development, advanced holistic nursing practice, and/or holistic healthcare.	23	33.8	16	23.5	18	26.5	11	16.2	2.8	49	72.1	13	19.1	4	5.9	2	2.9	3.6	
105.	Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.	17	25.4	13	19.4	22	32.8	15	22.4	2.5	40	59.7	21	31.3	3	4.5	3	4.5	3.5	
106.	Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.	25	37.3	17	25.4	17	25.4	8	11.9	2.9	47	70.1	15	22.4	3	4.5	2	3.0	3.6	
107.	Communicates consultation recommendations, including those that facilitate change.	30	44.1	13	19.1	17	25.0	8	11.8	3.0	48	70.6	13	19.1	6	8.8	1	1.5	3.6	
										2.7										3.6

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:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
108.	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.	11	16.7	18	27.3	22	33.3	15	22.7	2.4	36	54.5	25	37.9	3	4.5	2	3.0	3.4
109.	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.	13	19.4	8	11.9	27	40.3	19	28.4	2.2	37	55.2	21	31.3	7	10.4	2	3.0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 113

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

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:

110.	Engages in inter-professional processes to evaluate holistic patient care and organizational issues, given current practice standards and guidelines.	12	17.9	12	17.9	26	38.8	17	25.4	2.3	38	56.7	21	31.3	6	9.0	2	3.0	3.4
111.	Synthesizes results of evaluations to determine the impact of care and propose changes in healthcare processes, and/or systems.	15	22.4	10	14.9	24	35.8	18	26.9	2.3	40	60.6	20	30.3	3	4.5	3	4.5	3.5
112.	Critically examines integrative practices indicated in any treatment plan for their efficacy, safety, and appropriateness.	31	46.3	10	14.9	14	20.9	12	17.9	2.9	47	70.1	17	25.4	1	1.5	2	3.0	3.6
										2.4									3.5

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:

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
113.	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.	23	34.8	12	18.2	14	21.2	17	25.8	2.6	45	68.2	15	22.7	4	6.1	2	3.0	3.6
114.	Develops innovative strategies that consider resource utilization.	20	29.4	16	23.5	18	26.5	14	20.6	2.6	37	54.4	24	35.3	4	5.9	3	4.4	3.4
115.	Uses organizational / community resources to formulate inter-professional care plans.	19	27.9	16	23.5	14	20.6	19	27.9	2.5	40	59.7	20	29.9	4	6.0	3	4.5	3.4
116.	Develops evaluation strategies to demonstrate cost effectiveness, cost-benefits, and efficiency factors.	19	27.9	12	17.6	22	32.4	15	22.1	2.5	38	55.9	23	33.8	4	5.9	3	4.4	3.4
										2.6									3.5

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

		N	%	N	%	N	%	N	%	AVG	N	%	N	%	N	%	N	%	AVG
117.	Actively uses self to create a safe, healing environment for clients and caregivers.	57	86.4	5	7.6	1	1.5	3	4.5	3.8	63	95.5	2	3.0	1	1.5	0	0.0	3.9
118.	Co-creates partnerships that promote sustainable holistic environmental health policies and conditions.	29	42.6	13	19.1	15	22.1	11	16.2	2.9	46	67.6	17	25.0	3	4.4	2	2.9	3.6
119.	Analyzes the impact of multiple forces (social, political, human, etc.) on the environment and quality of life.	33	48.5	15	22.1	13	19.1	7	10.3	3.1	46	67.6	17	25.0	3	4.4	2	2.9	3.6
120.	Critically evaluates popular media presentations of environmental health issues to promote change.	18	26.5	14	20.6	23	33.8	13	19.1	2.5	31	45.6	27	39.7	8	11.8	2	2.9	3.3
121.	Advocates for implementation of holistic environmental principles to create safe and healthy environments at the local, community, and global levels.	24	35.3	16	23.5	21	30.9	7	10.3	2.8	39	57.4	22	32.4	5	7.4	2	2.9	3.4
122.	Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.	35	51.5	21	30.9	8	11.8	4	5.9	3.3	50	73.5	15	22.1	2	2.9	1	1.5	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 113

HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?

Regularly	Frequently	Occasionally	Never	
4	3	2	1	

HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?

Extremely Important	Moderately Important	Slightly Important	Not Important	
4	3	2	1	

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

123.	Evaluates the practice environment to identify research opportunities and/or questions, relevant to holistic nursing.	24	35.3	13	19.1	23	33.8	8	11.8	2.8	41	60.3	19	27.9	6	8.8	2	2.9	3.5	
124.	Works to correct environmental factors that interfere with health and wellbeing from the local to global level.	14	20.6	15	22.1	30	44.1	9	13.2	2.5	34	50.0	26	38.2	6	8.8	2	2.9	3.4	
125.	Leads nurses in implementing holistic environmental principles from the local to global level.	15	22.1	12	17.6	27	39.7	14	20.6	2.4	41	60.3	20	29.4	6	8.8	1	1.5	3.5	
										2.9										3.5

Appendix E – Holistic Nurse Cross Tabulations



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	61	23	9	1	3.5	90	3	1	0	3.9
10-19	35	14	3	0	3.6	49	3	0	0	3.9
20-29	32	3	0	0	3.9	35	0	0	0	4.0
30-39	18	2	2	0	3.7	20	2	0	0	3.9
40-49	12	0	0	0	4.0	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	6	2	1	3.5	25	1	1	0	3.9
YES	143	37	12	0	3.7	184	8	0	0	4.0
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	7	5	0	3.6	41	1	0	0	4.0
HNB-BC	58	18	5	0	3.7	78	3	0	0	4.0
AHN-BC	49	7	2	0	3.8	55	3	0	0	3.9
APHN-BC	6	5	0	0	3.5	10	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

2. Acknowledges own personal value/belief patterns may influence client-nurse interactions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	57	28	8	0	3.5	73	17	2	0	3.8
10-19	37	14	1	0	3.7	46	6	0	0	3.9
20-29	31	4	0	0	3.9	34	1	0	0	4.0
30-39	16	5	1	0	3.7	17	4	1	0	3.7
40-49	12	0	0	0	4.0	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE										
NO	16	9	2	0	3.5	20	6	1	0	3.7
YES	140	43	8	0	3.7	165	23	2	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD										
HN-BC	31	9	2	0	3.7	33	7	1	0	3.8
HNB-BC	55	23	3	0	3.6	69	11	1	0	3.8
AHN-BC	45	10	3	0	3.7	53	5	0	0	3.9
APHN-BC	9	1	0	0	3.9	10	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

3. Elicits client's story (to reveal context and complexity of the human health experience).

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	50	32	10	0	3.4	64	28	1	0	3.7
10-19	37	12	2	0	3.7	43	9	0	0	3.8
20-29	29	6	0	0	3.8	31	4	0	0	3.9
30-39	19	3	0	0	3.9	20	2	0	0	3.9
40-49	9	3	0	0	3.8	9	2	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	8	2	0	3.6	20	7	0	0	3.7
YES	131	48	10	0	3.6	151	38	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	13	2	0	3.6	31	11	0	0	3.7
HNB-BC	52	24	5	0	3.6	61	18	1	0	3.8
AHN-BC	44	9	3	0	3.7	50	8	0	0	3.9
APHN-BC	8	2	0	0	3.8	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

4. Prioritizes data collection activities based on client's immediate needs, condition, and/or situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	72	16	3	1	3.7	66	26	1	0	3.7
10-19	40	10	2	0	3.7	42	9	1	0	3.8
20-29	26	8	0	1	3.7	26	9	0	0	3.7
30-39	17	5	0	0	3.8	17	5	0	0	3.8
40-49	10	1	0	0	3.9	11	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	23	3	1	0	3.8	21	6	0	0	3.8
YES	146	37	4	2	3.7	145	44	2	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	7	1	0	3.8	31	11	0	0	3.7
HNB-BC	58	18	3	1	3.7	58	21	2	0	3.7
AHN-BC	46	10	0	1	3.8	49	9	0	0	3.8
APHN-BC	8	2	0	0	3.8	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

5. Collects data within the context of the holistic paradigm in a systematic and ongoing process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	34	46	11	1	3.2	49	40	4	0	3.5
10-19	28	19	5	0	3.4	32	20	0	0	3.6
20-29	24	9	1	1	3.6	30	5	0	0	3.9
30-39	14	8	0	0	3.6	13	9	0	0	3.6
40-49	9	2	1	0	3.7	10	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	11	3	0	3.4	16	10	1	0	3.6
YES	99	73	16	2	3.4	121	66	3	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	19	1	0	3.5	28	13	1	0	3.6
HNB-BC	31	37	12	1	3.2	39	40	1	0	3.5
AHN-BC	37	16	3	1	3.6	46	11	1	0	3.8
APHN-BC	9	1	0	0	3.9	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

6. Uses holistic nursing concepts to guide data collection.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	37	43	9	3	3.2	50	33	10	0	3.4
10-19	30	19	2	0	3.5	36	15	1	0	3.7
20-29	25	9	1	0	3.7	24	11	0	0	3.7
30-39	13	7	2	0	3.5	12	9	1	0	3.5
40-49	10	1	1	0	3.8	11	1	0	0	3.9
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	11	3	1	3.3	16	8	3	0	3.5
YES	105	70	12	2	3.5	119	63	9	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	17	2	0	3.5	24	16	2	0	3.5
HNB-BC	36	35	8	2	3.3	46	30	5	0	3.5
AHN-BC	37	18	2	0	3.6	40	16	2	0	3.7
APHN-BC	10	0	0	0	4.0	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

7. Uses holistic nursing theories to guide data collection.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	24	33	29	5	2.8	31	41	19	1	3.1
10-19	21	22	8	1	3.2	25	25	2	0	3.4
20-29	15	12	8	0	3.2	11	20	4	0	3.2
30-39	7	10	4	1	3.0	12	6	3	1	3.3
40-49	4	5	2	0	3.2	7	3	2	0	3.4
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	13	7	2	2.7	10	10	6	0	3.2
YES	70	70	44	5	3.1	79	86	24	2	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	12	18	11	1	3.0	16	20	5	1	3.2
HNB-BC	24	28	24	4	2.9	27	41	12	1	3.2
AHN-BC	27	22	8	0	3.3	29	22	7	0	3.4
APHN-BC	7	2	1	0	3.6	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

8. Uses scientific (empirical) knowing when gathering and validating data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	44	35	13	0	3.3	44	42	6	0	3.4
10-19	29	18	5	0	3.5	36	15	1	0	3.7
20-29	16	13	5	0	3.3	17	15	3	0	3.4
30-39	15	7	0	0	3.7	16	6	0	0	3.7
40-49	7	2	3	0	3.3	8	2	2	0	3.5
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	10	1	0	3.6	18	9	0	0	3.7
YES	99	65	25	0	3.4	107	71	12	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	15	19	7	0	3.2	16	23	2	0	3.3
HNB-BC	39	30	12	0	3.3	44	30	7	0	3.5
AHN-BC	39	12	6	0	3.6	40	15	3	0	3.6
APHN-BC	6	4	0	0	3.6	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

9. Uses esthetic knowing when gathering and validating data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	30	37	24	1	3.0	30	48	14	1	3.2
10-19	25	22	5	0	3.4	32	18	2	0	3.6
20-29	16	14	5	0	3.3	18	16	1	0	3.5
30-39	16	4	1	1	3.6	15	5	2	0	3.6
40-49	8	2	2	0	3.5	9	3	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	11	5	1	3.1	12	13	2	0	3.4
YES	89	68	32	1	3.3	96	77	17	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	11	12	1	3.1	19	15	7	1	3.2
HNB-BC	33	31	17	0	3.2	35	38	8	0	3.3
AHN-BC	31	23	3	0	3.5	34	22	2	0	3.6
APHN-BC	7	3	0	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

10. Uses ethical knowing when gathering and validating data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	58	26	7	1	3.5	63	22	7	0	3.6
10-19	40	10	2	0	3.7	42	10	0	0	3.8
20-29	25	9	1	0	3.7	29	5	1	0	3.8
30-39	17	5	0	0	3.8	18	4	0	0	3.8
40-49	11	1	0	0	3.9	11	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	9	0	0	3.7	20	6	0	0	3.8
YES	137	42	10	1	3.7	147	36	8	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	28	12	2	0	3.6	35	5	2	0	3.8
HNB-BC	54	20	6	1	3.6	55	21	5	0	3.6
AHN-BC	46	9	2	0	3.8	49	8	1	0	3.8
APHN-BC	9	1	0	0	3.9	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

11. Uses own personal knowing when gathering data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	49	28	13	1	3.4	38	44	11	0	3.3
10-19	36	11	4	0	3.6	33	18	1	0	3.6
20-29	22	11	1	1	3.5	19	15	1	0	3.5
30-39	16	5	0	0	3.8	17	4	0	0	3.8
40-49	11	1	0	0	3.9	8	4	0	0	3.7
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	8	3	0	3.5	11	14	2	0	3.3
YES	123	48	15	2	3.6	108	71	11	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	8	7	1	3.4	22	12	8	0	3.3
HNB-BC	46	27	5	1	3.5	39	39	2	0	3.5
AHN-BC	42	12	3	0	3.7	38	19	1	0	3.6
APHN-BC	9	1	0	0	3.9	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

12. Uses sociopolitical knowing when gathering and validating data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	12	33	42	5	2.6	14	43	32	3	2.7
10-19	15	24	12	1	3.0	15	30	6	1	3.1
20-29	9	13	11	2	2.8	11	11	11	1	2.9
30-39	7	9	6	0	3.0	9	9	4	0	3.2
40-49	4	5	2	0	3.2	7	3	1	0	3.5
50-59	3	0	0	0	4.0	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	10	11	1	2.7	4	14	7	1	2.8
YES	46	74	63	7	2.8	54	83	48	4	3.0
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	11	13	16	2	2.8	12	16	12	1	3.0
HNB-BC	14	32	32	3	2.7	19	36	24	1	2.9
AHN-BC	19	23	13	2	3.0	19	27	10	2	3.1
APHN-BC	2	6	2	0	3.0	4	4	2	0	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

13. Uses reflective knowing when gathering and validating data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	34	41	13	3	3.2	36	41	13	2	3.2
10-19	31	19	2	0	3.6	33	18	1	0	3.6
20-29	20	13	1	0	3.6	22	12	1	0	3.6
30-39	14	3	5	0	3.4	16	2	4	0	3.5
40-49	8	3	1	0	3.6	8	3	1	0	3.6
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	11	4	0	3.3	12	9	5	0	3.3
YES	100	68	18	3	3.4	107	67	15	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	15	5	0	3.4	23	14	5	0	3.4
HNB-BC	30	39	9	2	3.2	34	38	8	1	3.3
AHN-BC	40	12	4	1	3.6	43	12	2	1	3.7
APHN-BC	8	2	0	0	3.8	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

14. Uses unknowing when gathering data.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	18	21	37	16	2.4	19	30	33	10	2.6
10-19	18	15	16	2	3.0	21	16	12	2	3.1
20-29	9	9	13	4	2.7	10	15	7	3	2.9
30-39	6	10	4	2	2.9	9	7	3	3	3.0
40-49	4	5	1	2	2.9	8	1	0	3	3.2
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	3	13	6	2.3	6	4	12	5	2.4
YES	52	58	58	21	2.7	63	66	43	17	2.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	11	13	13	5	2.7	12	16	9	4	2.9
HNB-BC	15	24	28	13	2.5	20	28	20	12	2.7
AHN-BC	22	18	15	2	3.1	25	20	12	1	3.2
APHN-BC	4	3	2	1	3.0	6	2	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

15. Assesses client's perceptions and meaning of signs and symptoms, health, illness, sickness, and wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	60	21	10	0	3.5	69	23	1	0	3.7
10-19	39	11	2	0	3.7	42	8	2	0	3.8
20-29	26	7	0	0	3.8	29	3	0	0	3.9
30-39	17	4	1	0	3.7	18	4	0	0	3.8
40-49	11	1	0	0	3.9	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	6	2	0	3.6	20	7	0	0	3.7
YES	138	38	11	0	3.7	154	31	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	29	7	4	0	3.6	31	8	2	0	3.7
HNB-BC	59	15	6	0	3.7	64	15	1	0	3.8
AHN-BC	43	13	1	0	3.7	50	7	0	0	3.9
APHN-BC	7	3	0	0	3.7	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

16. Assesses client's understanding of the diagnostic procedures, the diagnosis, and treatment plan including integrative health practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	53	31	8	0	3.5	67	21	5	0	3.7
10-19	39	8	4	1	3.6	43	8	1	0	3.8
20-29	22	11	1	1	3.5	23	9	3	0	3.6
30-39	18	2	2	0	3.7	20	2	0	0	3.9
40-49	9	3	0	0	3.8	10	2	0	0	3.8
50-59	3	0	0	0	4.0	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	10	1	0	3.6	24	3	0	0	3.9
YES	129	45	14	2	3.6	142	40	9	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	29	11	2	0	3.6	29	12	1	0	3.7
HNB-BC	54	18	9	0	3.6	61	15	5	0	3.7
AHN-BC	40	12	3	2	3.6	45	10	3	0	3.7
APHN-BC	6	4	0	0	3.6	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

17. Assesses client's use of and preferences for conventional and integrative health strategies.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	48	30	13	1	3.4	60	28	4	0	3.6
10-19	32	15	5	0	3.5	35	15	2	0	3.6
20-29	24	8	2	1	3.6	24	11	0	0	3.7
30-39	17	4	1	0	3.7	16	6	0	0	3.7
40-49	9	2	1	0	3.7	11	1	0	0	3.9
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	9	2	0	3.5	21	5	0	0	3.8
YES	116	51	21	2	3.5	127	58	6	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	14	4	0	3.5	22	19	1	0	3.5
HNB-BC	45	21	14	1	3.4	51	26	4	0	3.6
AHN-BC	40	14	2	1	3.6	46	11	1	0	3.8
APHN-BC	7	2	1	0	3.6	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

18. Assesses client's learning needs and readiness to learn.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	67	20	3	1	3.7	73	19	0	0	3.8
10-19	37	13	2	0	3.7	42	10	0	0	3.8
20-29	24	8	2	1	3.6	29	5	1	0	3.8
30-39	17	4	1	0	3.7	17	5	0	0	3.8
40-49	10	2	0	0	3.8	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	7	0	0	3.7	19	8	0	0	3.7
YES	140	40	8	2	3.7	158	31	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	31	10	1	0	3.7	31	11	0	0	3.7
HNB-BC	56	19	5	1	3.6	69	11	1	0	3.8
AHN-BC	47	7	2	1	3.8	50	8	0	0	3.9
APHN-BC	6	4	0	0	3.6	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

19. Assesses client values, beliefs, and cultural practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	61	20	10	1	3.5	69	20	2	0	3.7
10-19	34	15	3	0	3.6	46	6	0	0	3.9
20-29	24	10	0	1	3.6	30	5	0	0	3.9
30-39	18	3	1	0	3.8	18	4	0	0	3.8
40-49	11	1	0	0	3.9	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	8	0	0	3.7	24	3	0	0	3.9
YES	133	41	14	2	3.6	155	32	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	29	11	2	0	3.6	30	10	0	0	3.8
HNB-BC	52	20	8	1	3.5	68	12	1	0	3.8
AHN-BC	46	7	3	1	3.7	49	8	1	0	3.8
APHN-BC	6	3	1	0	3.5	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

20. Assesses client's lifestyle patterns and risk behaviors.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	50	32	9	0	3.5	65	23	5	0	3.6
10-19	32	17	3	0	3.6	39	12	1	0	3.7
20-29	20	10	4	1	3.4	23	11	1	0	3.6
30-39	18	2	2	0	3.7	18	3	1	0	3.8
40-49	11	0	1	0	3.8	11	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	20	7	0	0	3.7	20	6	1	0	3.7
YES	115	54	19	1	3.5	140	44	7	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	13	4	0	3.5	31	8	3	0	3.7
HNB-BC	49	24	8	0	3.5	56	24	1	0	3.7
AHN-BC	36	14	6	1	3.5	45	10	3	0	3.7
APHN-BC	6	3	1	0	3.5	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

21. Assesses client's physical, mind, body, spiritual dimensions and their interactions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	42	33	16	1	3.3	62	26	5	0	3.6
10-19	34	16	2	0	3.6	44	8	0	0	3.8
20-29	23	10	1	1	3.6	27	8	0	0	3.8
30-39	17	4	1	0	3.7	20	2	0	0	3.9
40-49	10	2	0	0	3.8	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	12	3	0	3.3	21	6	0	0	3.8
YES	118	53	17	2	3.5	148	38	5	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	11	6	0	3.5	33	6	3	0	3.7
HNB-BC	46	25	9	1	3.4	59	20	2	0	3.7
AHN-BC	40	14	2	1	3.6	48	10	0	0	3.8
APHN-BC	7	3	0	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

22. Assesses client's comfort status and related resources.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	57	30	5	0	3.6	59	32	0	0	3.6
10-19	31	16	5	0	3.5	34	17	1	0	3.6
20-29	27	6	1	1	3.7	26	9	0	0	3.7
30-39	18	3	1	0	3.8	19	3	0	0	3.9
40-49	9	2	1	0	3.7	11	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	12	1	0	3.5	17	10	0	0	3.6
YES	132	45	12	1	3.6	136	52	1	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	8	0	0	3.8	31	11	0	0	3.7
HNB-BC	51	23	7	0	3.5	53	27	0	0	3.7
AHN-BC	41	11	4	1	3.6	45	11	1	0	3.8
APHN-BC	6	3	1	0	3.5	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

23. Assesses client's coping status and related resources.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	49	32	11	0	3.4	61	27	3	0	3.6
10-19	29	20	3	0	3.5	37	14	1	0	3.7
20-29	23	9	2	1	3.5	28	6	0	0	3.8
30-39	15	6	1	0	3.6	19	3	0	0	3.9
40-49	10	2	0	0	3.8	12	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	7	2	0	3.6	16	11	0	0	3.6
YES	112	62	15	1	3.5	145	39	4	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	13	2	0	3.6	32	7	2	0	3.7
HNB-BC	40	32	9	0	3.4	56	23	1	0	3.7
AHN-BC	38	14	4	1	3.6	50	6	1	0	3.9
APHN-BC	7	3	0	0	3.7	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

24. Assesses cultural and environmental factors effecting client's wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	47	33	11	1	3.4	55	32	5	0	3.5
10-19	29	17	6	0	3.4	34	18	0	0	3.7
20-29	22	9	3	1	3.5	23	12	0	0	3.7
30-39	12	8	1	0	3.5	18	3	0	0	3.9
40-49	10	0	2	0	3.7	11	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	8	2	0	3.5	16	9	1	0	3.6
YES	108	59	21	2	3.4	129	57	4	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	13	4	0	3.5	29	12	1	0	3.7
HNB-BC	45	22	13	1	3.4	52	27	2	0	3.6
AHN-BC	33	20	3	1	3.5	42	14	1	0	3.7
APHN-BC	5	4	1	0	3.4	6	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

25. Assesses significant others' perceptions of the situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	26	30	31	5	2.8	28	50	10	3	3.1
10-19	16	20	13	3	2.9	19	29	3	1	3.3
20-29	13	11	10	1	3.0	12	18	5	0	3.2
30-39	9	5	8	0	3.0	13	7	2	0	3.5
40-49	7	3	2	0	3.4	9	2	1	0	3.7
50-59	2	0	1	0	3.3	1	2	0	0	3.3
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	7	7	3	2.9	8	15	2	2	3.1
YES	64	62	58	6	3.0	75	93	19	2	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	17	8	0	3.2	18	20	2	1	3.3
HNB-BC	24	24	29	4	2.8	31	38	11	1	3.2
AHN-BC	20	18	17	2	3.0	22	31	4	0	3.3
APHN-BC	3	3	4	0	2.9	4	4	2	0	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

26. Assesses interactions between the client and significant others.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	29	39	19	4	3.0	42	41	9	0	3.4
10-19	19	18	13	2	3.0	24	23	4	1	3.3
20-29	17	9	8	1	3.2	17	14	4	0	3.4
30-39	14	5	3	0	3.5	17	4	1	0	3.7
40-49	6	2	4	0	3.2	10	2	0	0	3.8
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	13	4	2	3.0	11	13	2	1	3.3
YES	80	61	43	5	3.1	102	72	16	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	14	6	0	3.4	24	15	3	0	3.5
HNB-BC	27	32	19	3	3.0	40	33	8	0	3.4
AHN-BC	27	14	14	2	3.2	33	20	4	0	3.5
APHN-BC	5	1	4	0	3.1	5	4	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

27. Assesses client's strengths, challenges, and available internal and external resources.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	45	30	16	1	3.3	60	28	3	0	3.6
10-19	34	17	1	0	3.6	39	13	0	0	3.8
20-29	23	9	2	1	3.5	27	8	0	0	3.8
30-39	16	5	1	0	3.7	18	3	1	0	3.8
40-49	11	0	1	0	3.8	11	0	1	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	9	2	0	3.5	15	11	1	0	3.5
YES	117	52	19	2	3.5	144	41	4	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	15	1	0	3.6	31	11	0	0	3.7
HNB-BC	46	20	14	1	3.4	58	20	3	0	3.7
AHN-BC	39	13	4	1	3.6	48	7	1	0	3.8
APHN-BC	6	4	0	0	3.6	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:

28. Documents relationship among diagnoses, expected outcomes, and evidence-based, holistic care plan in a secure and retrievable manner.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	37	23	23	9	3.0	50	31	10	1	3.4
10-19	23	15	10	4	3.1	37	13	1	1	3.7
20-29	18	7	7	3	3.1	21	9	5	0	3.5
30-39	13	4	1	4	3.2	17	4	1	0	3.7
40-49	7	2	3	0	3.3	8	2	2	0	3.5
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	5	5	0	3.4	18	7	2	0	3.6
YES	84	47	39	20	3.0	118	53	17	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	12	11	2	3.0	22	16	3	1	3.4
HNB-BC	29	22	17	13	2.8	48	22	10	1	3.4
AHN-BC	32	12	8	5	3.2	42	13	2	0	3.7
APHN-BC	6	1	3	0	3.3	6	2	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:

29. Uses holistic nursing theories to interpret meaning and to identify relationships among the data collected.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	20	31	28	11	2.7	28	39	22	1	3.0
10-19	17	19	12	1	3.1	21	23	5	0	3.3
20-29	8	12	11	3	2.7	12	16	4	2	3.1
30-39	10	7	4	1	3.2	14	5	2	1	3.5
40-49	6	3	2	1	3.2	7	3	1	1	3.3
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	12	5	3	2.9	8	14	4	1	3.1
YES	56	61	52	15	2.9	76	73	30	5	3.2
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	9	18	15	0	2.9	15	20	7	0	3.2
HNB-BC	21	23	25	12	2.7	27	34	17	3	3.0
AHN-BC	21	18	10	3	3.1	28	18	4	2	3.4
APHN-BC	5	2	2	0	3.3	6	1	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:

30. Synthesizes data/information to identify patterns.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	33	35	17	5	3.1	42	37	10	1	3.3
10-19	26	13	9	1	3.3	31	15	3	0	3.6
20-29	18	9	5	2	3.3	23	9	1	1	3.6
30-39	14	4	4	0	3.5	18	3	1	0	3.8
40-49	10	0	1	1	3.6	10	0	1	1	3.6
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	13	5	0	3.1	12	13	2	0	3.4
YES	95	48	32	9	3.2	115	51	15	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	14	9	1	3.2	23	14	4	1	3.4
HNB-BC	37	23	15	6	3.1	44	28	8	1	3.4
AHN-BC	35	9	6	2	3.5	43	7	1	1	3.8
APHN-BC	5	2	2	0	3.3	5	2	2	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:

31. Analyzes pattern(s) of data collected to derive diagnoses.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	29	33	21	6	3.0	35	42	12	1	3.2
10-19	13	20	13	3	2.9	19	23	6	0	3.3
20-29	16	8	6	4	3.1	17	12	4	1	3.3
30-39	12	5	3	2	3.2	13	7	2	0	3.5
40-49	6	5	0	1	3.3	10	1	0	1	3.7
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	15	6	1	2.9	8	14	5	0	3.1
YES	74	56	38	15	3.0	89	71	20	3	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	14	18	9	1	3.1	17	20	4	1	3.3
HNB-BC	23	27	21	10	2.8	29	37	12	2	3.2
AHN-BC	34	9	5	4	3.4	39	12	1	0	3.7
APHN-BC	3	2	3	0	3.0	4	2	3	0	3.1



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Holistic Nurse:

32. Validates diagnosis in partnership with client(s).

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	37	29	21	3	3.1	46	33	11	0	3.4
10-19	26	17	3	3	3.3	33	15	0	0	3.7
20-29	17	9	6	2	3.2	20	9	4	1	3.4
30-39	14	5	0	3	3.4	16	5	1	0	3.7
40-49	11	0	0	1	3.8	11	0	0	1	3.8
50-59	1	2	0	0	3.3	1	2	0	0	3.3
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	10	2	0	3.5	16	9	2	0	3.5
YES	91	52	29	12	3.2	111	55	15	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	15	7	1	3.2	25	15	2	0	3.5
HNB-BC	34	23	17	7	3.0	43	26	9	2	3.4
AHN-BC	34	11	3	4	3.4	39	11	2	0	3.7
APHN-BC	4	3	2	0	3.2	4	3	2	0	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:

33. Partners with client to formulate realistic outcomes that emphasize holistic health and wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	45	30	11	3	3.3	62	23	4	0	3.7
10-19	33	10	6	0	3.6	42	6	1	0	3.8
20-29	26	7	0	1	3.7	32	2	0	0	3.9
30-39	16	5	1	0	3.7	21	1	0	0	4.0
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	4	5	0	3.5	20	5	1	0	3.7
YES	117	49	13	4	3.5	151	28	4	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	14	2	0	3.6	32	9	1	0	3.7
HNB-BC	46	25	8	2	3.4	68	12	1	0	3.8
AHN-BC	39	8	2	2	3.6	45	5	1	0	3.9
APHN-BC	6	2	1	0	3.6	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:

34. Considers own expertise when defining outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	37	32	17	3	3.2	33	41	13	2	3.2
10-19	30	16	3	0	3.6	29	20	0	0	3.6
20-29	15	14	5	0	3.3	15	14	4	1	3.3
30-39	16	1	4	1	3.5	16	4	2	0	3.6
40-49	9	1	1	0	3.7	9	0	1	0	3.8
50-59	3	0	0	0	4.0	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	8	3	0	3.5	13	10	2	1	3.3
YES	95	56	27	5	3.3	91	70	18	3	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	14	6	1	3.3	21	17	4	0	3.4
HNB-BC	39	26	12	4	3.2	36	36	6	2	3.3
AHN-BC	31	12	8	0	3.5	30	14	6	1	3.4
APHN-BC	4	4	1	0	3.3	4	3	2	0	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:

35. Facilitates client's understanding that different outcomes may evolve over time.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	36	16	1	3.2	40	43	6	0	3.4
10-19	33	13	3	0	3.6	37	12	0	0	3.8
20-29	17	14	2	1	3.4	21	12	1	0	3.6
30-39	14	6	1	1	3.5	17	5	0	0	3.8
40-49	7	3	1	0	3.5	10	1	0	0	3.9
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	8	5	0	3.3	14	12	0	0	3.5
YES	97	64	19	3	3.4	115	61	7	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	13	3	1	3.5	24	16	2	0	3.5
HNB-BC	38	31	11	1	3.3	50	28	3	0	3.6
AHN-BC	30	16	4	1	3.5	38	12	1	0	3.7
APHN-BC	4	4	1	0	3.3	3	5	1	0	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. The Holistic Nurse:

36. Uses holistic nursing theory to formulate outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	28	26	26	9	2.8	24	49	14	2	3.1
10-19	20	15	11	3	3.1	26	16	7	0	3.4
20-29	8	15	9	2	2.9	14	13	5	2	3.1
30-39	10	7	5	0	3.2	12	8	2	0	3.5
40-49	5	5	1	0	3.4	8	3	0	0	3.7
50-59	2	1	0	0	3.7	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	14	2	3	3.0	10	13	2	1	3.2
YES	66	55	50	12	3.0	76	77	26	4	3.2
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	20	11	11	0	3.2	15	23	4	0	3.3
HNB-BC	18	26	27	10	2.6	27	34	18	2	3.1
AHN-BC	22	17	10	2	3.2	28	19	2	2	3.4
APHN-BC	6	1	2	0	3.4	6	1	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

37. Clarifies and validates client's understanding of the plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	60	19	8	1	3.6	70	12	5	0	3.7
10-19	33	12	4	0	3.6	38	11	0	0	3.8
20-29	23	8	2	1	3.6	25	9	0	0	3.7
30-39	17	4	2	0	3.7	19	4	0	0	3.8
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	22	3	1	0	3.8	20	6	0	0	3.8
YES	124	41	15	2	3.6	146	30	5	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	12	4	0	3.5	28	11	3	0	3.6
HNB-BC	56	17	8	0	3.6	70	11	0	0	3.9
AHN-BC	35	10	2	2	3.6	43	5	1	0	3.9
APHN-BC	6	2	1	0	3.6	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

38. Facilitates client and significant others to explore holistic and integrative strategies and interventions and related resources needed to address each of the diagnoses and the expected outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	25	33	25	5	2.9	39	34	14	0	3.3
10-19	20	20	7	2	3.2	24	25	0	0	3.5
20-29	12	16	5	1	3.1	19	13	2	0	3.5
30-39	10	6	7	0	3.1	15	7	1	0	3.6
40-49	9	1	1	0	3.7	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	9	6	1	3.1	11	12	3	0	3.3
YES	68	67	39	8	3.1	98	68	14	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	15	10	0	3.2	26	11	5	0	3.5
HNB-BC	27	31	18	5	3.0	39	36	5	1	3.4
AHN-BC	20	17	9	3	3.1	28	18	3	0	3.5
APHN-BC	3	4	2	0	3.1	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

39. Integrates spiritually-based interventions in care plan as appropriate.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	29	28	26	5	2.9	43	30	13	1	3.3
10-19	22	17	9	1	3.2	30	17	1	1	3.6
20-29	20	10	3	1	3.4	26	7	1	0	3.7
30-39	15	5	3	0	3.5	15	7	1	0	3.6
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	12	3	2	3.1	12	10	2	1	3.3
YES	90	49	38	5	3.2	116	51	14	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	11	7	0	3.4	31	9	3	0	3.7
HNB-BC	33	22	23	3	3.0	43	27	10	1	3.4
AHN-BC	27	13	7	2	3.3	37	11	1	0	3.7
APHN-BC	5	3	1	0	3.4	5	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

40. Partners with client and significant others (as appropriate) to set a timeline for the care plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	25	33	21	8	2.9	35	36	16	1	3.2
10-19	16	22	8	3	3.0	25	16	7	0	3.4
20-29	16	10	4	4	3.1	20	8	4	2	3.4
30-39	12	3	6	2	3.1	13	8	2	0	3.5
40-49	6	3	2	0	3.4	8	3	0	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	8	6	3	2.8	12	9	4	1	3.2
YES	70	63	35	14	3.0	92	62	25	2	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	16	14	10	3	3.0	22	13	8	0	3.3
HNB-BC	22	34	20	5	2.9	34	35	12	0	3.3
AHN-BC	28	11	4	6	3.2	32	10	4	2	3.5
APHN-BC	4	4	1	0	3.3	4	4	1	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

41. Plans care that links assessment, diagnosis, and potential side effects.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	37	31	15	4	3.2	46	32	8	1	3.4
10-19	30	12	6	1	3.4	32	16	1	0	3.6
20-29	18	10	1	5	3.2	19	10	4	1	3.4
30-39	14	3	5	1	3.3	16	6	1	0	3.7
40-49	6	2	1	2	3.1	7	1	1	2	3.2
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	9	4	0	3.3	15	8	2	0	3.5
YES	96	49	24	13	3.3	108	57	13	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	13	5	2	3.3	24	15	3	1	3.4
HNB-BC	34	29	12	6	3.1	40	33	7	1	3.4
AHN-BC	34	4	6	5	3.4	39	6	2	2	3.7
APHN-BC	5	3	1	0	3.4	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

42. Uses standardized language and/or recognized terminology to document the holistic plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	46	26	12	4	3.3	42	37	8	0	3.4
10-19	28	17	4	0	3.5	31	13	4	0	3.6
20-29	20	10	2	2	3.4	20	10	4	0	3.5
30-39	16	4	2	1	3.5	15	7	1	0	3.6
40-49	5	5	0	1	3.3	7	3	0	1	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	10	0	0	3.6	15	10	1	0	3.5
YES	102	52	20	8	3.4	103	60	16	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	13	5	1	3.4	24	14	4	0	3.5
HNB-BC	37	29	10	5	3.2	42	29	9	1	3.4
AHN-BC	35	9	3	2	3.6	32	15	1	0	3.6
APHN-BC	6	1	2	0	3.4	5	2	2	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

43. Ensures inclusion of client's values and beliefs in decision-making, holistic care plan, and negotiation of role-responsibilities.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	55	19	11	3	3.4	66	18	4	0	3.7
10-19	36	9	4	0	3.7	37	11	1	0	3.7
20-29	26	6	1	1	3.7	31	2	1	0	3.9
30-39	19	2	2	0	3.7	22	0	1	0	3.9
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	6	1	0	3.7	21	4	1	0	3.8
YES	131	30	17	4	3.6	149	27	6	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	7	6	0	3.6	33	8	2	0	3.7
HNB-BC	57	13	9	2	3.5	64	14	3	0	3.8
AHN-BC	38	8	1	2	3.7	45	4	0	0	3.9
APHN-BC	6	2	1	0	3.6	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Holistic Nurse:

44. Formulates a safe and effective care plan that incorporates appropriate integrative health practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	44	24	17	3	3.2	53	29	6	0	3.5
10-19	34	8	6	1	3.5	43	6	0	0	3.9
20-29	22	9	1	2	3.5	29	4	1	0	3.8
30-39	16	3	2	1	3.5	19	3	0	0	3.9
40-49	9	2	0	0	3.8	9	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE										
NO	17	6	3	0	3.5	19	7	0	0	3.7
YES	111	40	23	7	3.4	137	37	7	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD										
HN-BC	24	8	9	1	3.3	27	13	2	0	3.6
HNB-BC	43	21	12	5	3.3	58	19	4	0	3.7
AHN-BC	38	8	2	1	3.7	45	3	1	0	3.9
APHN-BC	6	3	0	0	3.7	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

45. Integrates current trends, theory, research, and evidence-based interventions specific to the client's needs, problem, or situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	32	37	15	4	3.1	44	41	3	0	3.5
10-19	25	16	6	0	3.4	30	15	2	0	3.6
20-29	15	13	4	1	3.3	21	8	4	0	3.5
30-39	14	4	4	0	3.5	16	5	1	0	3.7
40-49	7	5	0	0	3.6	10	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	13	5	0	3.1	13	12	1	0	3.5
YES	87	62	24	6	3.3	110	59	9	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	21	2	0	3.4	25	16	1	0	3.6
HNB-BC	32	30	15	4	3.1	43	33	4	1	3.5
AHN-BC	30	8	6	2	3.4	36	8	2	0	3.7
APHN-BC	6	3	1	0	3.5	6	2	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

46. Uses self as an instrument of healing (e.g. as a conduit of healing energy).

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	54	20	12	2	3.4	59	24	5	0	3.6
10-19	35	7	4	1	3.6	36	7	4	0	3.7
20-29	28	5	0	0	3.8	27	5	1	0	3.8
30-39	16	5	1	0	3.7	19	2	1	0	3.8
40-49	11	1	0	0	3.9	10	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	7	2	0	3.6	20	4	2	0	3.7
YES	129	31	15	4	3.6	133	36	9	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	31	7	4	0	3.6	33	7	2	0	3.7
HNB-BC	53	15	10	3	3.5	55	19	6	1	3.6
AHN-BC	40	4	1	1	3.8	39	6	1	0	3.8
APHN-BC	5	5	0	0	3.5	6	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

47. Facilitates comfort using touch intentionally when appropriate.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	57	16	15	0	3.5	58	21	9	0	3.6
10-19	34	6	6	1	3.6	34	10	2	0	3.7
20-29	26	3	4	0	3.7	25	7	1	0	3.7
30-39	17	4	1	0	3.7	18	4	0	0	3.8
40-49	11	0	0	1	3.8	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	4	4	0	3.5	16	7	3	0	3.5
YES	129	25	22	3	3.6	133	35	9	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	32	7	3	0	3.7	33	8	1	0	3.8
HNB-BC	57	11	11	2	3.5	59	14	7	1	3.6
AHN-BC	33	6	6	1	3.5	35	9	1	0	3.8
APHN-BC	7	1	2	0	3.5	6	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

48. Partners with client in decision-making throughout the implementation process to ensure safe holistic and integrative practice effectiveness.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	57	20	10	1	3.5	70	16	2	0	3.8
10-19	33	14	0	0	3.7	40	7	0	0	3.9
20-29	23	9	0	1	3.6	29	4	0	0	3.9
30-39	18	3	1	0	3.8	22	0	0	0	4.0
40-49	12	0	0	0	4.0	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	7	3	0	3.5	22	3	1	0	3.8
YES	130	39	8	2	3.7	154	24	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	31	9	2	0	3.7	34	7	1	0	3.8
HNB-BC	56	19	6	0	3.6	68	13	0	0	3.8
AHN-BC	35	9	0	2	3.7	44	2	0	0	4.0
APHN-BC	8	2	0	0	3.8	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

a) *Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:*

49. Advocates for the client's self-knowledge as essential information.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	60	19	8	0	3.6	62	22	3	0	3.7
10-19	38	8	1	0	3.8	39	8	0	0	3.8
20-29	24	8	0	1	3.7	31	1	1	0	3.9
30-39	18	3	1	0	3.8	19	3	0	0	3.9
40-49	12	0	0	0	4.0	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	22	4	0	0	3.8	20	6	0	0	3.8
YES	133	34	10	1	3.7	146	28	4	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	9	3	0	3.6	31	9	2	0	3.7
HNB-BC	59	17	5	0	3.7	67	13	1	0	3.8
AHN-BC	36	7	2	1	3.7	40	5	1	0	3.8
APHN-BC	8	1	0	0	3.9	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

a) *Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:*

50. Coordinates implementation of holistic care plan across settings and caregivers.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	24	28	29	6	2.8	41	35	10	1	3.3
10-19	19	12	10	6	2.9	27	16	3	1	3.5
20-29	11	13	5	4	2.9	19	11	2	1	3.5
30-39	8	8	4	2	3.0	15	6	1	0	3.6
40-49	5	4	2	1	3.1	10	1	0	1	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	9	8	2	2.8	15	7	3	1	3.4
YES	63	56	42	17	2.9	100	62	13	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	15	16	10	1	3.1	21	17	4	0	3.4
HNB-BC	28	21	23	9	2.8	42	31	6	2	3.4
AHN-BC	16	16	8	6	2.9	32	12	2	0	3.7
APHN-BC	4	3	1	1	3.1	5	2	1	1	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

a) *Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:*

51. Documents implementation of holistic care plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	41	17	21	7	3.1	46	34	6	1	3.4
10-19	26	11	8	2	3.3	31	16	0	0	3.7
20-29	18	11	1	3	3.3	21	10	2	0	3.6
30-39	14	3	3	2	3.3	19	3	0	0	3.9
40-49	10	1	0	1	3.7	11	0	0	1	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	6	3	2	3.3	15	9	2	0	3.5
YES	98	37	30	13	3.2	116	54	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	9	9	1	3.3	26	15	1	0	3.6
HNB-BC	40	16	18	7	3.1	48	27	4	2	3.5
AHN-BC	29	10	2	5	3.4	37	9	0	0	3.8
APHN-BC	6	2	1	0	3.6	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

a) *Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:*

52. Facilitates client in establishing/maintaining relationships with healthcare providers that are conducive to healing and attaining health goals.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	44	24	18	1	3.3	54	29	4	0	3.6
10-19	24	17	5	1	3.4	31	16	0	0	3.7
20-29	20	9	1	3	3.4	25	6	1	1	3.7
30-39	14	4	4	0	3.5	17	5	0	0	3.8
40-49	9	2	1	0	3.7	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	6	5	0	3.4	17	9	0	0	3.7
YES	99	50	24	5	3.4	125	47	5	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	28	8	6	0	3.5	26	13	3	0	3.5
HNB-BC	40	27	12	2	3.3	56	24	1	0	3.7
AHN-BC	24	13	6	3	3.3	36	8	1	1	3.7
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

53. Models ethics and philosophy consistent with holistic nursing's beliefs.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	67	19	2	0	3.7	71	17	0	0	3.8
10-19	39	6	1	0	3.8	36	11	0	0	3.8
20-29	26	7	0	0	3.8	30	3	0	0	3.9
30-39	22	0	0	0	4.0	21	1	0	0	4.0
40-49	12	0	0	0	4.0	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	20	6	0	0	3.8	21	5	0	0	3.8
YES	149	26	3	0	3.8	152	27	0	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	36	4	1	0	3.9	35	7	0	0	3.8
HNB-BC	65	14	2	0	3.8	67	14	0	0	3.8
AHN-BC	40	6	0	0	3.9	41	5	0	0	3.9
APHN-BC	8	2	0	0	3.8	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

54. Facilitates client and significant others to learn that healing is a holistic process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	42	34	10	2	3.3	55	28	4	0	3.6
10-19	33	10	3	0	3.7	33	13	1	0	3.7
20-29	19	13	1	0	3.5	21	10	1	0	3.6
30-39	18	3	1	0	3.8	18	4	0	0	3.8
40-49	11	1	0	0	3.9	12	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	9	1	0	3.6	18	7	0	0	3.7
YES	110	52	14	2	3.5	124	48	6	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	13	3	0	3.5	27	11	3	0	3.6
HNB-BC	48	24	8	1	3.5	58	22	1	0	3.7
AHN-BC	30	12	3	1	3.5	31	13	2	0	3.6
APHN-BC	7	3	0	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

55. Creates safe learning environments.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	67	17	3	0	3.7	71	13	4	0	3.8
10-19	38	8	0	0	3.8	38	9	0	0	3.8
20-29	28	5	0	0	3.8	27	6	0	0	3.8
30-39	20	2	0	0	3.9	22	0	0	0	4.0
40-49	11	1	0	0	3.9	11	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	21	4	0	0	3.8	20	5	1	0	3.7
YES	146	29	3	0	3.8	152	24	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	36	4	1	0	3.9	35	5	2	0	3.8
HNB-BC	62	17	2	0	3.7	70	10	1	0	3.9
AHN-BC	41	5	0	0	3.9	40	6	0	0	3.9
APHN-BC	7	3	0	0	3.7	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

56. Uses teaching-learning methods appropriate to the clients' needs and/or situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	60	21	7	0	3.6	66	20	2	0	3.7
10-19	36	9	1	0	3.8	40	7	0	0	3.9
20-29	27	6	0	0	3.8	31	2	0	0	3.9
30-39	19	2	1	0	3.8	18	4	0	0	3.8
40-49	11	1	0	0	3.9	11	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	8	0	0	3.7	23	3	0	0	3.9
YES	138	31	9	0	3.7	146	31	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	5	2	0	3.8	31	9	2	0	3.7
HNB-BC	61	14	6	0	3.7	67	14	0	0	3.8
AHN-BC	35	10	1	0	3.7	41	5	0	0	3.9
APHN-BC	8	2	0	0	3.8	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

57. Seeks ongoing feedback on information provided.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	45	36	7	0	3.4	55	28	5	0	3.6
10-19	29	15	2	0	3.6	36	11	0	0	3.8
20-29	23	8	2	0	3.6	21	10	2	0	3.6
30-39	16	5	1	0	3.7	16	6	0	0	3.7
40-49	11	1	0	0	3.9	11	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	8	2	0	3.5	16	9	1	0	3.6
YES	111	57	10	0	3.6	125	48	6	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	15	1	0	3.6	26	13	3	0	3.5
HNB-BC	42	33	6	0	3.4	59	20	2	0	3.7
AHN-BC	36	8	2	0	3.7	33	12	1	0	3.7
APHN-BC	8	1	1	0	3.7	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

58. Facilitates others to access self-knowing and inner wisdom.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	31	20	1	3.2	46	33	7	0	3.5
10-19	26	13	7	0	3.4	32	13	2	0	3.6
20-29	23	10	0	0	3.7	26	7	0	0	3.8
30-39	13	6	3	0	3.5	15	6	1	0	3.6
40-49	9	2	0	0	3.8	10	1	0	0	3.9
50-59	1	1	0	0	3.5	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	8	5	1	3.2	16	8	2	0	3.5
YES	96	55	26	0	3.4	115	53	8	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	13	5	0	3.4	26	11	3	0	3.6
HNB-BC	37	26	17	0	3.3	48	28	4	0	3.6
AHN-BC	29	14	3	0	3.6	34	11	1	0	3.7
APHN-BC	7	2	1	0	3.6	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

59. Facilitates others to learn about conventional and integrative practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	38	34	15	1	3.2	49	33	6	0	3.5
10-19	24	18	4	0	3.4	25	20	1	0	3.5
20-29	13	14	6	0	3.2	16	12	5	0	3.3
30-39	12	8	2	0	3.5	14	7	1	0	3.6
40-49	7	5	0	0	3.6	9	3	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	11	4	0	3.3	13	11	2	0	3.4
YES	85	68	24	1	3.3	102	65	11	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	18	3	0	3.4	29	12	1	0	3.7
HNB-BC	34	32	14	1	3.2	45	32	4	0	3.5
AHN-BC	25	14	6	0	3.4	23	17	5	0	3.4
APHN-BC	5	4	1	0	3.4	5	4	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Holistic Nurse:

b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote health and a safe environment. The Holistic Nurse:

60. Partners with multiple sources (e.g. clients, advocates, etc.) to create health documents.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	21	21	37	9	2.6	29	38	18	3	3.1
10-19	12	14	14	7	2.7	16	20	9	2	3.1
20-29	8	12	8	5	2.7	11	17	3	2	3.1
30-39	6	6	4	6	2.5	7	10	5	0	3.1
40-49	3	2	2	4	2.4	3	4	3	1	2.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	8	8	4	2.6	10	10	4	2	3.1
YES	47	47	57	27	2.6	59	79	34	6	3.1
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	12	9	17	4	2.7	15	20	6	1	3.2
HNB-BC	15	25	26	15	2.5	20	36	21	4	2.9
AHN-BC	17	10	12	7	2.8	21	19	6	0	3.3
APHN-BC	3	3	2	1	2.9	3	4	1	1	3.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:

61. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	29	32	21	7	2.9	46	36	7	0	3.4
10-19	21	17	12	0	3.2	32	16	2	0	3.6
20-29	20	8	3	2	3.4	24	7	2	0	3.7
30-39	12	6	4	0	3.4	16	6	0	0	3.7
40-49	10	1	1	0	3.8	11	1	0	0	3.9
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	5	9	1	3.0	16	9	2	0	3.5
YES	82	59	32	9	3.2	114	58	9	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	14	17	11	0	3.1	25	14	3	0	3.5
HNB-BC	31	24	19	7	3.0	44	31	5	1	3.5
AHN-BC	30	15	2	2	3.5	37	11	1	0	3.7
APHN-BC	7	3	0	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:

62. Documents results of the evaluation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	45	21	15	8	3.2	51	28	9	1	3.4
10-19	30	13	6	1	3.4	34	15	1	0	3.7
20-29	19	8	3	3	3.3	23	8	1	1	3.6
30-39	14	4	3	1	3.4	15	6	1	0	3.6
40-49	7	4	1	0	3.5	10	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	7	5	2	3.1	15	9	3	0	3.4
YES	104	43	23	12	3.3	120	50	9	3	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	14	6	1	3.3	26	14	2	0	3.6
HNB-BC	41	18	14	8	3.1	44	29	5	3	3.4
AHN-BC	36	8	2	3	3.6	43	5	1	0	3.9
APHN-BC	6	3	1	0	3.5	7	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:

63. Uses ongoing evaluation to mutually revise, with persons involved: the plan, diagnosis, expected outcomes, and implementation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	34	26	19	10	2.9	46	32	9	2	3.4
10-19	25	16	9	0	3.3	35	15	0	0	3.7
20-29	20	9	3	1	3.5	26	5	2	0	3.7
30-39	10	7	5	0	3.2	14	8	0	0	3.6
40-49	8	3	1	0	3.6	11	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	8	5	2	3.1	14	10	1	2	3.3
YES	87	53	32	10	3.2	120	51	10	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	20	12	10	0	3.2	26	14	2	0	3.6
HNB-BC	32	23	18	8	3.0	44	29	7	1	3.4
AHN-BC	29	15	3	2	3.4	43	6	0	0	3.9
APHN-BC	6	3	1	0	3.5	7	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION OF IMPLEMENTED CARE: The holistic, registered nurse evaluates progress toward attainment of outcomes. The Holistic Nurse:

64. Disseminates evaluation results according to laws and regulations.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	35	15	20	19	2.7	42	24	17	6	3.1
10-19	26	12	7	3	3.3	31	14	3	0	3.6
20-29	19	2	7	5	3.1	21	5	5	2	3.4
30-39	15	0	5	2	3.3	16	3	3	0	3.6
40-49	5	2	2	2	2.9	8	2	0	1	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	5	3	6	2.9	15	5	3	3	3.2
YES	90	26	38	26	3.0	105	43	25	7	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	5	7	6	3.1	24	11	6	1	3.4
HNB-BC	31	14	22	14	2.8	39	21	15	6	3.1
AHN-BC	30	6	6	6	3.3	36	9	3	0	3.7
APHN-BC	5	1	3	0	3.2	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

65. Honors uniqueness and inherent worthiness of clients throughout all aspects of the holistic nursing process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	81	5	2	0	3.9	76	12	0	0	3.9
10-19	45	4	0	0	3.9	45	4	0	0	3.9
20-29	27	6	0	0	3.8	32	1	0	0	4.0
30-39	21	1	0	0	4.0	22	0	0	0	4.0
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	24	2	0	0	3.9	23	3	0	0	3.9
YES	164	14	2	0	3.9	166	14	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	40	1	1	0	3.9	38	4	0	0	3.9
HNB-BC	75	5	1	0	3.9	75	6	0	0	3.9
AHN-BC	42	6	0	0	3.9	45	3	0	0	3.9
APHN-BC	7	2	0	0	3.8	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

66. Honors the individual as the authority/expert of his/her life experiences.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	73	15	0	0	3.8	79	9	0	0	3.9
10-19	43	6	0	0	3.9	45	4	0	0	3.9
20-29	27	6	0	0	3.8	32	1	0	0	4.0
30-39	17	5	0	0	3.8	20	2	0	0	3.9
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	23	3	0	0	3.9	25	1	0	0	4.0
YES	151	29	0	0	3.8	165	15	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	37	5	0	0	3.9	37	5	0	0	3.9
HNB-BC	64	17	0	0	3.8	74	7	0	0	3.9
AHN-BC	42	6	0	0	3.9	45	3	0	0	3.9
APHN-BC	8	1	0	0	3.9	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

67. Honors and facilitates the natural development and unfolding of the client's human processes, and inherent capacity for self-healing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	61	25	2	0	3.7	68	18	2	0	3.8
10-19	36	11	2	0	3.7	41	8	0	0	3.8
20-29	28	4	0	1	3.8	29	4	0	0	3.9
30-39	17	5	0	0	3.8	17	5	0	0	3.8
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	8	1	0	3.6	17	9	0	0	3.7
YES	138	37	3	2	3.7	151	26	2	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	7	2	0	3.7	35	7	0	0	3.8
HNB-BC	58	21	1	1	3.7	65	14	1	1	3.8
AHN-BC	39	8	0	1	3.8	43	4	1	0	3.9
APHN-BC	8	1	0	0	3.9	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

68. Engages in on-going self-reflection to identify wisdom learned and areas for self-development.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	55	29	4	0	3.6	69	19	0	0	3.8
10-19	36	12	1	0	3.7	44	5	0	0	3.9
20-29	23	10	0	0	3.7	28	3	0	0	3.9
30-39	19	2	1	0	3.8	20	2	0	0	3.9
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	7	2	0	3.6	19	6	0	0	3.8
YES	128	47	4	1	3.7	155	23	0	1	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	10	2	0	3.7	35	7	0	0	3.8
HNB-BC	53	25	2	1	3.6	68	11	0	1	3.8
AHN-BC	38	10	0	0	3.8	45	3	0	0	3.9
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

69. Values all life experiences as opportunities to find personal meaning and cultivates self-awareness, self-reflection, and growth.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	65	19	4	0	3.7	69	19	0	0	3.8
10-19	42	7	0	0	3.9	40	9	0	0	3.8
20-29	26	6	0	0	3.8	30	2	1	0	3.9
30-39	18	4	0	0	3.8	19	3	0	0	3.9
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	22	3	1	0	3.8	22	4	0	0	3.8
YES	141	34	3	1	3.8	149	29	1	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	35	7	0	0	3.8	34	8	0	0	3.8
HNB-BC	60	16	3	1	3.7	66	14	0	1	3.8
AHN-BC	39	9	0	0	3.8	42	5	1	0	3.9
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

70. Reflects on the effect of one's cultural and spiritual beliefs, life experiences, biases, education, and values on his/her professional practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	65	17	6	0	3.7	71	15	2	0	3.8
10-19	37	9	3	0	3.7	38	9	2	0	3.7
20-29	19	11	3	0	3.5	26	6	1	0	3.8
30-39	17	5	0	0	3.8	21	1	0	0	4.0
40-49	9	2	0	0	3.8	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	7	1	0	3.7	22	4	0	0	3.8
YES	131	37	11	1	3.7	147	27	5	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	8	1	0	3.8	33	8	1	0	3.8
HNB-BC	60	15	5	1	3.7	66	12	2	1	3.8
AHN-BC	31	13	4	0	3.6	41	6	1	0	3.8
APHN-BC	7	1	1	0	3.7	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

71. Uses ANA Code of Ethics with Interpretive Statement and AHNA Position Statement on Holistic Nursing Ethics and other regulations and laws to guide practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	56	19	11	2	3.5	69	14	4	1	3.7
10-19	31	13	5	0	3.5	38	11	0	0	3.8
20-29	21	6	6	0	3.5	26	4	3	0	3.7
30-39	14	7	1	0	3.6	18	4	0	0	3.8
40-49	6	2	3	0	3.3	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	9	1	2	3.3	20	3	2	1	3.6
YES	116	38	25	1	3.5	143	31	5	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	7	5	0	3.6	31	9	2	0	3.7
HNB-BC	49	20	11	1	3.4	65	13	2	1	3.8
AHN-BC	33	11	4	0	3.6	41	7	0	0	3.9
APHN-BC	4	0	5	0	2.9	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

72. Uses AHNA Core Values to articulate the moral foundation of holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	48	26	12	2	3.4	64	21	3	0	3.7
10-19	26	15	6	1	3.4	37	11	0	0	3.8
20-29	17	10	5	1	3.3	25	6	2	0	3.7
30-39	13	8	1	0	3.5	15	7	0	0	3.7
40-49	6	3	2	0	3.4	8	1	2	0	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	9	4	2	3.1	18	5	3	0	3.6
YES	101	53	22	3	3.4	133	41	4	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	9	7	0	3.4	30	11	0	0	3.7
HNB-BC	44	25	9	3	3.4	58	19	3	1	3.7
AHN-BC	28	16	4	0	3.5	39	9	0	0	3.8
APHN-BC	4	3	2	0	3.2	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

73. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	80	8	0	0	3.9	83	5	0	0	3.9
10-19	45	3	0	0	3.9	46	2	0	0	4.0
20-29	30	2	0	1	3.8	31	2	0	0	3.9
30-39	22	0	0	0	4.0	21	1	0	0	4.0
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	24	2	0	0	3.9	25	1	0	0	4.0
YES	167	11	0	1	3.9	170	9	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	38	3	0	0	3.9	39	2	0	0	4.0
HNB-BC	77	4	0	0	4.0	78	3	0	0	4.0
AHN-BC	45	2	0	1	3.9	46	2	0	0	4.0
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

74. Respects the client's choices and health trajectory, even when it is incongruent with conventional wisdom/standards.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	60	22	6	0	3.6	69	15	4	0	3.7
10-19	38	10	0	0	3.8	42	6	0	0	3.9
20-29	23	8	1	1	3.6	27	6	0	0	3.8
30-39	18	4	0	0	3.8	18	4	0	0	3.8
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	20	5	1	0	3.7	23	3	0	0	3.9
YES	131	40	6	2	3.7	146	28	4	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	9	2	0	3.7	32	6	3	0	3.7
HNB-BC	59	18	3	1	3.7	67	13	0	1	3.8
AHN-BC	36	10	1	1	3.7	41	6	1	0	3.8
APHN-BC	6	3	0	0	3.7	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

75. Informs the person of the risks, benefits, and outcomes of holistic healthcare regimes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	53	23	11	1	3.5	64	20	3	0	3.7
10-19	31	13	3	0	3.6	35	12	0	0	3.7
20-29	25	6	1	1	3.7	25	7	1	0	3.7
30-39	16	5	1	0	3.7	19	3	0	0	3.9
40-49	8	2	0	1	3.5	9	1	0	1	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	11	1	0	3.5	19	5	2	0	3.7
YES	121	38	15	4	3.6	135	38	2	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	9	2	0	3.7	30	10	1	0	3.7
HNB-BC	50	18	10	3	3.4	60	19	0	2	3.7
AHN-BC	35	8	3	1	3.6	40	6	1	0	3.8
APHN-BC	6	3	0	0	3.7	5	3	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

76. Assists persons in self-advocacy skill development, which includes making informed choices about their care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	50	31	7	0	3.5	61	22	3	0	3.7
10-19	35	11	2	0	3.7	35	13	0	0	3.7
20-29	22	8	1	1	3.6	26	6	0	0	3.8
30-39	14	6	2	0	3.5	16	6	0	0	3.7
40-49	9	1	1	0	3.7	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	6	2	0	3.6	18	5	2	0	3.6
YES	115	51	11	1	3.6	134	42	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	11	3	0	3.6	25	14	1	0	3.6
HNB-BC	51	24	6	0	3.6	63	18	0	0	3.8
AHN-BC	32	13	2	1	3.6	41	7	0	0	3.9
APHN-BC	6	3	0	0	3.7	5	3	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

77. Provides age appropriate holistic care in a culturally and ethnically sensitive manner.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	69	17	2	0	3.8	69	19	0	0	3.8
10-19	39	8	0	0	3.8	42	6	0	0	3.9
20-29	25	6	1	1	3.7	29	4	0	0	3.9
30-39	20	2	0	0	3.9	20	2	0	0	3.9
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	23	3	0	0	3.9	25	1	0	0	4.0
YES	143	31	3	1	3.8	149	30	0	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	7	0	0	3.8	31	10	0	0	3.8
HNB-BC	65	13	3	0	3.8	69	12	0	0	3.9
AHN-BC	39	7	0	1	3.8	44	4	0	0	3.9
APHN-BC	5	4	0	0	3.6	5	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

78. Demonstrates a commitment to practice holistic self-care strategies to manage stress and enhance wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	55	25	6	1	3.5	72	13	2	0	3.8
10-19	36	9	3	0	3.7	44	4	0	0	3.9
20-29	28	4	1	0	3.8	31	2	0	0	3.9
30-39	15	6	1	0	3.6	19	3	0	0	3.9
40-49	8	2	1	0	3.6	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	6	3	0	3.5	23	2	0	0	3.9
YES	129	40	9	1	3.7	157	20	2	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	29	10	2	0	3.7	36	5	0	0	3.9
HNB-BC	53	22	5	1	3.6	72	8	1	0	3.9
AHN-BC	41	6	1	0	3.8	42	5	1	0	3.9
APHN-BC	6	2	1	0	3.6	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

79. Demonstrates knowledge of the role and referral process of the ethics committee in the organization.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	31	19	27	11	2.8	50	28	8	1	3.5
10-19	23	8	9	8	3.0	30	13	3	2	3.5
20-29	12	11	5	5	2.9	18	11	2	2	3.4
30-39	5	9	4	3	2.8	11	8	1	1	3.4
40-49	6	0	3	2	2.9	9	1	0	1	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	4	6	4	2.9	15	4	4	1	3.4
YES	68	43	42	26	2.9	105	57	10	7	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	11	6	6	3.0	26	13	1	1	3.6
HNB-BC	25	15	25	16	2.6	42	28	6	5	3.3
AHN-BC	22	13	10	3	3.1	32	13	3	0	3.6
APHN-BC	3	4	1	1	3.0	5	3	0	1	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

80. Advocates for the holistic wellbeing of the global community with consideration for the economy, education, and social justice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	35	31	21	0	3.2	46	33	8	0	3.4
10-19	26	9	14	0	3.2	35	11	3	0	3.7
20-29	16	9	8	0	3.2	20	8	5	0	3.5
30-39	8	8	4	1	3.1	13	6	2	0	3.5
40-49	5	2	4	0	3.1	8	3	0	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE										
NO	14	6	4	0	3.4	14	8	3	0	3.4
YES	78	53	47	2	3.2	111	53	15	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD										
HN-BC	21	12	9	0	3.3	28	9	4	0	3.6
HNB-BC	28	29	23	1	3.0	46	29	6	0	3.5
AHN-BC	23	11	13	1	3.2	32	13	3	0	3.6
APHN-BC	6	1	2	0	3.4	5	2	2	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

81. Acts on behalf of vulnerable and/or marginalized individuals or groups who cannot seek or demand ethical treatment on their own.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	35	28	22	3	3.1	64	22	1	0	3.7
10-19	25	9	11	3	3.2	40	8	1	0	3.8
20-29	17	7	8	1	3.2	23	7	3	0	3.6
30-39	8	6	6	1	3.0	16	2	3	0	3.6
40-49	5	3	3	0	3.2	9	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	9	4	1	3.2	19	4	1	0	3.8
YES	81	44	46	8	3.1	135	37	7	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	7	8	0	3.4	32	10	0	0	3.8
HNB-BC	29	22	24	6	2.9	57	20	3	1	3.6
AHN-BC	22	12	12	2	3.1	41	4	3	0	3.8
APHN-BC	4	3	2	0	3.2	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

82. Seeks available resources in formulating holistic, ethical decisions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	33	34	16	4	3.1	53	31	4	0	3.6
10-19	22	17	6	4	3.2	30	18	1	0	3.6
20-29	16	6	7	3	3.1	22	8	2	1	3.5
30-39	7	8	6	0	3.0	14	5	2	0	3.6
40-49	7	2	2	0	3.5	9	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	10	5	0	3.2	15	9	1	0	3.6
YES	78	57	32	12	3.1	115	55	8	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	12	8	1	3.3	26	13	3	0	3.5
HNB-BC	30	31	11	9	3.0	49	27	3	2	3.5
AHN-BC	23	12	10	2	3.2	35	12	1	0	3.7
APHN-BC	4	2	3	0	3.1	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

83. Reports illegal, incompetent, or impaired practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	29	13	28	18	2.6	76	12	0	0	3.9
10-19	21	5	15	7	2.8	44	2	2	0	3.9
20-29	14	0	13	6	2.7	28	4	1	0	3.8
30-39	11	0	9	1	3.0	20	1	0	0	4.0
40-49	4	0	4	3	2.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	0	7	4	3.0	22	3	0	0	3.9
YES	67	18	62	32	2.7	158	17	3	1	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	5	14	6	2.8	38	4	0	0	3.9
HNB-BC	24	11	26	20	2.5	70	9	1	1	3.8
AHN-BC	24	2	17	4	3.0	43	3	1	0	3.9
APHN-BC	2	0	5	2	2.2	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:

84. Seeks and acquires knowledge and skills pertinent to the practice of Holistic Nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	60	21	6	0	3.6	71	15	1	0	3.8
10-19	40	7	2	0	3.8	45	4	0	0	3.9
20-29	25	9	0	0	3.7	29	5	0	0	3.9
30-39	17	4	1	0	3.7	20	2	0	0	3.9
40-49	8	2	1	0	3.6	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	5	3	0	3.6	20	5	1	0	3.7
YES	134	38	8	0	3.7	157	22	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	32	7	3	0	3.7	38	4	0	0	3.9
HNB-BC	57	20	4	0	3.7	67	13	1	0	3.8
AHN-BC	38	10	1	0	3.8	44	5	0	0	3.9
APHN-BC	7	1	0	0	3.9	8	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:

85. Seeks experience, formal and informal, to maintain and develop clinical skills, professional knowledge, and personal growth related to holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	56	23	8	0	3.6	73	12	2	0	3.8
10-19	40	7	2	0	3.8	46	3	0	0	3.9
20-29	23	9	1	0	3.7	31	3	0	0	3.9
30-39	16	5	1	0	3.7	18	4	0	0	3.8
40-49	7	4	0	0	3.6	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	7	3	0	3.5	21	4	1	0	3.8
YES	128	41	10	0	3.7	159	19	2	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	32	9	1	0	3.7	36	6	0	0	3.9
HNB-BC	55	19	7	0	3.6	72	8	1	0	3.9
AHN-BC	34	12	2	0	3.7	43	5	1	0	3.9
APHN-BC	7	1	0	0	3.9	8	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:

86. Uses current knowledge, including research findings, to expand clinical practice, professional performance, and role development.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	47	25	15	0	3.4	61	26	0	0	3.7
10-19	35	12	2	0	3.7	41	8	0	0	3.8
20-29	23	6	5	0	3.5	25	7	2	0	3.7
30-39	14	7	1	0	3.6	20	2	0	0	3.9
40-49	9	1	1	0	3.7	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	7	3	0	3.5	19	7	0	0	3.7
YES	114	44	22	0	3.5	140	37	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	9	6	0	3.5	33	9	0	0	3.8
HNB-BC	44	23	14	0	3.4	60	18	3	0	3.7
AHN-BC	36	11	2	0	3.7	40	9	0	0	3.8
APHN-BC	7	1	0	0	3.9	7	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Holistic Nurse:

87. Maintains professional records that provide evidence of competency and life-long learning related to holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	60	18	9	0	3.6	62	22	3	0	3.7
10-19	38	10	0	0	3.8	41	6	1	0	3.8
20-29	25	7	1	0	3.7	26	5	2	0	3.7
30-39	19	2	1	0	3.8	19	3	0	0	3.9
40-49	11	0	0	0	4.0	9	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	6	3	0	3.5	17	8	1	0	3.6
YES	139	31	8	0	3.7	143	30	5	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	7	2	0	3.7	34	8	0	0	3.8
HNB-BC	61	15	5	0	3.7	64	13	4	0	3.7
AHN-BC	37	9	1	0	3.8	38	8	1	0	3.8
APHN-BC	8	0	0	0	4.0	7	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

88. Use the best available evidence, including theories and research findings, to guide holistic nursing practice decisions throughout the nursing process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	37	13	2	3.2	55	30	3	0	3.6
10-19	28	19	2	0	3.5	36	13	0	0	3.7
20-29	15	13	4	1	3.3	23	6	3	0	3.6
30-39	13	5	4	0	3.4	14	7	1	0	3.6
40-49	5	5	1	0	3.4	9	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	14	4	1	3.0	15	9	1	0	3.6
YES	92	65	20	3	3.4	124	48	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	18	3	0	3.4	23	18	1	0	3.5
HNB-BC	34	34	11	2	3.2	54	23	3	1	3.6
AHN-BC	32	10	5	1	3.5	40	5	2	0	3.8
APHN-BC	5	3	1	0	3.4	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

89. Recognizes that evidence-based practice contains three components: the best evidence, the client's preferences, and the nurse's expertise.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	46	30	9	3	3.4	55	29	4	0	3.6
10-19	32	13	4	0	3.6	39	10	0	0	3.8
20-29	23	5	5	0	3.5	23	7	3	0	3.6
30-39	13	9	0	0	3.6	16	6	0	0	3.7
40-49	8	2	1	0	3.6	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	11	3	0	3.3	16	10	0	0	3.6
YES	112	48	16	4	3.5	128	43	8	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	14	4	0	3.5	29	11	2	0	3.6
HNB-BC	49	21	7	4	3.4	56	20	4	1	3.6
AHN-BC	32	12	4	0	3.6	35	11	2	0	3.7
APHN-BC	7	1	1	0	3.7	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

90. Participates, actively and ethically, in holistic research activities when able.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	23	20	34	11	2.6	41	36	9	1	3.3
10-19	9	9	21	10	2.3	21	23	4	1	3.3
20-29	10	6	11	6	2.6	15	12	5	1	3.2
30-39	6	5	8	3	2.6	12	7	1	1	3.4
40-49	3	1	5	2	2.5	8	1	1	1	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	8	11	4	2.4	10	10	4	1	3.2
YES	50	33	68	29	2.6	89	69	16	5	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	7	13	4	2.9	23	16	2	1	3.5
HNB-BC	18	16	29	18	2.4	33	37	8	3	3.2
AHN-BC	11	10	21	6	2.5	28	13	5	1	3.4
APHN-BC	3	0	5	1	2.6	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

91. Participates in the work of the research ethics committee.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	10	2	29	46	1.7	35	32	18	3	3.1
10-19	3	4	14	28	1.6	19	20	8	1	3.2
20-29	5	5	5	18	1.9	15	8	6	4	3.0
30-39	3	1	8	10	1.9	7	7	6	2	2.9
40-49	2	0	2	7	1.7	7	1	2	1	3.3
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	3	9	12	1.7	7	12	4	3	2.9
YES	24	9	49	98	1.8	78	56	36	9	3.1
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	9	2	14	17	2.1	21	12	8	1	3.3
HNB-BC	4	3	22	52	1.5	29	29	19	3	3.1
AHN-BC	8	4	11	25	1.9	24	11	9	4	3.1
APHN-BC	3	0	2	4	2.2	4	4	0	1	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Holistic Nurse:

92. Supports research of others on healing, wholeness, spirituality, and/or other holistic concepts.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	32	27	24	5	3.0	50	33	4	1	3.5
10-19	28	7	13	0	3.3	32	13	3	0	3.6
20-29	17	3	13	0	3.1	17	10	6	0	3.3
30-39	10	6	4	2	3.1	16	5	1	0	3.7
40-49	7	1	3	0	3.4	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	11	6	1	3.0	10	15	0	1	3.3
YES	88	33	51	7	3.1	116	47	15	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	7	12	1	3.2	28	10	4	0	3.6
HNB-BC	33	19	24	5	3.0	50	23	7	1	3.5
AHN-BC	27	7	12	1	3.3	31	13	3	0	3.6
APHN-BC	6	0	3	0	3.3	7	1	1	0	3.7



Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

93. Approaches clients as integrated, adaptive systems, interconnected with all other systems.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	53	26	8	0	3.5	61	25	1	0	3.7
10-19	40	8	1	0	3.8	42	7	0	0	3.9
20-29	26	7	0	0	3.8	29	4	0	0	3.9
30-39	17	4	1	0	3.7	19	3	0	0	3.9
40-49	10	1	0	0	3.9	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	20	5	1	0	3.7	21	5	0	0	3.8
YES	129	41	9	0	3.7	143	35	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	14	2	0	3.6	32	10	0	0	3.8
HNB-BC	55	20	6	0	3.6	62	19	0	0	3.8
AHN-BC	39	7	1	0	3.8	40	6	1	0	3.8
APHN-BC	9	0	0	0	4.0	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

94. Acknowledges that holistic health is a multidimensional state of wellbeing as perceived by the client.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	60	25	2	1	3.6	69	17	2	0	3.8
10-19	43	5	1	0	3.9	45	4	0	0	3.9
20-29	30	3	0	0	3.9	31	2	0	0	3.9
30-39	15	7	0	0	3.7	15	7	0	0	3.7
40-49	11	0	0	0	4.0	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	21	5	0	0	3.8	22	4	0	0	3.8
YES	141	35	3	1	3.8	151	27	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	11	1	0	3.7	32	9	1	0	3.7
HNB-BC	60	18	2	1	3.7	67	14	0	0	3.8
AHN-BC	42	6	0	0	3.9	43	4	1	0	3.9
APHN-BC	9	0	0	0	4.0	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

95. Acknowledges health and wellbeing as the desired outcome of holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	75	11	1	1	3.8	71	15	1	0	3.8
10-19	45	4	0	0	3.9	47	2	0	0	4.0
20-29	31	2	0	0	3.9	32	1	0	0	4.0
30-39	19	2	1	0	3.8	17	4	0	1	3.7
40-49	10	0	1	0	3.8	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	24	2	0	0	3.9	21	4	0	0	3.8
YES	159	17	3	1	3.9	159	19	1	1	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	37	4	1	0	3.9	35	6	1	0	3.8
HNB-BC	69	9	2	1	3.8	73	7	0	1	3.9
AHN-BC	44	4	0	0	3.9	42	6	0	0	3.9
APHN-BC	9	0	0	0	4.0	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

96. Acknowledges self as integral with the healing environment.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	59	26	3	0	3.6	68	19	1	0	3.8
10-19	45	4	0	0	3.9	43	6	0	0	3.9
20-29	28	5	0	0	3.8	30	3	0	0	3.9
30-39	19	2	1	0	3.8	18	4	0	0	3.8
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	7	0	0	3.7	19	7	0	0	3.7
YES	146	30	4	0	3.8	154	25	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	7	1	0	3.8	36	5	1	0	3.8
HNB-BC	63	16	2	0	3.8	69	12	0	0	3.9
AHN-BC	41	6	1	0	3.8	41	7	0	0	3.9
APHN-BC	8	1	0	0	3.9	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

97. Focuses on facilitating the individual's growth, holistic health, and wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	61	20	6	0	3.6	68	16	3	0	3.7
10-19	42	7	0	0	3.9	41	7	0	0	3.9
20-29	28	4	1	0	3.8	31	2	0	0	3.9
30-39	17	4	1	0	3.7	19	3	0	0	3.9
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	21	4	1	0	3.8	20	4	2	0	3.7
YES	141	31	7	0	3.7	153	24	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	8	1	0	3.8	36	5	1	0	3.8
HNB-BC	60	15	5	0	3.7	68	12	0	0	3.9
AHN-BC	39	8	1	0	3.8	40	7	0	0	3.9
APHN-BC	9	0	0	0	4.0	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

98. Uses Presence, Intentionality, Compassion, and Authenticity throughout the holistic nursing process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	69	18	1	0	3.8	76	10	1	0	3.9
10-19	43	4	1	0	3.9	45	4	0	0	3.9
20-29	31	2	0	0	3.9	33	0	0	0	4.0
30-39	19	3	0	0	3.9	22	0	0	0	4.0
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	21	5	0	0	3.8	24	1	0	0	4.0
YES	155	22	2	0	3.9	166	13	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	36	6	0	0	3.9	38	4	0	0	3.9
HNB-BC	68	11	2	0	3.8	73	8	0	0	3.9
AHN-BC	42	5	0	0	3.9	46	1	1	0	3.9
APHN-BC	9	0	0	0	4.0	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

99. Uses holistic nursing theories to help integrate one's knowing, doing, and being in practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	25	25	1	3.1	41	41	6	0	3.4
10-19	26	14	9	0	3.3	30	18	1	0	3.6
20-29	18	9	5	1	3.3	17	11	5	0	3.4
30-39	9	9	4	0	3.2	13	6	2	0	3.5
40-49	5	5	1	0	3.4	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	7	6	0	3.2	14	12	0	0	3.5
YES	85	55	38	2	3.2	99	65	15	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	20	14	8	0	3.3	23	16	3	0	3.5
HNB-BC	29	27	24	1	3.0	37	36	8	0	3.4
AHN-BC	28	13	6	1	3.4	32	11	4	0	3.6
APHN-BC	8	1	0	0	3.9	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

100. Demonstrates quality by documenting the application of the holistic nursing process in a responsible, accountable, and ethical manner.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	39	29	15	5	3.2	57	26	5	0	3.6
10-19	27	12	8	2	3.3	33	14	1	1	3.6
20-29	16	11	4	2	3.2	22	8	3	0	3.6
30-39	12	5	4	1	3.3	15	5	2	0	3.6
40-49	7	4	0	0	3.6	8	3	0	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	8	3	1	3.3	19	6	1	0	3.7
YES	89	53	29	9	3.2	117	51	11	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	20	15	6	1	3.3	28	12	2	0	3.6
HNB-BC	32	26	19	4	3.1	46	28	7	0	3.5
AHN-BC	30	11	3	4	3.4	36	9	2	1	3.7
APHN-BC	7	1	1	0	3.7	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

101. Collects data to monitor quality and effectiveness of holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	19	30	30	8	2.7	36	42	8	0	3.3
10-19	13	17	14	5	2.8	25	22	1	1	3.4
20-29	11	6	10	6	2.7	17	9	5	2	3.2
30-39	7	3	8	3	2.7	12	6	4	0	3.4
40-49	3	3	4	1	2.7	7	3	1	0	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	10	6	3	2.8	12	10	3	0	3.4
YES	48	49	60	21	2.7	87	72	16	4	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	13	12	13	4	2.8	21	19	2	0	3.5
HNB-BC	14	25	30	12	2.5	33	37	9	2	3.2
AHN-BC	16	10	15	5	2.8	27	14	4	2	3.4
APHN-BC	5	2	2	0	3.3	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

102. Creates innovative, quality-improvement activities to initiate changes in holistic healthcare.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	18	20	38	11	2.5	37	42	7	1	3.3
10-19	20	9	15	5	2.9	30	17	2	0	3.6
20-29	13	2	13	5	2.7	15	12	3	3	3.2
30-39	7	2	12	1	2.7	11	8	3	0	3.4
40-49	4	1	5	1	2.7	8	2	1	0	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	6	8	4	2.7	8	14	3	1	3.1
YES	56	28	75	20	2.7	95	67	13	4	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	15	11	12	4	2.9	23	17	2	0	3.5
HNB-BC	19	11	38	13	2.4	37	35	6	3	3.3
AHN-BC	16	5	23	3	2.7	28	14	4	1	3.5
APHN-BC	6	1	2	0	3.4	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

103. Engages in the practice of self-care as a prerequisite to providing holistic care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	59	23	6	0	3.6	83	5	0	0	3.9
10-19	36	10	3	0	3.7	45	4	0	0	3.9
20-29	23	9	1	0	3.7	33	0	0	0	4.0
30-39	16	5	1	0	3.7	21	1	0	0	4.0
40-49	7	3	1	0	3.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	4	3	0	3.6	25	1	0	0	4.0
YES	125	46	9	0	3.6	170	10	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	28	11	3	0	3.6	38	4	0	0	3.9
HNB-BC	54	22	5	0	3.6	78	3	0	0	4.0
AHN-BC	36	12	0	0	3.8	46	2	0	0	4.0
APHN-BC	7	1	1	0	3.7	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

104. Provides age and developmentally appropriate holistic care from infant to elder in a culturally and ethnically sensitive manner.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	52	29	6	1	3.5	70	18	0	0	3.8
10-19	33	12	3	1	3.6	44	4	1	0	3.9
20-29	26	5	2	0	3.7	30	1	2	0	3.8
30-39	13	3	4	0	3.5	16	4	0	0	3.8
40-49	8	2	1	0	3.6	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	5	2	0	3.6	19	6	0	0	3.8
YES	117	46	14	2	3.6	154	22	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	12	3	0	3.6	31	11	0	0	3.7
HNB-BC	51	23	5	1	3.6	72	8	0	0	3.9
AHN-BC	33	10	4	1	3.6	45	2	1	0	3.9
APHN-BC	6	1	2	0	3.4	6	1	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

105. Implements processes to remove/decrease barriers to holistic care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	25	34	23	5	2.9	52	29	5	0	3.5
10-19	26	11	10	2	3.2	35	12	1	1	3.7
20-29	13	11	7	2	3.1	22	8	3	0	3.6
30-39	8	6	7	0	3.0	11	10	0	0	3.5
40-49	3	4	4	0	2.9	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	15	3	0	3.2	14	10	0	0	3.6
YES	70	51	48	10	3.0	117	50	10	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	11	11	1	3.1	26	14	2	0	3.6
HNB-BC	31	23	21	6	3.0	54	20	6	1	3.6
AHN-BC	16	14	14	3	2.9	30	14	2	1	3.6
APHN-BC	4	3	2	0	3.2	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

106. Seeks feedback from clients regarding impact and effectiveness of holistic nursing care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	39	28	16	4	3.2	54	26	7	0	3.5
10-19	27	14	6	2	3.3	30	16	3	0	3.6
20-29	20	7	5	1	3.4	20	10	3	0	3.5
30-39	13	4	5	0	3.4	15	6	1	0	3.6
40-49	9	2	0	0	3.8	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	5	4	1	3.4	19	3	3	0	3.6
YES	94	50	28	7	3.3	111	56	12	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	11	5	0	3.5	27	11	4	0	3.5
HNB-BC	35	24	16	6	3.1	44	33	3	1	3.5
AHN-BC	29	11	7	1	3.4	33	10	5	0	3.6
APHN-BC	5	4	0	0	3.6	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

107. Obtains and maintains professional certification in holistic nursing and other areas of expertise.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	69	9	7	3	3.6	70	14	3	0	3.8
10-19	42	4	2	0	3.8	39	7	1	1	3.8
20-29	29	2	2	0	3.8	26	7	0	0	3.8
30-39	19	1	1	0	3.9	19	1	1	0	3.9
40-49	10	1	0	0	3.9	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	6	3	3	3.2	16	5	2	1	3.5
YES	159	11	9	0	3.8	151	25	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	36	3	3	0	3.8	35	6	1	0	3.8
HNB-BC	74	4	3	0	3.9	69	11	1	0	3.8
AHN-BC	41	3	3	0	3.8	40	6	1	0	3.8
APHN-BC	8	1	0	0	3.9	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Holistic Nurse:

108. Promotes competency in Holistic Nursing Practice to assure quality of care for individuals, families, and communities.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	55	25	6	2	3.5	71	14	3	0	3.8
10-19	34	8	6	0	3.6	38	9	1	0	3.8
20-29	26	5	2	0	3.7	29	4	0	0	3.9
30-39	18	3	0	0	3.9	19	2	0	0	3.9
40-49	8	2	0	1	3.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	6	4	1	3.3	18	5	2	0	3.6
YES	130	37	10	2	3.6	152	25	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	27	13	2	0	3.6	33	8	1	0	3.8
HNB-BC	55	18	6	2	3.6	68	12	1	0	3.8
AHN-BC	40	5	2	0	3.8	43	4	0	0	3.9
APHN-BC	8	1	0	0	3.9	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

109. Uses communication knowledge and skills (e.g. active listening and use of technology) to interact effectively within the client's and colleague's worldviews.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	64	16	6	0	3.7	66	15	5	0	3.7
10-19	40	8	0	0	3.8	41	7	0	0	3.9
20-29	25	8	0	0	3.8	30	3	0	0	3.9
30-39	22	0	0	0	4.0	20	2	0	0	3.9
40-49	6	5	0	0	3.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	4	3	0	3.6	21	3	2	0	3.7
YES	141	33	3	0	3.8	149	25	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	34	7	1	0	3.8	32	8	2	0	3.7
HNB-BC	62	16	2	0	3.8	65	14	1	0	3.8
AHN-BC	38	8	0	0	3.8	43	3	0	0	3.9
APHN-BC	7	2	0	0	3.8	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

110. Validates communication with clients and colleagues to ensure constructive, purposeful interactions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	48	37	1	0	3.5	61	25	0	0	3.7
10-19	33	14	1	0	3.7	40	8	0	0	3.8
20-29	23	9	1	0	3.7	29	3	1	0	3.8
30-39	18	4	0	0	3.8	21	1	0	0	4.0
40-49	9	2	0	0	3.8	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	8	2	0	3.5	21	5	0	0	3.8
YES	117	58	1	1	3.6	142	33	1	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	31	11	0	0	3.7	31	11	0	0	3.7
HNB-BC	45	33	1	1	3.5	62	16	1	1	3.7
AHN-BC	35	11	0	0	3.8	43	3	0	0	3.9
APHN-BC	6	3	0	0	3.7	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

11.1. Facilitates negotiations of conventional and integrative therapies or practices for continuity of care and program planning.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	27	27	26	6	2.9	43	40	3	0	3.5
10-19	20	18	9	1	3.2	29	16	2	0	3.6
20-29	13	9	6	5	2.9	21	7	3	2	3.4
30-39	8	4	7	2	2.9	12	8	0	1	3.5
40-49	4	5	2	0	3.2	8	3	0	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	8	4	2	3.1	14	10	1	0	3.5
YES	63	55	46	13	2.9	100	65	7	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	21	8	12	1	3.2	27	13	1	0	3.6
HNB-BC	27	26	20	7	2.9	43	32	4	1	3.5
AHN-BC	12	17	12	5	2.8	25	17	1	3	3.4
APHN-BC	3	4	2	0	3.1	5	3	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

112. Facilitates inter-professional processes that enhance contributions of all members of the health team.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	32	32	17	3	3.1	52	29	4	0	3.6
10-19	18	22	6	2	3.2	30	16	2	0	3.6
20-29	14	10	6	3	3.1	20	10	2	1	3.5
30-39	10	4	6	1	3.1	12	8	1	0	3.5
40-49	3	3	5	0	2.8	7	4	0	0	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	6	7	1	3.0	14	8	3	0	3.4
YES	69	65	33	9	3.1	109	59	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	14	6	0	3.4	27	14	1	0	3.6
HNB-BC	23	35	16	6	2.9	46	30	2	2	3.5
AHN-BC	21	12	10	3	3.1	31	12	3	0	3.6
APHN-BC	3	4	1	0	3.3	5	3	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

113. Provides information related to the use, efficacy, safety, and indications of holistic and integrative health practices within the clients' context.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	35	26	21	4	3.1	48	33	5	0	3.5
10-19	32	10	5	1	3.5	35	13	0	0	3.7
20-29	18	9	3	3	3.3	19	11	2	1	3.5
30-39	11	8	3	0	3.4	13	8	1	0	3.5
40-49	7	2	2	0	3.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	5	5	2	3.2	16	8	2	0	3.5
YES	91	50	29	7	3.3	111	58	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	13	5	0	3.5	27	13	2	0	3.6
HNB-BC	33	25	18	4	3.1	47	29	3	1	3.5
AHN-BC	28	11	4	3	3.4	31	14	0	1	3.6
APHN-BC	6	1	2	0	3.4	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice.

The Holistic Nurse:

114. Partners with client and colleagues to enhance healthcare-consumer's perception of wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	42	30	11	3	3.3	56	25	5	0	3.6
10-19	27	12	7	2	3.3	34	11	2	1	3.6
20-29	17	12	2	2	3.3	21	11	1	0	3.6
30-39	14	6	2	0	3.5	15	6	1	0	3.6
40-49	4	5	2	0	3.2	7	4	0	0	3.6
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	7	4	1	3.3	16	7	3	0	3.5
YES	93	58	20	6	3.3	119	51	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	26	13	3	0	3.5	32	8	2	0	3.7
HNB-BC	33	30	13	4	3.2	47	31	1	1	3.6
AHN-BC	27	14	3	2	3.4	32	12	2	0	3.7
APHN-BC	7	1	1	0	3.7	8	0	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

115. Engages in consultation with multi-disciplinary healthcare teams.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	35	27	19	5	3.1	57	27	2	0	3.6
10-19	19	14	12	2	3.1	30	14	2	1	3.6
20-29	14	10	4	5	3.0	22	7	2	2	3.5
30-39	7	7	6	2	2.9	15	5	0	1	3.6
40-49	4	2	3	2	2.7	8	3	0	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	7	7	0	3.2	16	10	0	0	3.6
YES	70	53	37	16	3.0	118	47	6	4	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	16	18	6	2	3.1	28	13	0	0	3.7
HNB-BC	30	23	19	8	2.9	53	23	3	1	3.6
AHN-BC	20	9	11	5	3.0	33	7	3	2	3.6
APHN-BC	4	3	1	1	3.1	4	4	0	1	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

116. Works to create and maintain healthy work environments that support holistic healthcare.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	47	26	13	0	3.4	66	17	3	0	3.7
10-19	31	11	5	0	3.6	37	10	0	0	3.8
20-29	20	11	2	0	3.5	25	8	0	0	3.8
30-39	13	4	3	1	3.4	16	4	0	1	3.7
40-49	9	2	0	0	3.8	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	14	8	3	0	3.4	17	7	1	0	3.6
YES	109	46	20	1	3.5	141	32	2	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	29	11	2	0	3.6	35	6	1	0	3.8
HNB-BC	47	22	11	0	3.5	66	14	0	0	3.8
AHN-BC	25	12	7	1	3.4	32	11	1	1	3.6
APHN-BC	8	1	0	0	3.9	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

117. Demonstrates creativity and flexibility during periods of system change.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	39	34	13	0	3.3	58	24	4	0	3.6
10-19	23	19	4	1	3.4	29	17	1	0	3.6
20-29	15	12	3	3	3.2	23	7	2	1	3.6
30-39	11	8	2	0	3.4	15	6	0	0	3.7
40-49	5	3	2	0	3.3	8	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	8	5	0	3.3	17	6	2	0	3.6
YES	84	68	19	4	3.3	119	50	5	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	28	9	5	0	3.5	33	7	2	0	3.7
HNB-BC	35	34	8	2	3.3	51	27	0	1	3.6
AHN-BC	15	23	5	2	3.1	29	14	2	0	3.6
APHN-BC	6	2	1	0	3.6	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

118. Utilizes trending patterns of care/outcomes as these contribute to improving practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	24	39	20	3	3.0	41	37	8	0	3.4
10-19	13	24	8	2	3.0	22	21	4	0	3.4
20-29	12	12	6	3	3.0	17	11	5	0	3.4
30-39	8	7	5	0	3.2	13	5	2	0	3.6
40-49	3	5	1	1	3.0	8	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	14	3	0	3.2	14	9	2	0	3.5
YES	54	73	37	10	3.0	89	67	17	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	18	7	0	3.2	26	14	2	0	3.6
HNB-BC	17	33	23	6	2.8	30	40	8	1	3.3
AHN-BC	15	19	6	4	3.0	26	13	5	0	3.5
APHN-BC	5	3	1	0	3.4	7	0	2	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

119. Serves in key roles in the work setting by participating on committees, councils, and administrative activities.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	35	21	23	7	3.0	42	33	10	1	3.3
10-19	19	10	14	4	2.9	22	20	4	1	3.3
20-29	17	6	6	4	3.1	16	9	5	3	3.2
30-39	7	5	5	4	2.7	10	7	2	2	3.2
40-49	6	2	1	1	3.3	8	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	5	4	5	2.9	12	7	5	1	3.2
YES	76	39	45	15	3.0	89	64	16	6	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	10	11	3	3.0	22	16	3	1	3.4
HNB-BC	30	19	23	7	2.9	36	33	8	2	3.3
AHN-BC	21	8	11	5	3.0	25	12	5	3	3.3
APHN-BC	7	2	0	0	3.8	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

120. Promotes advancement of holistic nursing as a profession locally to globally.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	22	28	32	4	2.8	48	28	9	0	3.5
10-19	23	16	8	0	3.3	32	15	0	0	3.7
20-29	17	7	8	1	3.2	22	8	3	0	3.6
30-39	10	5	7	0	3.1	14	7	1	0	3.6
40-49	6	3	2	0	3.4	8	3	0	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	10	8	1	2.9	14	10	2	0	3.5
YES	73	49	50	4	3.1	112	52	11	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	16	13	12	1	3.0	23	15	3	0	3.5
HNB-BC	27	29	22	2	3.0	48	28	4	0	3.6
AHN-BC	23	6	15	1	3.1	34	7	4	0	3.7
APHN-BC	7	1	1	0	3.7	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

121. Has the ability to define a clear vision of holistic nursing practice, associated goals with implementation and evaluation plans to measure success.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	25	33	21	7	2.9	46	32	8	0	3.4
10-19	21	17	9	0	3.3	32	15	0	0	3.7
20-29	17	10	4	2	3.3	19	11	2	1	3.5
30-39	10	9	2	0	3.4	15	5	1	0	3.7
40-49	7	2	1	0	3.6	8	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	9	10	1	2.7	13	9	3	0	3.4
YES	77	62	27	9	3.2	109	56	8	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	15	19	7	1	3.1	28	13	1	0	3.6
HNB-BC	34	22	18	5	3.1	45	29	4	1	3.5
AHN-BC	21	19	2	3	3.3	29	12	3	1	3.5
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

122. Demonstrates energy, excitement, and a passion for quality holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	59	23	4	0	3.6	68	16	2	0	3.8
10-19	38	9	0	0	3.8	39	8	0	0	3.8
20-29	27	4	2	0	3.8	26	3	2	1	3.7
30-39	21	1	0	0	4.0	18	4	0	0	3.8
40-49	10	0	1	0	3.8	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	8	1	0	3.6	18	7	1	0	3.7
YES	140	29	7	0	3.8	146	25	3	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	8	1	0	3.8	34	6	1	0	3.8
HNB-BC	56	18	6	0	3.6	67	11	2	0	3.8
AHN-BC	43	2	0	0	4.0	38	6	0	1	3.8
APHN-BC	8	1	0	0	3.9	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

123. Creates an environment that supports holistic nursing in risk-taking behaviors.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	29	25	22	10	2.8	42	30	10	3	3.3
10-19	20	11	10	6	3.0	25	14	5	3	3.3
20-29	10	9	8	6	2.7	13	9	6	5	2.9
30-39	7	6	6	3	2.8	10	8	1	3	3.1
40-49	5	1	4	0	3.1	7	2	1	0	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	7	9	1	2.9	13	9	4	0	3.3
YES	64	46	41	24	2.9	87	54	19	14	3.2
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	10	9	4	3.0	25	11	2	3	3.4
HNB-BC	26	19	21	13	2.7	36	26	11	6	3.2
AHN-BC	14	16	10	5	2.9	21	15	5	4	3.2
APHN-BC	5	1	1	2	3.0	5	2	1	1	3.2



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

124. Proactively promotes innovative ideas aimed at creating a caring environment conducive to client holistic health and wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	38	29	19	0	3.2	60	25	1	0	3.7
10-19	29	18	0	0	3.6	33	14	0	0	3.7
20-29	16	12	4	1	3.3	22	8	2	1	3.5
30-39	13	5	3	1	3.4	15	6	0	1	3.6
40-49	8	2	1	0	3.6	9	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	11	3	0	3.3	16	10	0	0	3.6
YES	94	55	25	2	3.4	126	45	3	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	12	7	0	3.4	36	5	1	0	3.8
HNB-BC	38	30	12	0	3.3	52	28	0	0	3.7
AHN-BC	26	11	6	2	3.4	30	11	2	2	3.5
APHN-BC	7	2	0	0	3.8	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Holistic Nurse:

125. Supports appropriate balance between work and holistic self-care in the lives of nurses and other colleagues.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	50	23	13	0	3.4	69	16	1	0	3.8
10-19	29	15	3	0	3.6	39	8	0	0	3.8
20-29	19	10	4	0	3.5	26	5	2	0	3.7
30-39	13	6	3	0	3.5	20	2	0	0	3.9
40-49	7	2	1	0	3.6	10	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	10	4	0	3.3	21	5	0	0	3.8
YES	108	46	21	0	3.5	146	26	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	24	9	9	0	3.4	38	4	0	0	3.9
HNB-BC	50	21	8	0	3.5	63	14	2	0	3.8
AHN-BC	29	13	3	0	3.6	38	6	1	0	3.8
APHN-BC	5	3	1	0	3.4	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

126. Acknowledges and expresses expertise and competency of diverse disciplines.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	34	15	1	3.2	48	29	9	0	3.5
10-19	22	23	2	0	3.4	23	22	2	0	3.4
20-29	17	13	2	1	3.4	21	10	2	0	3.6
30-39	10	8	4	0	3.3	10	11	1	0	3.4
40-49	6	4	0	0	3.6	8	2	0	0	3.8
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	9	4	0	3.3	14	9	3	0	3.4
YES	81	73	19	2	3.3	99	65	11	0	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	16	20	5	1	3.2	20	20	2	0	3.4
HNB-BC	35	36	7	1	3.3	43	28	8	0	3.4
AHN-BC	24	15	6	0	3.4	29	15	1	0	3.6
APHN-BC	6	2	1	0	3.6	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

127. Maintains compassionate and caring relationships with peers and colleagues.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	68	18	0	0	3.8	76	8	1	0	3.9
10-19	38	8	1	0	3.8	38	9	0	0	3.8
20-29	23	8	2	0	3.6	30	3	0	0	3.9
30-39	19	3	0	0	3.9	19	3	0	0	3.9
40-49	9	2	0	0	3.8	10	1	0	0	3.9
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	18	8	0	0	3.7	20	6	0	0	3.8
YES	142	31	3	0	3.8	155	19	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	36	6	0	0	3.9	42	0	0	0	4.0
HNB-BC	62	17	1	0	3.8	65	14	0	0	3.8
AHN-BC	37	6	2	0	3.8	41	3	1	0	3.9
APHN-BC	7	2	0	0	3.8	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

128. Collaborates with inter-professional team to optimize resources needed for holistic care plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	33	25	23	4	3.0	57	24	4	0	3.6
10-19	24	11	10	2	3.2	31	13	2	1	3.6
20-29	12	9	7	5	2.8	22	8	1	2	3.5
30-39	8	7	5	1	3.0	13	8	0	0	3.6
40-49	3	4	3	0	3.0	7	3	0	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	11	8	0	2.9	13	9	2	0	3.5
YES	78	45	40	12	3.1	120	47	5	3	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	12	8	0	3.3	29	12	1	0	3.7
HNB-BC	29	24	20	6	3.0	51	24	3	1	3.6
AHN-BC	23	6	11	5	3.0	35	8	1	1	3.7
APHN-BC	4	3	1	1	3.1	5	3	0	1	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

129. Participates in professional organizations in a membership capacity at local, state, national and international levels to expand promotion of holistic health.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	23	20	32	11	2.6	41	35	9	0	3.4
10-19	16	14	16	1	3.0	23	20	4	0	3.4
20-29	14	11	8	0	3.2	19	13	0	1	3.5
30-39	12	5	4	1	3.3	14	7	1	0	3.6
40-49	6	2	2	1	3.2	7	3	0	1	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	4	9	4	2.7	13	8	4	0	3.4
YES	64	48	53	11	2.9	93	70	11	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	10	11	17	4	2.6	20	19	3	0	3.4
HNB-BC	24	25	24	7	2.8	39	33	7	1	3.4
AHN-BC	23	11	11	0	3.3	28	15	1	1	3.6
APHN-BC	7	1	1	0	3.7	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

130. Shares holistic nursing knowledge and skills with peers and colleagues at client-care conferences.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	24	13	34	15	2.5	43	31	12	0	3.4
10-19	13	14	13	7	2.7	24	20	1	1	3.5
20-29	11	10	6	6	2.8	21	8	3	1	3.5
30-39	8	5	8	1	2.9	13	7	2	0	3.5
40-49	4	1	4	2	2.6	8	2	1	0	3.6
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	11	3	6	6	2.7	13	10	3	0	3.4
YES	51	40	59	26	2.7	98	58	16	3	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	16	10	12	4	2.9	24	13	5	0	3.5
HNB-BC	14	19	32	15	2.4	38	31	9	1	3.3
AHN-BC	16	9	14	6	2.8	29	13	1	2	3.5
APHN-BC	5	2	1	1	3.2	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	26	24	32	4	2.8	47	29	10	0	3.4
10-19	16	15	12	4	2.9	24	20	1	1	3.5
20-29	11	9	12	1	2.9	16	12	5	0	3.3
30-39	9	6	6	1	3.0	13	5	4	0	3.4
40-49	4	1	6	0	2.8	7	2	2	0	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	9	8	2	2.8	11	12	3	0	3.3
YES	61	46	61	8	2.9	98	57	19	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	11	12	2	3.0	27	13	2	0	3.6
HNB-BC	21	24	30	5	2.8	38	31	10	0	3.4
AHN-BC	19	8	17	1	3.0	27	11	6	1	3.4
APHN-BC	4	3	2	0	3.2	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Holistic Nurse:

132. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	32	29	9	2.6	45	28	13	0	3.4
10-19	15	14	14	4	2.9	28	15	3	0	3.5
20-29	12	9	7	5	2.8	18	9	5	1	3.3
30-39	4	3	12	2	2.4	13	4	3	1	3.4
40-49	2	2	5	2	2.4	5	4	1	1	3.2
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	8	7	4	2.6	15	8	2	0	3.5
YES	45	52	60	19	2.7	96	52	23	4	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	12	15	12	3	2.9	25	13	4	0	3.5
HNB-BC	17	25	26	12	2.6	38	27	12	2	3.3
AHN-BC	13	8	21	3	2.7	29	8	6	2	3.4
APHN-BC	3	4	1	1	3.0	4	4	1	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

133. Engages in self-evaluation of own professional holistic nursing practice, considering current practice standards, laws, regulations, and rules.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	34	27	23	2	3.1	60	19	7	0	3.6
10-19	25	13	8	1	3.3	33	11	3	0	3.6
20-29	15	12	6	0	3.3	21	12	0	0	3.6
30-39	13	7	2	0	3.5	16	6	0	0	3.7
40-49	6	4	1	0	3.5	9	2	0	0	3.8
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	4	7	0	3.3	21	4	1	0	3.8
YES	80	59	33	4	3.2	119	47	9	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	11	9	0	3.3	29	11	2	0	3.6
HNB-BC	30	30	17	3	3.1	54	18	7	1	3.6
AHN-BC	24	15	5	1	3.4	31	14	0	0	3.7
APHN-BC	4	3	2	0	3.2	5	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	27	21	2	3.1	62	19	5	0	3.7
10-19	25	14	8	0	3.4	31	13	3	0	3.6
20-29	12	16	5	0	3.2	20	12	1	0	3.6
30-39	13	6	3	0	3.5	16	5	1	0	3.7
40-49	6	2	2	1	3.2	7	3	0	1	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	8	2	1	3.4	20	6	0	0	3.8
YES	79	57	37	3	3.2	118	46	10	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	22	11	9	0	3.3	31	8	3	0	3.7
HNB-BC	30	30	17	3	3.1	50	24	4	2	3.5
AHN-BC	23	14	8	0	3.3	32	12	1	0	3.7
APHN-BC	4	2	3	0	3.1	5	2	2	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

135. Seeks feedback (formal and informal) from clients, and colleagues/peers in respect to professional practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	29	29	26	2	3.0	45	35	6	0	3.5
10-19	20	19	8	0	3.3	25	20	2	0	3.5
20-29	16	9	7	1	3.2	19	11	2	1	3.5
30-39	10	5	7	0	3.1	13	6	3	0	3.5
40-49	4	7	0	0	3.4	9	1	1	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	11	5	0	3.2	14	11	1	0	3.5
YES	71	58	43	4	3.1	98	63	13	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	14	11	0	3.1	24	15	3	0	3.5
HNB-BC	26	29	22	3	3.0	41	30	8	1	3.4
AHN-BC	23	11	10	1	3.2	26	16	2	1	3.5
APHN-BC	5	4	0	0	3.6	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	13	35	22	2.3	30	36	20	0	3.1
10-19	8	14	14	11	2.4	20	20	5	1	3.3
20-29	7	7	11	8	2.4	15	11	5	2	3.2
30-39	4	3	9	6	2.2	10	6	4	1	3.2
40-49	1	2	6	2	2.2	7	2	1	1	3.4
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	6	11	4	2.5	9	11	6	0	3.1
YES	33	33	64	46	2.3	74	65	29	6	3.2
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	10	7	16	9	2.4	20	16	5	0	3.4
HNB-BC	8	20	25	27	2.1	25	34	16	4	3.0
AHN-BC	10	6	19	10	2.4	23	15	5	2	3.3
APHN-BC	5	0	4	0	3.1	6	0	3	0	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	30	28	23	5	3.0	38	44	4	0	3.4
10-19	21	15	10	1	3.2	28	18	0	1	3.6
20-29	15	11	4	3	3.2	19	10	3	1	3.4
30-39	8	9	5	0	3.1	13	8	1	0	3.5
40-49	7	1	3	0	3.4	9	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	9	10	0	2.9	12	14	0	0	3.5
YES	76	55	35	10	3.1	97	67	9	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	15	8	0	3.3	24	16	2	0	3.5
HNB-BC	26	28	20	6	2.9	38	36	5	1	3.4
AHN-BC	24	11	6	4	3.2	28	14	1	2	3.5
APHN-BC	7	1	1	0	3.7	7	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	25	29	25	7	2.8	38	37	10	1	3.3
10-19	18	19	8	2	3.1	28	16	2	1	3.5
20-29	11	10	9	3	2.9	17	8	5	3	3.2
30-39	11	5	5	1	3.2	12	7	3	0	3.4
40-49	5	3	3	0	3.2	8	1	2	0	3.5
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	11	6	2	2.9	12	10	4	0	3.3
YES	65	55	44	12	3.0	93	59	18	6	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	17	14	10	1	3.1	24	13	5	0	3.5
HNB-BC	24	24	24	8	2.8	32	37	8	3	3.2
AHN-BC	18	16	8	3	3.1	31	8	4	2	3.5
APHN-BC	6	1	2	0	3.4	6	1	1	1	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

139. Understands the diversity of the local and global community and associated resources.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	26	35	23	2	3.0	40	37	9	0	3.4
10-19	26	13	8	0	3.4	27	18	2	0	3.5
20-29	16	11	5	1	3.3	21	7	4	1	3.5
30-39	8	9	5	0	3.1	12	7	2	0	3.5
40-49	7	1	2	0	3.5	8	1	1	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	9	8	0	3.0	14	10	2	0	3.5
YES	76	60	36	3	3.2	95	61	16	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	18	13	11	0	3.2	21	16	4	0	3.4
HNB-BC	31	29	17	2	3.1	39	32	7	1	3.4
AHN-BC	22	17	5	1	3.3	29	12	3	1	3.5
APHN-BC	5	1	3	0	3.2	6	1	2	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

140. Incorporates cultural practices that affect the client's holistic healthcare plan and related outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	35	32	17	2	3.2	52	29	4	1	3.5
10-19	24	14	9	0	3.3	35	11	1	0	3.7
20-29	15	10	6	2	3.2	24	6	3	0	3.6
30-39	12	7	3	0	3.4	14	6	1	0	3.6
40-49	7	1	2	0	3.5	8	1	1	0	3.7
50-59	2	0	0	0	4.0	1	1	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	5	5	0	3.4	18	7	1	0	3.7
YES	79	59	33	4	3.2	116	48	9	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	19	16	7	0	3.3	26	13	2	0	3.6
HNB-BC	30	27	19	3	3.1	48	26	4	1	3.5
AHN-BC	26	12	6	1	3.4	36	7	2	0	3.8
APHN-BC	4	4	1	0	3.3	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

141. Evaluates factors such as client resources and circumstances, the safety, cost-benefits, efficiencies, and impact on practice when choosing interventions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	39	26	18	3	3.2	54	25	7	0	3.5
10-19	28	14	4	1	3.5	35	10	1	1	3.7
20-29	19	9	3	2	3.4	26	6	1	0	3.8
30-39	12	7	1	2	3.3	16	6	0	0	3.7
40-49	5	4	1	0	3.4	8	1	1	0	3.7
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	10	5	1	3.1	15	9	2	0	3.5
YES	96	50	22	7	3.3	127	39	8	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	13	5	1	3.4	31	9	2	0	3.7
HNB-BC	40	22	16	1	3.3	49	24	6	0	3.5
AHN-BC	27	12	1	5	3.4	40	4	0	1	3.8
APHN-BC	6	3	0	0	3.7	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	36	26	23	1	3.1	51	30	5	0	3.5
10-19	25	17	5	0	3.4	33	14	0	0	3.7
20-29	16	15	1	1	3.4	24	8	1	0	3.7
30-39	12	8	2	0	3.5	16	5	1	0	3.7
40-49	9	2	0	0	3.8	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	12	9	4	1	3.2	15	9	2	0	3.5
YES	88	59	27	2	3.3	121	49	5	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	20	16	6	0	3.3	28	12	2	0	3.6
HNB-BC	38	23	18	1	3.2	52	26	1	1	3.6
AHN-BC	25	16	3	1	3.4	35	8	2	0	3.7
APHN-BC	5	4	0	0	3.6	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

143. Identifies and reports discriminatory professional practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	22	10	24	30	2.3	70	10	6	0	3.7
10-19	12	6	16	13	2.4	37	8	1	1	3.7
20-29	7	5	13	8	2.3	19	8	3	2	3.4
30-39	4	0	10	7	2.0	16	3	1	0	3.8
40-49	4	0	4	2	2.6	9	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	10	1	5	9	2.5	19	4	2	0	3.7
YES	41	20	62	52	2.3	134	26	9	4	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	12	6	13	11	2.5	32	7	2	0	3.7
HNB-BC	15	9	26	29	2.1	63	11	2	3	3.7
AHN-BC	11	5	18	11	2.4	33	7	4	0	3.7
APHN-BC	3	0	5	1	2.6	6	1	1	1	3.3



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

144. Engages in nondiscriminatory holistic nursing practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	73	10	2	1	3.8	80	2	3	1	3.9
10-19	39	7	0	1	3.8	41	5	0	1	3.8
20-29	26	7	0	0	3.8	27	6	0	0	3.8
30-39	20	2	0	0	3.9	22	0	0	0	4.0
40-49	10	1	0	0	3.9	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	20	6	0	0	3.8	24	2	0	0	3.9
YES	151	21	2	2	3.8	160	11	3	2	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	38	2	2	0	3.9	39	1	2	0	3.9
HNB-BC	69	9	0	2	3.8	73	5	0	2	3.9
AHN-BC	36	9	0	0	3.8	39	5	1	0	3.8
APHN-BC	8	1	0	0	3.9	9	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	45	14	17	10	3.1	64	16	6	0	3.7
10-19	24	6	10	7	3.0	31	14	1	1	3.6
20-29	13	6	6	8	2.7	20	10	1	2	3.5
30-39	6	6	6	3	2.7	16	5	0	0	3.8
40-49	6	1	2	1	3.2	10	0	0	0	4.0
50-59	1	1	0	0	3.5	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	7	2	3	3.2	17	7	1	0	3.6
YES	83	27	39	26	3.0	127	38	7	3	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	23	8	7	4	3.2	28	11	3	0	3.6
HNB-BC	34	13	19	13	2.9	60	14	3	2	3.7
AHN-BC	22	4	11	8	2.9	31	12	1	1	3.6
APHN-BC	4	2	2	1	3.0	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

146. Acknowledges that the wellbeing of the ecosystem of the planet is a determining condition for the wellbeing of holistic human beings.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	53	22	11	0	3.5	74	7	5	0	3.8
10-19	36	5	6	0	3.6	37	7	3	0	3.7
20-29	24	5	4	0	3.6	29	4	0	0	3.9
30-39	15	4	3	0	3.5	19	1	1	1	3.7
40-49	10	0	0	0	4.0	10	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	7	3	0	3.5	22	2	2	0	3.8
YES	125	29	21	0	3.6	150	17	7	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	33	7	2	0	3.7	36	6	0	0	3.9
HNB-BC	56	16	7	0	3.6	71	5	3	0	3.9
AHN-BC	31	6	8	0	3.5	37	4	3	1	3.7
APHN-BC	5	0	4	0	3.1	6	2	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	42	31	12	1	3.3	73	10	2	1	3.8
10-19	33	9	5	0	3.6	39	5	2	1	3.7
20-29	23	10	0	0	3.7	24	8	1	0	3.7
30-39	13	5	4	0	3.4	18	3	0	1	3.7
40-49	7	2	1	0	3.6	10	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	15	8	3	0	3.5	20	4	2	0	3.7
YES	106	49	19	1	3.5	147	22	3	3	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	30	9	3	0	3.6	36	6	0	0	3.9
HNB-BC	46	23	9	1	3.4	70	6	2	1	3.8
AHN-BC	26	15	4	0	3.5	35	7	1	2	3.7
APHN-BC	4	2	3	0	3.1	6	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

148. Models earth stewardship through lifestyle choices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	44	38	4	0	3.5	74	11	0	1	3.8
10-19	35	7	5	0	3.6	39	4	2	1	3.8
20-29	18	11	3	0	3.5	23	9	0	0	3.7
30-39	16	5	1	0	3.7	20	1	0	1	3.8
40-49	8	3	0	0	3.7	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	17	7	2	0	3.6	22	4	0	0	3.8
YES	107	57	11	0	3.5	148	21	2	3	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	28	13	1	0	3.6	36	6	0	0	3.9
HNB-BC	48	28	4	0	3.6	71	7	1	1	3.9
AHN-BC	26	14	4	0	3.5	34	6	1	2	3.7
APHN-BC	5	2	2	0	3.3	7	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

149. Proactively works to protect the holistic health and wellbeing of the ecosystem.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	38	31	15	1	3.2	73	10	2	1	3.8
10-19	33	7	7	0	3.6	37	8	1	1	3.7
20-29	17	11	5	0	3.4	24	8	1	0	3.7
30-39	12	8	2	0	3.5	19	2	0	1	3.8
40-49	7	3	1	0	3.5	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	13	6	6	0	3.3	20	5	1	0	3.7
YES	97	54	24	1	3.4	146	24	3	3	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	12	5	0	3.5	37	4	1	0	3.9
HNB-BC	45	25	9	1	3.4	68	10	1	1	3.8
AHN-BC	23	14	8	0	3.3	36	6	1	2	3.7
APHN-BC	4	3	2	0	3.2	5	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

150. Contributes to an environment that is conducive to enhancing the holistic education of healthcare providers.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	42	27	15	2	3.3	65	18	3	0	3.7
10-19	31	10	6	0	3.5	40	6	1	0	3.8
20-29	21	6	5	1	3.4	25	7	1	0	3.7
30-39	9	8	4	1	3.1	13	8	1	0	3.5
40-49	7	4	0	0	3.6	10	1	0	0	3.9
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	16	7	2	1	3.5	20	6	0	0	3.8
YES	96	48	28	4	3.3	135	34	6	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	25	7	10	0	3.4	32	8	2	0	3.7
HNB-BC	41	26	11	2	3.3	62	14	3	1	3.7
AHN-BC	24	12	7	2	3.3	33	11	1	0	3.7
APHN-BC	6	3	0	0	3.7	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

151. Promotes work environments that support understanding, respect, health, healing, caring, wholeness, and harmony.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	71	15	0	0	3.8	82	3	0	0	4.0
10-19	37	9	0	0	3.8	44	2	0	0	4.0
20-29	29	4	0	0	3.9	30	2	0	0	3.9
30-39	19	3	0	0	3.9	20	2	0	0	3.9
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	2	0	0	0	4.0	2	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	19	7	0	0	3.7	25	1	0	0	4.0
YES	151	24	0	0	3.9	165	8	0	0	4.0
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	35	7	0	0	3.8	42	0	0	0	4.0
HNB-BC	67	13	0	0	3.8	74	4	0	0	3.9
AHN-BC	41	3	0	0	3.9	42	2	0	0	4.0
APHN-BC	8	1	0	0	3.9	7	2	0	0	3.8

Appendix F – Advanced Holistic Nurse Cross Tabulations



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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 stories, find meaning embedded in their statements, and explore contextual issues.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	5	4	0	3.4	18	4	0	0	3.8
10-19	13	6	1	1	3.5	17	4	0	0	3.8
20-29	6	9	1	3	2.9	13	6	0	0	3.7
30-39	7	4	1	1	3.3	12	0	1	0	3.8
40-49	9	1	0	1	3.6	8	2	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	0	0	3.9	6	1	0	0	3.9
YES	45	24	7	6	3.3	65	15	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	2	0	0	3.7	6	0	0	0	4.0
HNB-BC	4	5	0	1	3.2	7	3	0	0	3.7
AHN-BC	27	16	7	5	3.2	43	10	1	0	3.8
APHN-BC	10	1	0	0	3.9	9	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

2. Assesses, interprets, and synthesizes multiple sources of knowledge to understand the client's needs/problem.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	22	6	2	0	3.7	25	5	0	0	3.8
10-19	16	7	2	1	3.5	17	9	0	0	3.7
20-29	10	7	3	2	3.1	13	8	1	0	3.5
30-39	10	3	0	1	3.6	13	1	0	0	3.9
40-49	10	1	0	1	3.7	10	1	1	0	3.8
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	1	1	0	3.7	7	2	0	0	3.8
YES	65	23	6	5	3.5	75	22	2	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	7	1	0	0	3.9	7	1	0	0	3.9
HNB-BC	4	6	0	1	3.2	6	4	1	0	3.5
AHN-BC	43	14	6	4	3.4	52	14	1	0	3.8
APHN-BC	11	2	0	0	3.8	10	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

3. Assesses effects of relations and interactions among client, significant others, and/or community on client's wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	20	6	3	1	3.5	23	7	0	0	3.8
10-19	14	9	2	1	3.4	22	4	0	0	3.8
20-29	9	7	4	2	3.0	13	9	0	0	3.6
30-39	10	2	1	1	3.5	11	2	1	0	3.7
40-49	8	3	0	1	3.5	11	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	9	0	0	0	4.0
YES	56	27	10	6	3.3	75	23	1	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	7	0	0	1	3.6	7	1	0	0	3.9
HNB-BC	3	5	2	1	2.9	6	5	0	0	3.5
AHN-BC	37	19	7	4	3.3	53	13	1	0	3.8
APHN-BC	9	3	1	0	3.6	9	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

4. Assesses client's sense-of-coherence.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	20	4	4	2	3.4	25	4	0	1	3.8
10-19	15	8	2	1	3.4	17	8	1	0	3.6
20-29	10	8	2	2	3.2	11	10	1	0	3.5
30-39	10	0	3	1	3.4	11	3	0	0	3.8
40-49	10	1	0	1	3.7	10	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	3	0	0	3.7	7	2	0	0	3.8
YES	62	19	11	7	3.4	71	24	2	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	7	0	0	1	3.6	8	0	0	0	4.0
HNB-BC	5	4	1	1	3.2	6	5	0	0	3.5
AHN-BC	41	11	10	5	3.3	49	14	2	1	3.7
APHN-BC	9	4	0	0	3.7	8	5	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

5. Uses aesthetics interpretation as a source for data collection and assessment.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	7	6	4	3.0	17	11	2	0	3.5
10-19	9	9	6	2	3.0	12	9	4	1	3.2
20-29	5	5	10	2	2.6	7	11	4	0	3.1
30-39	6	1	6	1	2.9	7	4	3	0	3.3
40-49	10	1	0	0	3.9	10	1	0	0	3.9
50-59	3	1	0	0	3.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	2	0	3.4	7	0	2	0	3.6
YES	40	23	26	9	3.0	49	37	11	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	0	2	2	2.8	6	0	2	0	3.5
HNB-BC	1	2	5	2	2.2	2	6	1	1	2.9
AHN-BC	29	18	15	5	3.1	35	25	7	0	3.4
APHN-BC	6	3	4	0	3.2	6	6	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

6. Uses experiential knowing as a source for data collection and assessment.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	14	8	7	1	3.2	18	11	1	0	3.6
10-19	13	5	4	3	3.1	14	7	3	1	3.4
20-29	8	9	2	2	3.1	13	8	1	0	3.5
30-39	10	3	1	0	3.6	10	3	1	0	3.6
40-49	8	1	2	0	3.5	9	0	2	0	3.6
50-59	3	1	0	0	3.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	2	0	3.4	6	2	1	0	3.6
YES	50	26	14	6	3.3	61	28	7	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	2	1	2.9	5	2	1	0	3.5
HNB-BC	1	1	5	3	2.0	2	4	3	1	2.7
AHN-BC	37	19	7	2	3.4	45	18	3	0	3.6
APHN-BC	9	4	0	0	3.7	9	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

7. Interprets diagnostic tests/procedures.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	17	5	5	3	3.2	22	7	0	1	3.7
10-19	11	6	6	3	3.0	13	10	2	1	3.3
20-29	9	3	5	5	2.7	12	7	1	2	3.3
30-39	5	2	5	2	2.7	8	5	1	0	3.5
40-49	6	2	3	1	3.1	9	2	1	0	3.7
50-59	4	0	0	0	4.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	1	1	0	3.7	7	1	1	0	3.7
YES	45	17	23	14	2.9	60	31	4	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	1	1	1	3.3	6	2	0	0	3.8
HNB-BC	4	2	3	2	2.7	5	4	1	1	3.2
AHN-BC	26	14	16	11	2.8	38	23	3	3	3.4
APHN-BC	10	0	3	0	3.5	11	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

8. Assesses relations and interactions among individuals, families, the community, and social systems on the community's (and/or society's) wellbeing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	17	4	7	2	3.2	24	2	4	0	3.7
10-19	14	7	3	2	3.3	18	6	1	1	3.6
20-29	10	3	6	3	2.9	11	8	2	1	3.3
30-39	6	3	3	2	2.9	8	5	1	0	3.5
40-49	8	1	1	0	3.7	9	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	3	0	0	3.7	7	2	0	0	3.8
YES	52	16	20	9	3.1	67	20	8	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	2	1	0	3.5	6	1	1	0	3.6
HNB-BC	2	2	4	2	2.4	7	1	1	1	3.4
AHN-BC	36	10	13	7	3.1	46	13	6	1	3.6
APHN-BC	9	2	2	0	3.5	8	5	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Advanced Holistic Nurse:

9. Affirms intuitive insights with client and/or significant others.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	21	5	4	0	3.6	23	6	1	0	3.7
10-19	14	8	3	1	3.3	19	7	0	0	3.7
20-29	13	5	2	2	3.3	14	7	0	0	3.7
30-39	7	3	3	1	3.1	10	4	0	0	3.7
40-49	9	2	0	1	3.6	11	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	2	1	0	3.6	8	1	0	0	3.9
YES	60	23	11	5	3.4	72	25	1	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	2	0	0	3.8	8	0	0	0	4.0
HNB-BC	2	4	4	1	2.6	5	5	1	0	3.4
AHN-BC	43	13	7	4	3.4	48	18	0	0	3.7
APHN-BC	9	4	0	0	3.7	11	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:

10. Formulates hypothetical diagnoses regarding bases of client's needs/situation/problems derived during interview, examination, and diagnostic processes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	3	4	1	3.4	18	3	1	0	3.8
10-19	9	7	1	4	3.0	14	4	2	1	3.5
20-29	7	3	5	3	2.8	12	3	2	1	3.4
30-39	6	1	5	1	2.9	9	2	2	0	3.5
40-49	5	1	3	1	3.0	8	2	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	0	1	3.3	5	1	1	0	3.6
YES	40	13	18	9	3.1	59	13	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	0	1	0	3.7	5	1	0	0	3.8
HNB-BC	1	4	2	2	2.4	3	3	2	1	2.9
AHN-BC	28	7	12	7	3.0	44	7	2	1	3.7
APHN-BC	6	2	3	0	3.3	7	2	2	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:

11. Validates diagnosis and expected outcome with client, family/significant other, and other healthcare providers as appropriate.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	18	7	2	1	3.5	21	7	0	0	3.8
10-19	14	7	1	4	3.2	19	5	1	1	3.6
20-29	9	3	5	4	2.8	15	4	2	0	3.6
30-39	8	3	2	1	3.3	10	1	2	0	3.6
40-49	6	2	2	1	3.2	11	0	0	0	4.0
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	0	1	3.7	8	0	1	0	3.8
YES	50	23	12	10	3.2	72	17	4	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	2	0	0	3.8	8	0	0	0	4.0
HNB-BC	2	4	1	2	2.7	4	4	0	1	3.2
AHN-BC	35	14	8	8	3.2	51	11	3	0	3.7
APHN-BC	7	3	3	0	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:

12. Synthesizes data/information to identify patterns and variances within client's life context.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	16	6	5	1	3.3	23	5	0	0	3.8
10-19	15	6	2	3	3.3	16	9	0	1	3.5
20-29	9	6	2	4	3.0	14	5	1	1	3.5
30-39	6	6	1	1	3.2	11	2	1	0	3.7
40-49	9	0	1	1	3.5	11	0	0	0	4.0
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	1	0	3.8	8	1	0	0	3.9
YES	51	24	10	10	3.2	71	20	2	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	3	0	0	3.6	7	1	0	0	3.9
HNB-BC	2	4	1	2	2.7	3	5	0	1	3.1
AHN-BC	33	15	9	8	3.1	49	13	2	1	3.7
APHN-BC	11	2	0	0	3.8	12	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

2. DIAGNOSIS: The holistic, registered nurse analyzes data to determine the diagnosis or the issues. The Advanced Holistic Nurse:

13. Differentiates clinical findings within normal and/or abnormal variations.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	18	8	1	1	3.5	24	3	1	0	3.8
10-19	16	6	1	3	3.3	22	2	1	1	3.7
20-29	10	1	6	4	2.8	14	5	1	1	3.5
30-39	7	2	4	1	3.1	11	2	1	0	3.7
40-49	6	0	2	3	2.8	8	2	0	1	3.5
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	8	1	0	0	3.9
YES	53	16	14	12	3.2	75	13	4	3	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	1	1	0	3.6	6	1	1	0	3.6
HNB-BC	3	3	0	3	2.7	6	1	0	2	3.2
AHN-BC	36	10	10	9	3.1	54	9	1	1	3.8
APHN-BC	8	2	3	0	3.4	9	2	2	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

14. Partners with client and other healthcare providers to formulate inter-professional outcomes, consistent with the diagnoses, client's perceived needs, circumstances, and resources.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	3	4	2	3.2	18	3	1	0	3.8
10-19	11	4	3	3	3.1	17	3	0	1	3.7
20-29	4	4	6	3	2.5	9	6	3	0	3.3
30-39	6	1	4	2	2.8	10	3	0	0	3.8
40-49	6	0	1	2	3.1	7	2	0	0	3.8
50-59	2	1	0	0	3.7	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	1	0	3.4	5	2	0	0	3.7
YES	38	11	17	12	3.0	59	15	4	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	2	0	3.0	4	2	0	0	3.7
HNB-BC	4	0	2	3	2.6	8	0	0	1	3.7
AHN-BC	26	5	13	8	2.9	41	9	3	0	3.7
APHN-BC	6	4	0	1	3.4	6	4	1	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

15. Documents holistic, inter-professional outcomes, derived from the diagnoses, with realistic time frames.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	6	5	2	3.2	21	6	2	0	3.7
10-19	9	8	6	3	2.9	14	11	0	1	3.5
20-29	9	3	6	3	2.9	12	7	1	1	3.4
30-39	7	0	2	5	2.6	8	4	2	0	3.4
40-49	6	0	2	2	3.0	8	1	1	0	3.7
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	1	1	0	3.7	8	1	0	0	3.9
YES	42	17	21	15	2.9	58	29	6	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	0	3	2	2.5	4	3	1	0	3.4
HNB-BC	0	3	3	3	2.0	4	4	0	1	3.2
AHN-BC	30	13	12	10	3.0	41	19	4	1	3.5
APHN-BC	9	1	3	0	3.5	9	3	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

16. Differentiates outcomes that require system-level interventions from independent holistic nurse practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	14	6	6	3	3.1	17	10	2	0	3.5
10-19	11	8	3	4	3.0	13	10	2	1	3.3
20-29	8	4	3	6	2.7	12	6	2	1	3.4
30-39	7	2	2	3	2.9	9	4	1	0	3.6
40-49	5	1	2	2	2.9	7	3	0	0	3.7
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	4	0	0	3.6	7	2	0	0	3.8
YES	42	19	16	18	2.9	54	32	7	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	1	0	2	3.1	5	2	1	0	3.5
HNB-BC	0	2	4	3	1.9	3	5	0	1	3.1
AHN-BC	29	14	10	12	2.9	39	19	6	1	3.5
APHN-BC	8	2	2	1	3.3	7	6	0	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:

17. Uses standards of care appropriate for population, age, and need or problem presenting when planning care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	17	4	1	0	3.7	19	3	0	0	3.9
10-19	16	3	0	2	3.6	16	3	1	0	3.8
20-29	9	4	2	2	3.2	13	3	1	0	3.7
30-39	7	4	1	1	3.3	12	1	0	0	3.9
40-49	9	0	0	1	3.7	8	2	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	0	0	4.0	7	0	0	0	4.0
YES	54	15	4	6	3.5	64	12	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	1	0	0	3.8	5	1	0	0	3.8
HNB-BC	4	3	0	2	3.0	5	2	1	0	3.5
AHN-BC	36	10	4	4	3.4	47	6	1	0	3.9
APHN-BC	9	1	0	0	3.9	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:

18. Partners with client to explore possible strategies using linguistic and symbolic language.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	15	5	5	4	3.1	20	5	3	1	3.5
10-19	10	9	5	2	3.0	13	10	3	0	3.4
20-29	9	5	4	2	3.1	12	5	3	0	3.5
30-39	4	4	3	3	2.6	7	4	3	0	3.3
40-49	9	0	1	1	3.5	8	2	1	0	3.6
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	1	1	0	3.7	7	2	0	0	3.8
YES	43	23	17	12	3.0	57	24	13	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	1	2	2.8	5	2	1	0	3.5
HNB-BC	1	3	3	2	2.3	1	7	1	0	3.0
AHN-BC	30	17	11	8	3.0	42	12	11	1	3.4
APHN-BC	9	1	2	0	3.6	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:

19. Considers relations among cost, risks, and benefits of the holistic care plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	21	4	2	2	3.5	21	7	1	0	3.7
10-19	15	6	3	2	3.3	14	11	0	1	3.5
20-29	8	4	5	3	2.9	12	8	0	0	3.6
30-39	5	4	2	3	2.8	8	4	2	0	3.4
40-49	9	1	0	1	3.6	10	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	7	2	0	0	3.8
YES	53	19	12	11	3.2	62	29	3	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	0	1	2	3.0	5	1	1	1	3.3
HNB-BC	4	2	2	1	3.0	5	4	0	0	3.6
AHN-BC	35	17	6	8	3.2	45	20	1	0	3.7
APHN-BC	9	0	3	0	3.5	7	4	1	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

4. PLANNING: The holistic, registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes. The Advanced Holistic Nurse:

20. Evaluates system-wide resources needed to carry out holistic plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	14	10	3	2	3.2	20	8	1	0	3.7
10-19	13	7	5	1	3.2	19	7	0	0	3.7
20-29	4	5	6	5	2.4	11	7	2	0	3.5
30-39	4	4	3	3	2.6	9	3	2	0	3.5
40-49	6	4	0	1	3.4	10	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	3	0	0	3.7	8	1	0	0	3.9
YES	38	28	17	12	3.0	65	25	5	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	1	0	2	3.1	6	1	1	0	3.6
HNB-BC	0	4	4	1	2.3	4	5	0	0	3.4
AHN-BC	26	19	13	8	3.0	47	16	3	0	3.7
APHN-BC	7	4	0	1	3.4	8	3	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

21. Collaborates with nurses and the inter-professional team to integrate resources for optimal holistic plan.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	2	7	2	3.0	18	4	0	0	3.8
10-19	10	6	3	2	3.1	14	6	1	0	3.6
20-29	7	2	5	3	2.8	9	8	0	0	3.5
30-39	3	4	3	3	2.5	10	3	0	0	3.8
40-49	5	1	2	2	2.9	9	1	0	0	3.9
50-59	1	2	0	0	3.3	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	1	2	1	2.9	5	2	0	0	3.7
YES	34	16	18	11	2.9	57	21	1	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	2	0	3.2	5	1	0	0	3.8
HNB-BC	2	3	1	3	2.4	6	2	1	0	3.6
AHN-BC	22	10	14	8	2.9	38	16	0	0	3.7
APHN-BC	7	2	1	0	3.6	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

22. Maintains a dynamic assessment-diagnosis-outcome-implementation process to ensure holistic practice effectiveness.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	17	6	5	1	3.3	25	4	0	0	3.9
10-19	12	8	1	4	3.1	15	9	1	1	3.5
20-29	9	6	2	3	3.1	14	5	1	0	3.7
30-39	6	3	4	1	3.0	9	5	0	0	3.6
40-49	9	1	0	1	3.6	10	1	0	0	3.9
50-59	3	0	1	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	3	0	0	3.7	7	2	0	0	3.8
YES	50	21	13	10	3.2	69	23	2	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	2	2	0	3.3	5	2	1	0	3.5
HNB-BC	2	4	0	3	2.6	5	3	0	1	3.3
AHN-BC	33	15	10	7	3.1	49	16	1	0	3.7
APHN-BC	11	0	1	0	3.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

23. Uses and/or recommends a range of approaches/therapies, including both conventional healthcare treatments, and holistic and integrative health practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	21	5	2	1	3.6	25	4	0	0	3.9
10-19	13	8	2	3	3.2	19	6	1	0	3.7
20-29	14	2	1	3	3.4	14	5	1	0	3.7
30-39	7	4	2	1	3.2	11	3	0	0	3.8
40-49	8	0	2	1	3.4	11	0	0	0	4.0
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	8	1	0	0	3.9
YES	58	19	9	9	3.3	76	17	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	2	1	0	3.5	6	2	0	0	3.8
HNB-BC	3	2	2	2	2.7	5	3	1	0	3.4
AHN-BC	40	14	5	7	3.3	54	11	1	0	3.8
APHN-BC	10	1	1	0	3.8	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

24. Proposes tests/procedures to the healthcare team, as indicated by client's condition/needs/situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	9	10	6	4	2.8	22	4	2	1	3.6
10-19	9	9	4	4	2.9	14	11	0	1	3.5
20-29	6	2	7	5	2.5	10	7	3	0	3.4
30-39	6	1	4	3	2.7	9	2	3	0	3.4
40-49	6	2	1	3	2.9	9	3	0	0	3.8
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	0	4	0	3.1	7	2	0	0	3.8
YES	33	25	19	19	2.8	60	26	8	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	3	0	2.9	4	2	2	0	3.3
HNB-BC	2	4	0	4	2.4	5	4	0	1	3.3
AHN-BC	20	16	15	15	2.6	42	17	6	1	3.5
APHN-BC	9	2	1	0	3.7	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

25. Partners with client in decision-making and role negotiations to ensure that the care plan is safe, efficient, and holistic.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	8	8	1	3.1	21	8	0	0	3.7
10-19	16	4	3	3	3.3	20	5	1	0	3.7
20-29	11	3	3	3	3.1	17	2	1	0	3.8
30-39	7	3	3	1	3.1	11	2	1	0	3.7
40-49	10	1	0	1	3.7	11	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	9	0	0	0	4.0
YES	51	19	17	9	3.2	75	18	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	3	0	3.0	5	3	0	0	3.6
HNB-BC	3	3	2	2	2.7	6	3	1	0	3.5
AHN-BC	35	13	11	7	3.2	54	10	2	0	3.8
APHN-BC	10	1	1	0	3.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

26. Integrates and synthesizes inter-professional information needed to prescribe strategies important to client's perceived wellbeing, including community support and/or modifications of surroundings.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	8	3	2	3.3	21	7	0	0	3.8
10-19	13	8	2	3	3.2	15	10	1	0	3.5
20-29	8	4	5	2	2.9	13	6	0	0	3.7
30-39	5	2	3	2	2.8	10	2	1	0	3.7
40-49	6	1	3	1	3.1	9	1	0	0	3.9
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	3	0	0	3.7	7	2	0	0	3.8
YES	46	20	16	10	3.1	65	24	2	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	1	1	3.0	5	3	0	0	3.6
HNB-BC	2	2	3	2	2.4	3	5	1	0	3.2
AHN-BC	32	14	11	7	3.1	49	14	1	0	3.8
APHN-BC	9	2	1	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

27. Facilitates staff in developing and maintaining competency in the assessment, diagnostic, planning, and implementation processes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	8	6	5	2.8	19	9	0	1	3.6
10-19	7	9	4	6	2.7	13	9	1	3	3.2
20-29	4	5	5	5	2.4	11	6	2	0	3.5
30-39	4	3	2	2	2.8	9	2	1	0	3.7
40-49	6	1	1	3	2.9	9	1	1	0	3.7
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	0	3	2.8	6	2	0	1	3.4
YES	29	24	20	18	2.7	58	26	5	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	2	2.7	3	2	1	1	3.0
HNB-BC	1	3	1	4	2.1	5	2	1	1	3.2
AHN-BC	17	18	18	11	2.6	41	19	3	1	3.6
APHN-BC	8	2	0	1	3.5	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

28. Organizes and coordinates inter-professional holistic care to reflect the priorities of clients and significant others.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	5	4	5	3.0	22	6	0	0	3.8
10-19	12	7	1	6	3.0	16	7	0	3	3.4
20-29	3	7	4	5	2.4	12	6	1	0	3.6
30-39	6	1	3	2	2.9	10	1	1	0	3.8
40-49	6	1	2	2	3.0	11	0	0	0	4.0
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	1	1	3.3	8	0	0	1	3.7
YES	37	20	15	19	2.8	66	21	2	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	2	2.7	3	2	1	1	3.0
HNB-BC	1	3	1	4	2.1	5	3	0	1	3.3
AHN-BC	24	15	13	11	2.8	47	15	1	0	3.7
APHN-BC	9	1	0	2	3.4	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

29. Coordinates system-wide resources used to provide holistic care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	9	5	11	4	2.7	19	10	0	0	3.7
10-19	8	6	6	6	2.6	13	9	2	2	3.3
20-29	6	4	4	5	2.6	11	6	2	0	3.5
30-39	2	4	2	4	2.3	9	2	1	0	3.7
40-49	6	1	3	1	3.1	8	2	0	0	3.8
50-59	1	1	2	0	2.8	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	3	1	2.8	6	1	1	1	3.3
YES	29	19	25	19	2.6	56	30	4	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	2	2.7	3	3	1	0	3.3
HNB-BC	0	1	5	3	1.8	5	3	0	1	3.3
AHN-BC	21	12	18	13	2.6	40	20	3	0	3.6
APHN-BC	5	5	1	1	3.2	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

30. Documents coordination of inter-professional holistic care in a manner that is secure and easily retrieved and utilizes appropriate information systems.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	6	7	4	2.9	15	12	1	0	3.5
10-19	12	5	3	6	2.9	15	8	1	2	3.4
20-29	5	5	4	5	2.5	13	5	1	0	3.6
30-39	5	1	3	3	2.7	9	2	1	0	3.7
40-49	5	2	2	2	2.9	9	2	0	0	3.8
50-59	1	2	1	0	3.0	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	3	1	2.9	6	1	1	1	3.3
YES	35	20	17	19	2.8	57	30	3	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	1	1	3.1	4	2	1	0	3.4
HNB-BC	1	4	0	4	2.2	5	3	0	1	3.3
AHN-BC	23	13	13	14	2.7	39	22	2	0	3.6
APHN-BC	7	2	3	0	3.3	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

a) *Coordination of care: The Advance Practice Holistic Nurse coordinates care delivery. The Advanced Practice Holistic Nurse:*

31. Refers and follows-up on clients as indicated.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	17	6	2	3	3.3	21	7	0	0	3.8
10-19	13	5	2	5	3.0	15	8	1	1	3.5
20-29	7	2	4	6	2.5	14	5	0	0	3.7
30-39	5	1	5	1	2.8	10	1	1	0	3.8
40-49	6	1	2	1	3.2	11	0	0	0	4.0
50-59	1	2	0	1	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	2	0	3.6	8	0	1	0	3.8
YES	42	17	13	17	2.9	66	22	1	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	1	1	3.0	2	4	1	0	3.1
HNB-BC	3	3	0	3	2.7	6	2	0	1	3.4
AHN-BC	28	10	10	13	2.9	48	14	0	0	3.8
APHN-BC	8	2	2	0	3.5	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

32. Designs and provides holistic health information that is based on cost-effectiveness research and is appropriate to the client's unique situation.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	16	7	3	2	3.3	20	8	0	0	3.7
10-19	13	6	3	3	3.2	17	6	1	1	3.6
20-29	10	3	4	2	3.1	10	8	1	0	3.5
30-39	5	3	2	2	2.9	8	3	1	0	3.6
40-49	8	0	2	1	3.4	10	1	0	0	3.9
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	2	0	3.6	8	1	0	0	3.9
YES	47	20	13	10	3.2	60	26	3	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	2	2.7	3	3	1	0	3.3
HNB-BC	2	3	2	2	2.6	5	3	0	1	3.3
AHN-BC	32	16	8	6	3.2	42	19	1	0	3.7
APHN-BC	10	0	2	0	3.7	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

33. Develops holistic health promotion materials based on theory and informed by evidence.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	15	5	6	3	3.1	20	8	1	0	3.7
10-19	10	5	7	4	2.8	16	7	2	1	3.5
20-29	7	3	8	1	2.8	8	9	2	0	3.3
30-39	5	3	2	2	2.9	8	2	2	0	3.5
40-49	7	0	3	1	3.2	11	0	0	0	4.0
50-59	1	2	1	0	3.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	0	4	0	3.1	7	1	1	0	3.7
YES	40	18	23	11	2.9	60	25	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	0	2	3.0	5	1	1	0	3.6
HNB-BC	0	3	3	3	2.0	4	4	0	1	3.2
AHN-BC	28	13	17	6	3.0	41	19	4	0	3.6
APHN-BC	8	1	3	0	3.4	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

34. Assists staff in developing and maintaining competency in holistic processes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	9	7	8	5	2.7	17	10	1	1	3.5
10-19	5	9	7	5	2.5	13	9	1	2	3.3
20-29	3	3	5	8	2.1	9	5	5	0	3.2
30-39	5	0	4	2	2.7	9	2	0	1	3.6
40-49	5	2	2	2	2.9	10	0	1	0	3.8
50-59	1	1	1	1	2.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	1	3	2.6	6	1	1	1	3.3
YES	25	20	26	20	2.5	55	26	7	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	0	2	2.9	3	3	0	1	3.1
HNB-BC	0	2	3	4	1.8	5	3	0	1	3.3
AHN-BC	17	13	21	13	2.5	38	18	6	1	3.5
APHN-BC	5	3	2	1	3.1	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

35. Partners with multiple stakeholders (e.g. clients, advocates, etc.) to create holistic health documents and health policies.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	7	5	7	9	2.4	16	10	1	1	3.5
10-19	5	1	11	8	2.1	12	9	3	2	3.2
20-29	1	3	9	6	1.9	10	5	3	1	3.3
30-39	5	1	2	4	2.6	9	1	1	1	3.5
40-49	5	0	3	2	2.8	10	0	1	0	3.8
50-59	1	1	2	0	2.8	3	0	1	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	0	4	2	2.4	5	3	1	0	3.4
YES	21	11	30	27	2.3	55	22	9	5	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	0	3	2.6	3	2	0	2	2.9
HNB-BC	0	1	3	5	1.6	3	5	0	1	3.1
AHN-BC	13	8	23	17	2.3	40	13	8	2	3.4
APHN-BC	5	1	4	2	2.8	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

36. Provides clients with appropriate information, informed by evidence, including side effects and costs of both conventional and integrative health practices.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	7	5	3	3.1	23	4	1	0	3.8
10-19	15	4	4	3	3.2	18	6	2	0	3.6
20-29	7	4	5	3	2.8	13	6	0	0	3.7
30-39	7	2	2	1	3.3	9	1	2	0	3.6
40-49	6	1	2	1	3.2	10	0	0	0	4.0
50-59	3	0	0	1	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	0	0	4.0	8	0	0	0	4.0
YES	43	18	18	12	3.0	68	18	5	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	2	1	2.7	4	1	2	0	3.3
HNB-BC	3	1	3	2	2.6	7	1	1	0	3.7
AHN-BC	32	10	12	9	3.0	47	14	2	0	3.7
APHN-BC	6	5	1	0	3.4	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

37. Provides nurses with educational programs that explain/expand holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	9	8	11	1	2.9	20	9	0	0	3.7
10-19	6	9	9	2	2.7	16	7	2	1	3.5
20-29	9	2	7	1	3.0	11	6	1	1	3.4
30-39	7	2	2	1	3.3	8	3	1	0	3.6
40-49	5	4	2	0	3.3	9	2	0	0	3.8
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	2	1	3.0	7	1	0	1	3.6
YES	34	25	29	4	3.0	60	27	4	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	1	1	3.0	4	2	1	0	3.4
HNB-BC	0	3	5	1	2.2	4	4	1	0	3.3
AHN-BC	25	17	20	2	3.0	44	18	1	1	3.6
APHN-BC	6	3	3	0	3.3	8	3	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

38. Incorporates comparative-effectiveness recommendations when planning and implementing teaching and counseling processes informed by evidence, standards, and guidelines.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	8	7	10	4	2.7	17	12	0	0	3.6
10-19	8	7	4	7	2.6	12	11	2	1	3.3
20-29	7	3	6	3	2.7	9	6	3	1	3.2
30-39	6	2	3	1	3.1	9	2	1	0	3.7
40-49	6	1	1	3	2.9	10	0	1	0	3.8
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	1	1	0	3.7	8	1	0	0	3.9
YES	30	21	23	18	2.7	52	31	7	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	2	2	2.4	4	3	0	0	3.6
HNB-BC	0	2	2	5	1.7	2	5	1	1	2.9
AHN-BC	22	14	18	10	2.8	36	22	5	1	3.5
APHN-BC	6	4	1	1	3.3	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

39. Evaluates holistic health information acquired from various sources (e.g. books, brochures, internet, etc.) for accuracy, readability, comprehensibility, quality, and appropriateness for the individual.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	8	7	2	3.0	16	11	1	0	3.5
10-19	14	3	5	4	3.0	17	7	1	1	3.5
20-29	10	5	1	3	3.2	11	5	3	0	3.4
30-39	6	2	3	1	3.1	8	4	0	0	3.7
40-49	7	1	3	0	3.4	10	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	2	0	3.6	8	1	0	0	3.9
YES	42	21	17	10	3.1	57	28	5	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	0	2	2.7	2	5	0	0	3.3
HNB-BC	1	2	3	3	2.1	3	4	1	1	3.0
AHN-BC	33	14	11	5	3.2	43	17	3	0	3.6
APHN-BC	6	2	3	0	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

40. Evaluates effectiveness of holistic health information provided to help people learn about themselves and their conditions or situations.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	9	8	1	3.0	16	13	0	0	3.6
10-19	12	8	3	3	3.1	17	6	2	1	3.5
20-29	9	4	5	1	3.1	11	6	2	0	3.5
30-39	7	1	3	1	3.2	9	3	0	0	3.8
40-49	6	3	2	0	3.4	10	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	2	0	0	3.8	9	0	0	0	4.0
YES	40	25	21	6	3.1	57	30	4	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	1	1	3.1	4	3	0	0	3.6
HNB-BC	0	5	1	3	2.2	3	4	1	1	3.0
AHN-BC	30	15	17	2	3.1	41	21	2	0	3.6
APHN-BC	6	4	2	0	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

b) Health teaching: The Advance Practice Holistic Nurse employs strategies to promote health/wellness, and a safe environment. The Advanced Practice Holistic Nurse:

41. Partners with clients in various settings to promote health, prevent illness, and provide anticipatory guidance.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	19	7	3	0	3.6	22	7	0	0	3.8
10-19	11	8	3	4	3.0	18	6	1	1	3.6
20-29	9	3	3	4	2.9	14	3	1	1	3.6
30-39	4	3	4	1	2.8	8	4	0	0	3.7
40-49	7	2	1	1	3.4	10	1	0	0	3.9
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	2	2	0	3.3	7	2	0	0	3.8
YES	47	22	13	10	3.2	68	20	2	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	1	0	0	3.9	6	1	0	0	3.9
HNB-BC	5	0	1	3	2.8	5	3	0	1	3.3
AHN-BC	30	17	10	7	3.1	48	14	1	1	3.7
APHN-BC	6	4	2	0	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

c) Consultation: The graduate-level prepared specialty nurse or advanced practice registered nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	7	4	2	3.3	23	5	1	0	3.8
10-19	11	6	5	4	2.9	15	10	0	1	3.5
20-29	7	2	8	2	2.7	12	5	2	0	3.5
30-39	8	1	3	1	3.2	11	2	0	0	3.8
40-49	8	1	2	0	3.5	10	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	2	1	0	3.6	7	2	0	0	3.8
YES	46	17	21	9	3.1	67	22	3	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	1	2	2.9	4	3	0	1	3.3
HNB-BC	3	1	2	3	2.4	6	3	0	0	3.7
AHN-BC	33	10	17	4	3.1	48	13	3	0	3.7
APHN-BC	6	5	1	0	3.4	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

c) Consultation: The graduate-level prepared specialty nurse or advanced practice registered nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	11	11	6	1	3.1	21	7	1	0	3.7
10-19	8	5	8	4	2.7	12	11	1	1	3.4
20-29	5	5	4	5	2.5	11	4	4	0	3.4
30-39	5	2	5	1	2.8	10	3	0	0	3.8
40-49	6	2	2	1	3.2	10	1	0	0	3.9
50-59	3	0	0	1	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE										
NO	4	2	2	1	3.0	6	2	0	1	3.4
YES	34	23	23	12	2.9	61	25	6	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD										
HN-BC	3	2	2	1	2.9	4	4	0	0	3.5
HNB-BC	2	1	2	4	2.1	6	3	0	0	3.7
AHN-BC	22	17	17	7	2.9	41	16	6	0	3.6
APHN-BC	7	3	2	0	3.4	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

c) Consultation: The graduate-level prepared specialty nurse or advanced practice registered nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	9	7	2	3.0	23	5	1	0	3.8
10-19	10	6	6	4	2.8	15	8	3	0	3.5
20-29	8	2	4	5	2.7	12	3	4	0	3.4
30-39	5	5	1	2	3.0	10	3	0	0	3.8
40-49	7	2	1	1	3.4	9	1	1	0	3.7
50-59	3	1	0	0	3.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	1	1	3.3	8	0	1	0	3.8
YES	38	24	18	13	2.9	64	21	8	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	2	1	2.8	5	3	0	0	3.6
HNB-BC	1	4	1	3	2.3	5	4	0	0	3.6
AHN-BC	28	12	15	9	2.9	45	11	8	0	3.6
APHN-BC	7	5	0	0	3.6	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

c) Consultation: The graduate-level prepared specialty nurse or advanced practice registered nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	8	11	5	4	2.8	19	7	1	1	3.6
10-19	10	8	3	4	3.0	16	10	0	0	3.6
20-29	7	2	6	4	2.6	10	6	3	0	3.4
30-39	5	2	4	2	2.8	8	5	0	0	3.6
40-49	7	1	2	1	3.3	11	0	0	0	4.0
50-59	1	1	2	0	2.8	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	3	1	2.9	6	3	0	0	3.7
YES	34	24	19	14	2.9	60	27	4	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	2	1	2.7	3	4	0	0	3.4
HNB-BC	1	2	3	3	2.1	5	4	0	0	3.6
AHN-BC	23	16	14	10	2.8	42	17	4	1	3.6
APHN-BC	8	4	0	0	3.7	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

c) Consultation: The graduate-level prepared specialty nurse or advanced practice registered nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	9	12	5	3	2.9	20	7	2	0	3.6
10-19	10	8	5	3	3.0	16	10	0	0	3.6
20-29	5	5	5	4	2.6	13	3	3	0	3.5
30-39	4	2	6	1	2.7	10	2	1	0	3.7
40-49	5	2	3	1	3.0	9	2	0	0	3.8
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	3	0	3.1	8	1	0	0	3.9
YES	31	29	21	12	2.8	63	24	6	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	3	1	2.8	4	3	1	0	3.4
HNB-BC	1	3	2	3	2.2	6	3	0	0	3.7
AHN-BC	23	20	13	8	2.9	46	14	4	0	3.7
APHN-BC	4	5	3	0	3.1	7	4	1	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) *Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:*

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.

HOW OFTEN IS THIS TASK PERFORMED
AS PART OF THE JOB?

HOW IMPORTANT IS THIS TASK FOR
COMPETENT PERFORMANCE?

	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	8	5	2	13	2.3	17	8	2	1	3.5
10-19	9	2	1	14	2.2	18	5	3	0	3.6
20-29	3	3	2	11	1.9	11	4	1	3	3.2
30-39	2	1	0	9	1.7	9	2	1	0	3.7
40-49	4	0	0	6	2.2	8	0	1	0	3.8
50-59	0	2	0	2	2.0	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	0	0	5	2.3	8	1	0	0	3.9
YES	22	13	5	50	2.1	57	20	8	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	0	0	6	1.8	4	3	1	0	3.4
HNB-BC	3	1	1	4	2.3	7	0	2	0	3.6
AHN-BC	11	9	3	38	1.9	38	14	5	4	3.4
APHN-BC	6	3	1	2	3.1	8	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) *Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:*

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

HOW OFTEN IS THIS TASK PERFORMED
AS PART OF THE JOB?

HOW IMPORTANT IS THIS TASK FOR
COMPETENT PERFORMANCE?

	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	1	5	9	2.6	19	4	2	1	3.6
10-19	12	6	1	7	2.9	19	6	0	1	3.7
20-29	6	4	2	7	2.5	12	4	1	2	3.4
30-39	5	2	3	2	2.8	11	1	0	0	3.9
40-49	6	1	2	1	3.2	9	0	0	0	4.0
50-59	2	1	0	1	3.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	0	1	3.7	9	0	0	0	4.0
YES	36	15	13	26	2.7	65	15	3	4	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	1	4	2.1	4	3	0	1	3.3
HNB-BC	3	3	0	3	2.7	7	2	0	0	3.8
AHN-BC	21	11	11	18	2.6	46	9	3	3	3.6
APHN-BC	10	0	1	1	3.6	8	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

49. Synthesizes multiple sources of knowledge/information, including client self-knowledge when recommending holistic or integrative interventions.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	17	5	3	3	3.3	22	5	0	0	3.8
10-19	15	4	3	4	3.2	20	5	1	0	3.7
20-29	11	1	4	3	3.1	15	4	0	0	3.8
30-39	7	3	1	1	3.3	12	0	0	0	4.0
40-49	8	1	1	0	3.7	10	0	0	0	4.0
50-59	2	1	0	1	3.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	1	0	3.8	9	0	0	0	4.0
YES	52	15	11	12	3.2	74	14	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	3	0	1	3.3	5	3	0	0	3.6
HNB-BC	4	2	0	3	2.8	8	1	0	0	3.9
AHN-BC	34	8	11	8	3.1	53	7	1	0	3.9
APHN-BC	10	2	0	0	3.8	8	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

50. Implements holistic care plan in partnership with the client.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	18	5	1	4	3.3	24	4	0	0	3.9
10-19	18	4	1	3	3.4	23	3	0	0	3.9
20-29	12	2	2	3	3.2	18	1	0	0	3.9
30-39	5	3	3	1	3.0	10	2	0	0	3.8
40-49	10	0	0	0	4.0	10	0	0	0	4.0
50-59	2	1	0	1	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	0	0	0	4.0	9	0	0	0	4.0
YES	56	15	7	12	3.3	79	11	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	2	1	1	3.1	5	3	0	0	3.6
HNB-BC	4	3	0	2	3.0	8	1	0	0	3.9
AHN-BC	37	9	6	9	3.2	56	5	0	0	3.9
APHN-BC	11	1	0	0	3.9	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

51. Evaluates and analyzes therapeutic effects, possible side-effects, and possible interactions of all prescribed pharmacologic agents.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	7	3	5	3.0	24	3	0	1	3.8
10-19	15	3	3	5	3.1	21	4	0	1	3.7
20-29	8	2	2	7	2.6	16	1	1	1	3.7
30-39	6	1	4	1	3.0	12	0	0	0	4.0
40-49	6	2	1	1	3.3	10	0	0	0	4.0
50-59	3	0	0	1	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	2	0	3.4	9	0	0	0	4.0
YES	45	14	11	20	2.9	78	8	1	3	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	3	0	1	3.3	6	2	0	0	3.8
HNB-BC	3	3	0	3	2.7	7	1	0	1	3.6
AHN-BC	29	6	11	15	2.8	54	4	1	2	3.8
APHN-BC	9	2	0	1	3.6	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	12	7	4	5	2.9	22	5	1	0	3.8
10-19	9	6	5	6	2.7	17	7	1	1	3.5
20-29	8	3	2	6	2.7	13	4	1	1	3.5
30-39	3	1	6	2	2.4	8	2	2	0	3.5
40-49	5	2	3	0	3.2	10	0	0	0	4.0
50-59	2	1	0	1	3.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	3	0	3.1	8	1	0	0	3.9
YES	35	18	17	20	2.8	66	17	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	3	2	2.4	3	3	2	0	3.1
HNB-BC	2	4	0	3	2.6	7	1	0	1	3.6
AHN-BC	24	10	12	15	2.7	47	11	2	1	3.7
APHN-BC	7	3	2	0	3.4	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	7	5	3	3.1	20	7	0	1	3.6
10-19	11	7	3	4	3.0	16	9	0	1	3.5
20-29	5	5	3	6	2.5	12	5	2	0	3.5
30-39	3	3	4	2	2.6	10	2	0	0	3.8
40-49	7	0	3	0	3.4	10	0	0	0	4.0
50-59	2	0	1	1	2.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	2	0	3.4	9	0	0	0	4.0
YES	35	21	17	16	2.8	63	23	2	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	3	1	1	3.0	4	4	0	0	3.5
HNB-BC	3	3	0	3	2.7	6	2	0	1	3.4
AHN-BC	20	14	14	12	2.7	44	14	2	1	3.7
APHN-BC	9	1	2	0	3.6	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	5	5	5	2.9	21	5	2	0	3.7
10-19	15	4	2	5	3.1	16	7	1	2	3.4
20-29	5	4	5	5	2.5	11	7	1	0	3.5
30-39	5	2	1	4	2.7	10	1	1	0	3.8
40-49	5	2	3	0	3.2	10	0	0	0	4.0
50-59	1	1	1	1	2.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	2	1	0	3.6	9	0	0	0	4.0
YES	38	16	16	20	2.8	62	21	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	0	4	2.4	4	1	2	1	3.0
HNB-BC	1	3	2	3	2.2	4	4	0	1	3.2
AHN-BC	26	10	12	13	2.8	44	15	2	0	3.7
APHN-BC	8	2	2	0	3.5	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

5. IMPLEMENTATION: The holistic, registered nurse implements the identified plan. The Advance Holistic Nurse:

d) Prescriptive Authority: The Advance Practice Registered Nurse uses prescriptive authority. Procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations. The APRN Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	11	6	5	6	2.8	19	7	2	0	3.6
10-19	13	3	4	6	2.9	16	8	0	2	3.5
20-29	7	3	2	7	2.5	12	4	3	0	3.5
30-39	4	1	2	5	2.3	10	1	1	0	3.8
40-49	6	0	3	1	3.1	9	1	0	0	3.9
50-59	1	0	2	1	2.3	2	1	1	0	3.3
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	1	1	3.4	9	0	0	0	4.0
YES	35	13	17	25	2.6	59	22	7	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	0	1	4	2.3	3	2	2	1	2.9
HNB-BC	1	3	1	4	2.1	4	4	0	1	3.2
AHN-BC	24	9	11	17	2.7	44	12	5	0	3.6
APHN-BC	7	1	4	0	3.3	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	5	0	3	3.4	17	5	0	0	3.8
10-19	13	4	2	2	3.3	15	5	1	0	3.7
20-29	8	4	3	2	3.1	15	2	0	0	3.9
30-39	6	2	4	1	3.0	10	3	0	0	3.8
40-49	8	0	1	1	3.5	10	0	0	0	4.0
50-59	2	1	0	0	3.7	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	0	1	0	3.7	6	1	0	0	3.9
YES	45	16	9	9	3.2	64	14	1	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	1	1	2.8	3	3	0	0	3.5
HNB-BC	3	3	1	2	2.8	6	2	1	0	3.6
AHN-BC	32	10	6	6	3.3	47	7	0	0	3.9
APHN-BC	8	1	1	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	19	7	0	3	3.4	22	7	0	0	3.8
10-19	19	4	2	2	3.5	19	5	2	0	3.7
20-29	9	5	3	3	3.0	17	3	0	0	3.9
30-39	7	1	5	1	3.0	11	3	0	0	3.8
40-49	9	1	1	1	3.5	11	1	0	0	3.9
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	1	0	0	3.9	9	0	0	0	4.0
YES	59	17	11	10	3.3	75	19	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	2	1	3.0	5	3	0	0	3.6
HNB-BC	4	3	1	2	2.9	5	4	1	0	3.4
AHN-BC	40	12	8	7	3.3	55	10	1	0	3.8
APHN-BC	11	1	0	0	3.9	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

58. Partners with the client to evaluate the accuracy of the interdisciplinary diagnoses, expected outcomes, and intervention effectiveness.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	18	5	3	3	3.3	21	8	0	0	3.7
10-19	18	2	5	2	3.3	19	6	2	0	3.6
20-29	9	3	3	5	2.8	14	3	3	0	3.6
30-39	5	3	4	2	2.8	10	4	0	0	3.7
40-49	6	1	2	2	3.0	11	0	0	0	4.0
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	2	0	3.4	8	1	0	0	3.9
YES	54	13	15	14	3.1	71	20	5	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	0	2	1	3.1	5	3	0	0	3.6
HNB-BC	3	1	2	3	2.4	5	3	1	0	3.4
AHN-BC	38	10	9	10	3.1	52	12	3	0	3.7
APHN-BC	8	2	2	0	3.5	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

59. Synthesizes results of evaluations to determine the impact of care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	18	6	2	3	3.3	22	7	0	0	3.8
10-19	14	7	3	3	3.2	18	6	2	1	3.5
20-29	9	0	7	4	2.7	13	5	2	0	3.6
30-39	6	4	2	2	3.0	11	1	2	0	3.6
40-49	7	3	1	1	3.3	11	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	8	0	1	0	3.8	9	0	0	0	4.0
YES	48	22	14	13	3.1	69	21	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	2	1	3.0	4	3	0	1	3.3
HNB-BC	2	5	0	3	2.6	5	4	1	0	3.4
AHN-BC	35	11	12	9	3.1	50	12	5	0	3.7
APHN-BC	7	5	0	0	3.6	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

6. EVALUATION: The Advanced Holistic Nurse evaluates progress toward attainment of outcomes while recognizing and honoring the continuing holistic nature of the healing process. The Advanced Holistic Nurse:

60. Proposes changes in healthcare processes, and/or systems using quality improvement science/ evaluation and analysis as indicated.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	6	11	2	2.8	19	10	0	0	3.7
10-19	7	8	8	4	2.7	18	8	1	0	3.6
20-29	6	3	6	5	2.5	13	5	2	0	3.6
30-39	4	3	5	2	2.6	11	2	1	0	3.7
40-49	5	1	3	2	2.8	9	2	0	0	3.8
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	3	1	2.9	6	3	0	0	3.7
YES	30	21	31	14	2.7	68	24	4	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	3	2	2.4	5	3	0	0	3.6
HNB-BC	0	0	5	4	1.6	3	5	1	0	3.2
AHN-BC	21	17	21	8	2.8	50	14	3	0	3.7
APHN-BC	7	3	2	0	3.4	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

61. Embraces a professional ethic of caring and healing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	22	0	0	0	4.0	21	1	0	0	4.0
10-19	19	1	0	1	3.8	20	1	0	0	4.0
20-29	16	1	0	0	3.9	17	0	0	0	4.0
30-39	12	1	0	0	3.9	13	0	0	0	4.0
40-49	11	0	0	0	4.0	11	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	0	0	4.0	7	0	0	0	4.0
YES	76	3	0	1	3.9	78	2	0	0	4.0
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	0	0	0	4.0	5	1	0	0	3.8
HNB-BC	9	0	0	1	3.7	10	0	0	0	4.0
AHN-BC	52	2	0	0	4.0	54	0	0	0	4.0
APHN-BC	9	1	0	0	3.9	9	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

62. Preserves the personal integrity of self and wholeness and dignity of others.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	27	1	0	0	4.0	26	2	0	0	3.9
10-19	23	2	0	1	3.8	22	4	0	0	3.8
20-29	18	2	0	0	3.9	20	0	0	0	4.0
30-39	13	1	0	0	3.9	14	0	0	0	4.0
40-49	11	1	0	0	3.9	12	0	0	0	4.0
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	9	0	0	0	4.0	9	0	0	0	4.0
YES	87	7	0	1	3.9	89	6	0	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	8	0	0	0	4.0	7	1	0	0	3.9
HNB-BC	9	0	0	1	3.7	10	0	0	0	4.0
AHN-BC	59	6	0	0	3.9	61	4	0	0	3.9
APHN-BC	11	1	0	0	3.9	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

63. Participates in inter-professional teams that address ethical risks, benefits, and outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	15	3	7	3	3.1	20	7	0	0	3.7
10-19	13	6	4	3	3.1	19	7	0	0	3.7
20-29	6	2	9	3	2.6	12	7	1	0	3.6
30-39	6	2	4	2	2.9	10	4	0	0	3.7
40-49	6	0	3	3	2.8	10	1	0	1	3.7
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	2	2	2.8	7	2	0	0	3.8
YES	44	13	26	12	2.9	68	24	1	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	0	2	0	3.5	5	2	0	0	3.7
HNB-BC	5	1	1	3	2.8	6	3	0	1	3.4
AHN-BC	26	10	21	8	2.8	46	18	1	0	3.7
APHN-BC	7	2	2	1	3.3	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	15	6	7	0	3.3	20	7	0	0	3.7
10-19	17	4	4	1	3.4	18	6	1	1	3.6
20-29	7	6	7	0	3.0	12	6	2	0	3.5
30-39	8	2	2	2	3.1	11	2	0	1	3.6
40-49	9	1	2	0	3.6	10	2	0	0	3.8
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	2	1	0	3.6	8	1	0	0	3.9
YES	52	18	22	3	3.3	67	22	3	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	3	0	3.0	5	1	0	1	3.4
HNB-BC	5	2	2	1	3.1	6	4	0	0	3.6
AHN-BC	34	13	16	2	3.2	45	16	3	1	3.6
APHN-BC	10	1	1	0	3.8	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

65. Uses expert knowledge and skills to influence inter-professional decision-making related to holistic healthcare.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	19	6	3	0	3.6	25	3	0	0	3.9
10-19	17	3	4	2	3.3	20	4	1	1	3.7
20-29	8	5	6	1	3.0	12	8	0	0	3.6
30-39	5	6	2	1	3.1	12	2	0	0	3.9
40-49	7	1	4	0	3.3	11	0	1	0	3.8
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	1	2	1	3.1	6	2	0	1	3.4
YES	53	22	17	3	3.3	78	15	2	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	7	1	0	0	3.9	7	1	0	0	3.9
HNB-BC	3	2	4	1	2.7	7	2	1	0	3.6
AHN-BC	33	18	12	2	3.3	53	12	0	0	3.8
APHN-BC	10	1	1	0	3.8	11	0	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

66. Uses current healthcare research findings, theories, and other sources to understand national practice standards and trends in holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	7	2	0	3.5	17	4	1	0	3.7
10-19	14	3	2	2	3.4	16	4	0	0	3.8
20-29	8	6	1	1	3.3	11	4	1	0	3.6
30-39	6	5	1	1	3.2	10	3	0	0	3.8
40-49	6	2	2	0	3.4	7	3	0	0	3.7
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	3	0	0	3.5	4	2	0	0	3.7
YES	46	20	8	4	3.4	60	16	2	0	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	2	0	0	3.7	5	1	0	0	3.8
HNB-BC	2	4	1	2	2.7	5	4	0	0	3.6
AHN-BC	33	13	6	2	3.4	42	9	2	0	3.8
APHN-BC	7	1	1	0	3.7	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

67. Acquires advanced communication skills and knowledge relevant to the practice of Holistic Nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	23	5	2	0	3.7	26	4	0	0	3.9
10-19	15	7	1	3	3.3	19	6	0	1	3.7
20-29	12	5	1	1	3.5	13	5	1	0	3.6
30-39	8	5	0	1	3.4	14	0	0	0	4.0
40-49	8	2	1	0	3.6	10	1	0	0	3.9
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	3	0	0	3.6	7	1	0	0	3.9
YES	63	23	5	5	3.5	79	15	1	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	6	1	0	1	3.5	7	0	0	1	3.6
HNB-BC	2	5	0	2	2.8	4	5	0	0	3.4
AHN-BC	44	16	5	2	3.5	56	10	1	0	3.8
APHN-BC	11	1	0	0	3.9	12	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

68. Provides educational programs for nurses and colleagues that explain and expand holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	12	7	10	1	3.0	19	11	0	0	3.6
10-19	7	7	8	4	2.7	17	7	1	1	3.5
20-29	10	2	6	1	3.1	12	5	1	1	3.5
30-39	6	2	5	1	2.9	11	3	0	0	3.8
40-49	6	2	3	0	3.3	9	2	0	0	3.8
50-59	1	3	0	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	3	2	1	2.8	5	2	0	1	3.4
YES	40	20	30	6	3.0	66	27	2	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	0	4	1	2.6	4	3	1	0	3.4
HNB-BC	0	4	3	2	2.2	2	7	0	0	3.2
AHN-BC	30	12	22	3	3.0	50	15	1	1	3.7
APHN-BC	7	4	1	0	3.5	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

8. EDUCATION: The holistic, registered nurse attains knowledge and competence that reflects current nursing practice. The Advanced Holistic Nurse:

69. Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	9	4	11	6	2.5	19	11	0	0	3.6
10-19	4	5	9	8	2.2	15	8	2	1	3.4
20-29	8	2	7	2	2.8	12	4	3	0	3.5
30-39	5	1	4	4	2.5	12	1	1	0	3.8
40-49	6	2	3	0	3.3	10	1	0	0	3.9
50-59	2	2	0	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	2	1	3	2.4	5	2	0	1	3.4
YES	32	14	33	17	2.6	66	24	6	0	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	0	4	2	2.3	4	2	2	0	3.3
HNB-BC	0	3	3	3	2.0	3	6	0	0	3.3
AHN-BC	22	9	26	10	2.6	49	14	4	0	3.7
APHN-BC	8	2	0	2	3.3	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

70. Facilitates colleagues' critique of research findings to determine application to holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	5	1	13	4	2.3	12	9	1	0	3.5
10-19	4	4	10	3	2.4	10	8	2	1	3.3
20-29	2	5	5	4	2.3	5	7	4	0	3.1
30-39	3	3	4	3	2.5	9	2	2	0	3.5
40-49	4	1	3	2	2.7	7	0	3	0	3.4
50-59	1	1	1	0	3.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	1	4	1	2.0	3	2	1	0	3.3
YES	19	14	32	15	2.5	43	24	11	1	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	0	1	3	2.4	3	2	2	0	3.1
HNB-BC	0	1	5	3	1.8	1	6	2	0	2.9
AHN-BC	12	12	21	9	2.5	31	15	6	1	3.4
APHN-BC	4	1	5	0	2.9	8	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

71. Critiques research projects and results to determine appropriateness for application to holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	4	6	15	6	2.3	16	14	0	0	3.5
10-19	4	8	9	5	2.4	11	11	1	3	3.2
20-29	9	2	7	1	3.0	10	7	2	0	3.4
30-39	3	6	2	3	2.6	10	2	2	0	3.6
40-49	6	1	2	2	3.0	8	2	1	0	3.6
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	2	3	2	2.3	4	3	1	0	3.4
YES	27	23	32	15	2.6	55	33	5	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	2	4	2.0	3	4	1	1	3.0
HNB-BC	1	2	3	3	2.1	2	7	0	0	3.2
AHN-BC	19	15	25	8	2.7	41	20	4	1	3.5
APHN-BC	6	4	2	0	3.3	9	2	0	1	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

72. Uses nursing theory to base and guide research projects.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	7	8	9	7	2.5	17	14	0	0	3.5
10-19	7	4	10	5	2.5	18	4	3	1	3.5
20-29	10	2	6	1	3.1	10	7	2	0	3.4
30-39	6	3	1	4	2.8	10	2	2	0	3.6
40-49	6	2	2	1	3.2	10	1	0	0	3.9
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	1	1	3	2.5	6	1	1	0	3.6
YES	35	19	28	15	2.8	62	28	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	1	3	2.4	4	4	1	0	3.3
HNB-BC	1	1	5	2	2.1	5	3	1	0	3.4
AHN-BC	26	12	19	10	2.8	42	20	4	1	3.5
APHN-BC	6	3	3	0	3.3	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

73. Uses research findings to develop policies, procedures, and practice guidelines for holistic client care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	6	9	8	8	2.4	19	12	0	0	3.6
10-19	9	8	4	5	2.8	18	5	0	3	3.5
20-29	5	7	4	3	2.7	11	6	2	0	3.5
30-39	4	5	1	4	2.6	11	1	2	0	3.6
40-49	7	1	2	1	3.3	9	2	0	0	3.8
50-59	3	0	1	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	1	2	2	2.6	4	3	0	1	3.3
YES	31	29	18	19	2.7	68	23	4	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	2	4	2.0	3	4	1	1	3.0
HNB-BC	0	3	3	3	2.0	4	5	0	0	3.4
AHN-BC	23	21	11	12	2.8	50	13	3	1	3.7
APHN-BC	7	3	2	0	3.4	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

74. Initiates and supports a program of research related to holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	6	8	8	9	2.4	21	10	0	0	3.7
10-19	6	6	10	4	2.5	15	7	2	2	3.3
20-29	5	1	7	6	2.3	8	6	4	1	3.1
30-39	4	2	4	4	2.4	11	1	2	0	3.6
40-49	5	2	3	1	3.0	8	2	1	0	3.6
50-59	1	0	3	0	2.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	2	2	2	2.5	4	3	0	1	3.3
YES	25	17	33	22	2.5	62	24	9	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	4	1	3	2.3	6	2	1	0	3.6
HNB-BC	0	1	6	2	1.9	4	4	1	0	3.3
AHN-BC	19	10	22	16	2.5	44	16	5	2	3.5
APHN-BC	5	2	4	1	2.9	8	2	2	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

75. Provides guidance and leadership for nurse colleagues (and others as indicated) in the research process and the use of research findings in practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	4	10	7	2.5	20	10	1	0	3.6
10-19	2	7	9	8	2.1	15	5	3	3	3.2
20-29	9	3	2	5	2.8	8	8	3	0	3.3
30-39	4	5	1	4	2.6	10	2	2	0	3.6
40-49	6	1	3	1	3.1	8	3	0	0	3.7
50-59	3	0	1	0	3.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	2	4	1	2.4	3	4	0	1	3.1
YES	33	18	22	24	2.6	61	25	9	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	4	2.3	4	3	1	1	3.1
HNB-BC	0	3	2	4	1.9	3	6	0	0	3.3
AHN-BC	23	13	16	15	2.7	44	15	7	1	3.5
APHN-BC	7	1	3	1	3.2	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP): The holistic, registered nurse integrates evidence and research findings into practice. The Advanced Holistic Nurse:

76. Advocates for and educates others about the three components of EBP.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	11	3	12	5	2.6	20	10	1	0	3.6
10-19	6	5	12	3	2.5	17	7	1	1	3.5
20-29	9	4	3	3	3.0	8	7	4	0	3.2
30-39	5	3	2	4	2.6	11	2	0	1	3.6
40-49	6	1	3	1	3.1	9	1	1	0	3.7
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	5	0	2.6	5	3	0	0	3.6
YES	37	16	28	16	2.8	63	25	7	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	0	3	3	2.3	5	3	0	1	3.3
HNB-BC	0	2	5	2	2.0	4	5	0	0	3.4
AHN-BC	25	12	19	11	2.8	42	17	7	1	3.5
APHN-BC	9	2	1	0	3.7	12	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

77. Identifies practice situations important for quality monitoring.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	4	6	9	3	2.5	15	7	0	0	3.7
10-19	6	6	6	3	2.7	11	7	1	2	3.3
20-29	1	3	6	5	2.0	6	6	3	0	3.2
30-39	4	2	4	3	2.5	8	3	0	2	3.3
40-49	5	3	2	0	3.3	7	2	1	0	3.6
50-59	1	2	0	0	3.3	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	2	1	2.7	5	1	0	0	3.8
YES	19	21	25	13	2.6	45	24	5	4	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	0	2	2.7	3	2	0	1	3.2
HNB-BC	0	3	4	2	2.1	3	5	0	1	3.1
AHN-BC	13	11	20	9	2.5	33	13	5	2	3.5
APHN-BC	4	5	1	0	3.3	6	4	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

78. Designs quality improvement initiatives.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	4	10	10	6	2.4	17	12	0	0	3.6
10-19	5	8	6	7	2.4	16	4	2	4	3.2
20-29	1	2	7	8	1.8	5	11	2	0	3.2
30-39	3	4	3	4	2.4	9	4	1	0	3.6
40-49	6	0	2	3	2.8	8	0	2	0	3.6
50-59	1	2	0	1	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	3	2	2.4	4	1	1	1	3.1
YES	18	25	25	27	2.4	54	31	6	3	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	3	2.3	3	3	0	1	3.1
HNB-BC	1	2	3	3	2.1	4	3	1	1	3.1
AHN-BC	12	16	18	20	2.3	38	22	5	1	3.5
APHN-BC	4	4	3	1	2.9	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

79. Oversees the data collection process to monitor quality and effectiveness of holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	5	5	11	9	2.2	12	17	0	0	3.4
10-19	2	4	11	8	2.0	10	12	1	3	3.1
20-29	4	1	6	6	2.2	9	6	2	0	3.4
30-39	4	3	2	5	2.4	10	2	2	0	3.6
40-49	5	1	1	4	2.6	7	1	2	0	3.5
50-59	1	1	1	1	2.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	2	2	3	2.1	3	2	1	1	3.0
YES	20	13	30	30	2.2	48	37	6	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	2	3	2.1	2	5	1	0	3.1
HNB-BC	0	0	5	4	1.6	2	6	0	1	3.0
AHN-BC	14	8	19	23	2.2	36	22	5	1	3.5
APHN-BC	5	3	4	0	3.1	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

80. Uses the results of quality improvement activities to initiate changes in holistic nursing practice and in the healthcare delivery system.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	5	8	6	11	2.2	17	13	0	0	3.6
10-19	6	6	8	6	2.5	15	6	2	3	3.3
20-29	2	3	5	8	1.9	10	7	1	0	3.5
30-39	3	4	5	2	2.6	11	2	1	0	3.7
40-49	5	1	1	4	2.6	8	1	1	0	3.7
50-59	1	1	1	1	2.5	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	1	2	4	1.9	3	3	0	1	3.1
YES	21	22	24	28	2.4	61	27	5	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	1	2	2.8	4	4	0	0	3.5
HNB-BC	0	2	4	3	1.9	4	4	0	1	3.2
AHN-BC	15	13	17	21	2.3	43	17	5	1	3.5
APHN-BC	3	5	2	2	2.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

81. Analyzes quality-review data to formulate recommendations for improving holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly 4	Frequently 3	Occasionally 2	Never 1		Extremely Important 4	Moderately Important 3	Slightly Important 2	Not Important 1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	2	11	9	8	2.2	18	12	0	0	3.6
10-19	3	6	10	6	2.2	11	9	2	4	3.0
20-29	1	6	7	4	2.2	9	7	2	0	3.4
30-39	2	4	4	4	2.3	9	3	1	1	3.4
40-49	5	0	2	4	2.5	8	1	1	0	3.7
50-59	1	1	1	1	2.5	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	1	4	2.1	3	3	0	1	3.1
YES	12	27	32	23	2.3	54	31	6	4	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	3	2.3	2	4	0	2	2.8
HNB-BC	0	0	6	2	1.8	2	6	0	1	3.0
AHN-BC	9	19	20	18	2.3	40	19	6	1	3.5
APHN-BC	2	5	5	0	2.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

82. Develops indicators to monitor and/or standardize quality and effectiveness of holistic nursing practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	4	5	11	10	2.1	16	13	1	0	3.5
10-19	2	5	10	9	2.0	14	5	3	4	3.1
20-29	2	4	4	8	2.0	7	9	1	1	3.2
30-39	1	6	3	4	2.3	9	3	1	1	3.4
40-49	4	1	2	4	2.5	8	1	1	0	3.7
50-59	1	1	2	0	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	3	1	4	1.9	4	2	0	1	3.3
YES	14	19	31	31	2.2	53	30	7	5	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	3	2.3	3	3	0	2	2.9
HNB-BC	0	0	5	4	1.6	2	5	1	1	2.9
AHN-BC	8	12	22	24	2.1	39	19	6	2	3.4
APHN-BC	5	4	3	0	3.2	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

83. Develops and standardizes Holistic Nursing guidelines, protocols, and practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	3	3	8	15	1.8	16	10	3	0	3.4
10-19	3	3	11	9	2.0	14	7	1	4	3.2
20-29	1	3	4	10	1.7	5	12	1	0	3.2
30-39	2	3	5	4	2.2	10	2	2	0	3.6
40-49	4	0	3	4	2.4	8	0	1	0	3.8
50-59	2	0	1	1	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	0	3	4	1.8	3	2	1	1	3.0
YES	14	12	29	39	2.0	53	30	7	3	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	3	2.3	3	3	1	1	3.0
HNB-BC	0	0	5	4	1.6	3	5	0	1	3.1
AHN-BC	10	7	20	28	2.0	39	18	6	1	3.5
APHN-BC	3	2	3	4	2.3	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

84. Promotes expertise in Holistic Nursing practice to assure quality of care to clients.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	7	4	9	2.6	22	7	1	0	3.7
10-19	14	6	0	6	3.1	16	7	0	3	3.4
20-29	8	5	3	2	3.1	12	4	2	0	3.6
30-39	7	3	3	1	3.1	12	2	0	0	3.9
40-49	7	2	1	1	3.4	9	1	0	0	3.9
50-59	2	0	1	1	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	1	2	2.9	6	0	0	1	3.6
YES	44	22	11	18	3.0	68	22	3	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	3	0	2	2.9	5	2	0	1	3.4
HNB-BC	1	5	1	2	2.6	5	3	0	1	3.3
AHN-BC	32	12	10	12	3.0	48	15	3	0	3.7
APHN-BC	8	2	0	2	3.3	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

85. Uses quality improvement strategies and inquiry to develop evidence based practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	8	6	11	5	2.6	19	11	0	0	3.6
10-19	10	6	5	5	2.8	15	7	1	3	3.3
20-29	6	3	6	3	2.7	10	6	2	0	3.4
30-39	2	6	5	1	2.6	11	1	2	0	3.6
40-49	6	1	1	3	2.9	8	2	0	1	3.5
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	0	1	2	3.0	5	2	0	1	3.4
YES	29	23	28	15	2.7	61	26	5	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	2	1	2.8	3	4	1	0	3.3
HNB-BC	0	1	4	4	1.7	4	4	0	1	3.2
AHN-BC	21	16	19	10	2.7	47	13	4	2	3.6
APHN-BC	6	3	3	0	3.3	7	5	0	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

10. QUALITY OF PRACTICE: The holistic, registered nurse contributes to quality nursing practice. The Advanced Holistic Nurse:

86. Evaluates the quality-of-care reports to identify research opportunities.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	4	9	8	8	2.3	17	11	1	0	3.6
10-19	6	5	8	7	2.4	13	7	3	3	3.2
20-29	3	4	4	7	2.2	8	5	4	1	3.1
30-39	1	2	6	5	1.9	10	2	0	2	3.4
40-49	4	1	1	5	2.4	7	1	1	1	3.4
50-59	1	0	1	2	2.0	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	1	2	4	1.9	4	0	2	1	3.0
YES	18	20	26	30	2.3	53	28	7	6	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	2	2	2.6	3	4	0	1	3.1
HNB-BC	1	1	3	4	1.9	4	3	1	1	3.1
AHN-BC	11	14	18	22	2.2	39	17	5	4	3.4
APHN-BC	3	4	3	2	2.7	7	4	1	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

87. Engages the healthcare-consumer, family, and team members in planning and implementing holistic care designed to achieve optimal outcomes.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	7	2	1	3.4	17	5	1	0	3.7
10-19	10	5	3	3	3.0	15	4	1	1	3.6
20-29	5	6	1	4	2.8	13	2	0	1	3.7
30-39	5	0	6	2	2.6	11	2	0	0	3.8
40-49	7	1	1	1	3.4	9	0	1	0	3.8
50-59	1	1	1	0	3.0	2	1	0	0	3.7
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	1	0	3.3	5	2	0	0	3.7
YES	37	18	13	11	3.0	62	12	3	2	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	3	0	2.8	4	2	0	0	3.7
HNB-BC	3	2	2	2	2.7	8	0	1	0	3.8
AHN-BC	25	13	7	9	3.0	42	9	1	2	3.7
APHN-BC	7	2	1	0	3.6	8	1	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

88. Uses advanced knowledge and skills to promote open communication among the inter-professional team members and the client.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	20	8	1	1	3.6	24	5	0	1	3.7
10-19	16	5	2	3	3.3	18	6	1	1	3.6
20-29	8	5	2	4	2.9	16	2	0	1	3.7
30-39	8	2	3	1	3.2	12	2	0	0	3.9
40-49	8	1	2	0	3.5	10	0	1	0	3.8
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	1	2	2.9	6	1	0	2	3.2
YES	58	20	10	7	3.4	77	15	2	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	5	2	0	0	3.7	5	2	0	0	3.7
HNB-BC	6	0	1	2	3.1	8	0	1	0	3.8
AHN-BC	36	17	9	5	3.3	55	10	1	1	3.8
APHN-BC	11	1	0	0	3.9	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

89. Uses story-telling to reframe experiences.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	7	8	1	3.1	22	6	2	0	3.7
10-19	12	8	5	1	3.2	14	10	2	0	3.5
20-29	5	8	5	1	2.9	8	8	2	1	3.2
30-39	5	2	6	1	2.8	6	6	2	0	3.3
40-49	7	0	4	0	3.3	7	4	0	0	3.6
50-59	4	0	0	0	4.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	1	5	0	2.8	3	5	1	0	3.2
YES	44	24	23	4	3.1	58	29	7	1	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	3	0	3.0	3	3	1	0	3.3
HNB-BC	3	4	1	1	3.0	3	6	0	0	3.3
AHN-BC	32	17	15	3	3.2	45	16	5	1	3.6
APHN-BC	6	2	4	0	3.2	7	4	1	0	3.5



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

90. Communicates the holistic care plan, including both conventional and integrative practices, to the inter-professional team members.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	8	9	2	2.9	18	11	1	0	3.6
10-19	11	7	5	3	3.0	17	6	2	1	3.5
20-29	3	5	6	5	2.3	10	8	1	0	3.5
30-39	4	3	4	3	2.6	10	2	2	0	3.6
40-49	7	1	1	2	3.2	10	1	0	0	3.9
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	4	0	3.0	6	1	2	0	3.4
YES	34	23	23	15	2.8	62	28	4	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	2	0	3.1	4	2	1	0	3.4
HNB-BC	2	2	2	3	2.3	5	4	0	0	3.6
AHN-BC	22	17	17	11	2.7	44	20	2	1	3.6
APHN-BC	7	2	2	1	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	8	7	3	3.0	22	8	0	0	3.7
10-19	13	5	6	2	3.1	14	9	2	1	3.4
20-29	3	7	5	4	2.5	12	6	1	0	3.6
30-39	5	1	5	3	2.6	11	2	1	0	3.7
40-49	7	0	2	2	3.1	9	1	0	0	3.9
50-59	1	1	1	1	2.5	1	3	0	0	3.3
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	0	4	0	3.1	5	2	1	0	3.5
YES	36	22	22	15	2.8	64	27	3	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	2	1	2.9	3	2	1	1	3.0
HNB-BC	2	2	3	2	2.4	7	2	0	0	3.8
AHN-BC	23	16	16	12	2.7	44	21	2	0	3.6
APHN-BC	8	3	1	0	3.6	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

92. Documents collaborative discussions (including holistic plan changes, communications, and rationale).

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly 4	Frequently 3	Occasionally 2	Never 1		Extremely Important 4	Moderately Important 3	Slightly Important 2	Not Important 1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	8	5	3	3.1	20	10	0	0	3.7
10-19	12	6	3	5	3.0	16	6	2	2	3.4
20-29	3	7	5	4	2.5	10	9	0	0	3.5
30-39	5	2	3	4	2.6	11	2	1	0	3.7
40-49	8	1	1	1	3.5	10	0	0	1	3.7
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	0	2	1	3.2	7	1	1	0	3.7
YES	38	25	16	16	2.9	64	26	2	3	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	2	1	2.9	4	1	1	1	3.1
HNB-BC	2	5	0	2	2.8	4	5	0	0	3.4
AHN-BC	25	18	12	12	2.8	47	18	0	2	3.6
APHN-BC	8	1	2	1	3.3	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

11. COMMUNICATION: The holistic, registered nurse communicates effectively in all areas of practice. The Advanced Holistic Nurse:

93. Documents referrals, including provisions for continuity of holistic care, using appropriate information systems.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	11	5	2	3.1	21	9	0	0	3.7
10-19	12	5	5	4	3.0	16	6	2	2	3.4
20-29	6	4	3	6	2.5	13	5	1	0	3.6
30-39	6	1	2	5	2.6	11	2	1	0	3.7
40-49	3	3	2	2	2.7	9	0	1	0	3.8
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	5	1	2	0	3.4	7	1	0	0	3.9
YES	36	24	16	19	2.8	66	22	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	2	2.7	3	2	1	1	3.0
HNB-BC	1	2	4	2	2.2	4	4	1	0	3.3
AHN-BC	26	18	9	14	2.8	49	15	2	1	3.7
APHN-BC	6	3	2	1	3.2	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

94. Analyzes trending patterns of care/outcomes to contribute to improving practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	6	6	9	3	2.6	16	6	2	0	3.6
10-19	7	5	5	4	2.7	11	6	1	3	3.2
20-29	4	4	7	1	2.7	8	6	2	0	3.4
30-39	6	2	4	1	3.0	10	3	0	0	3.8
40-49	4	3	1	1	3.1	7	2	0	0	3.8
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	3	2	1	2.6	3	2	1	1	3.0
YES	29	17	24	9	2.8	52	21	4	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	1	2	2.6	4	3	0	0	3.6
HNB-BC	0	4	2	3	2.1	3	5	0	1	3.1
AHN-BC	20	10	19	4	2.9	37	11	4	1	3.6
APHN-BC	7	1	2	0	3.5	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

95. Provides leadership for nursing and inter-professional groups aiming to improve holistic healthcare

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	11	5	10	4	2.8	20	8	2	0	3.6
10-19	8	6	8	5	2.6	14	9	1	3	3.3
20-29	6	4	7	2	2.7	11	6	2	0	3.5
30-39	5	5	3	1	3.0	10	3	1	0	3.6
40-49	5	0	3	1	3.0	8	1	0	0	3.9
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	1	6	1	2.0	2	4	1	1	2.9
YES	37	20	26	12	2.9	64	24	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	1	1	2	2.9	6	1	1	0	3.6
HNB-BC	0	1	5	3	1.8	4	4	0	1	3.2
AHN-BC	24	16	19	7	2.9	43	18	4	1	3.6
APHN-BC	9	2	1	0	3.7	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

96. Advocates for the advancement of holistic nursing for nurses, patients, community and for the planet.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	15	8	6	2	3.2	27	4	0	0	3.9
10-19	11	10	3	3	3.1	20	5	1	1	3.6
20-29	11	5	3	0	3.4	16	2	1	0	3.8
30-39	8	2	3	1	3.2	10	4	0	0	3.7
40-49	6	2	1	0	3.6	7	2	0	0	3.8
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	1	1	3.1	8	0	0	0	4.0
YES	50	26	15	5	3.3	76	17	2	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	2	2	2.5	5	3	0	0	3.6
HNB-BC	0	7	0	2	2.6	7	1	0	1	3.6
AHN-BC	38	16	12	1	3.4	53	12	2	0	3.8
APHN-BC	10	1	1	0	3.8	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

97. Models expert holistic nursing practice to colleagues, consumers, and inter-professional team members.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	19	5	5	2	3.3	26	4	1	0	3.8
10-19	17	7	2	1	3.5	19	7	1	0	3.7
20-29	10	6	2	1	3.3	14	4	0	1	3.6
30-39	9	3	1	1	3.4	13	1	0	0	3.9
40-49	8	1	1	0	3.7	10	0	0	0	4.0
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	2	0	3.6	7	2	0	0	3.8
YES	58	24	9	5	3.4	79	14	2	1	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	1	2	2.6	4	3	1	0	3.4
HNB-BC	3	4	1	1	3.0	8	1	0	0	3.9
AHN-BC	41	17	7	2	3.4	56	9	1	1	3.8
APHN-BC	12	0	0	0	4.0	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

98. Mentors nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing important for each phase of the nursing process.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	6	10	1	3.1	26	5	0	0	3.8
10-19	11	7	8	1	3.0	21	3	2	1	3.6
20-29	12	3	3	1	3.4	13	5	1	0	3.6
30-39	6	5	1	2	3.1	11	2	1	0	3.7
40-49	6	1	3	0	3.3	9	1	0	0	3.9
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	4	0	2.9	7	2	0	0	3.8
YES	48	22	21	5	3.2	77	14	4	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	4	2	1	1	3.1	6	1	1	0	3.6
HNB-BC	1	3	4	1	2.4	8	0	1	0	3.8
AHN-BC	34	14	16	3	3.2	52	12	2	1	3.7
APHN-BC	9	3	0	0	3.8	11	1	0	0	3.9



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

99. Uses expert communication knowledge and skills to influence inter-professional decision-making related to holistic client care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	8	8	2	3.0	24	7	0	0	3.8
10-19	12	5	8	2	3.0	19	6	2	0	3.6
20-29	8	7	2	2	3.1	14	3	2	0	3.6
30-39	6	6	1	1	3.2	11	3	0	0	3.8
40-49	7	1	1	1	3.4	10	0	0	0	4.0
50-59	3	0	1	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	4	0	3.0	6	2	1	0	3.6
YES	45	26	17	8	3.1	76	17	3	0	3.8
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	0	3	2.6	3	5	0	0	3.4
HNB-BC	3	1	3	2	2.6	8	0	1	0	3.8
AHN-BC	29	22	13	3	3.1	55	10	2	0	3.8
APHN-BC	10	1	1	0	3.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

100. Develops strategies to incorporate transformational leadership principles into practice.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	9	7	10	5	2.6	21	8	2	0	3.6
10-19	12	5	7	3	3.0	16	6	3	2	3.3
20-29	7	5	6	1	2.9	11	5	3	0	3.4
30-39	5	3	3	3	2.7	10	2	1	1	3.5
40-49	6	1	2	1	3.2	9	0	1	0	3.8
50-59	3	0	0	1	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	2	2	2.8	6	1	1	1	3.3
YES	38	20	26	12	2.9	64	21	9	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	1	1	3	2.5	4	3	0	1	3.3
HNB-BC	2	1	4	2	2.3	4	3	1	1	3.1
AHN-BC	25	15	20	7	2.9	46	13	8	0	3.6
APHN-BC	8	3	1	0	3.6	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

101. Leads the development of continuous improvement of systems that support and/or provide holistic care .

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	8	7	11	5	2.6	20	9	2	0	3.6
10-19	7	6	8	6	2.5	19	5	1	2	3.5
20-29	6	2	6	5	2.5	9	5	4	0	3.3
30-39	4	1	7	2	2.5	11	2	1	0	3.7
40-49	4	0	3	2	2.7	9	0	0	0	4.0
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	2	4	1	2.4	6	2	0	0	3.8
YES	30	14	33	19	2.6	65	20	8	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	3	1	2	2.6	5	3	0	0	3.6
HNB-BC	1	1	4	3	2.0	4	4	0	1	3.2
AHN-BC	21	8	25	13	2.6	46	11	8	1	3.5
APHN-BC	6	2	3	1	3.1	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

12. LEADERSHIP: The holistic, registered nurse demonstrates leadership in the professional practice setting and the profession. The Advanced Holistic Nurse:

102. Provides professional organizational leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	9	7	7	7	2.6	23	6	1	0	3.7
10-19	3	6	10	8	2.1	19	6	0	2	3.6
20-29	6	4	6	3	2.7	11	5	3	0	3.4
30-39	4	2	4	4	2.4	10	2	2	0	3.6
40-49	4	0	4	1	2.8	9	0	0	0	4.0
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	1	4	3	1.8	6	2	0	0	3.8
YES	28	18	29	20	2.6	69	18	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	1	3	3	2.0	3	4	1	0	3.3
HNB-BC	0	2	5	2	2.0	5	3	0	1	3.3
AHN-BC	22	12	18	14	2.6	49	11	5	1	3.6
APHN-BC	5	3	3	1	3.0	12	0	0	0	4.0



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

103. Makes referrals and performs follow-up as needed.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	7	3	9	3	2.6	16	6	0	0	3.7
10-19	9	3	5	4	2.8	15	3	2	1	3.5
20-29	3	4	5	4	2.4	8	6	2	0	3.4
30-39	3	3	4	3	2.5	8	3	1	1	3.4
40-49	3	2	3	2	2.6	8	1	1	0	3.7
50-59	1	1	1	0	3.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	3	2	0	3.0	7	0	0	0	4.0
YES	24	13	25	16	2.6	51	19	6	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	2	0	3	1.8	1	3	0	1	2.8
HNB-BC	3	1	1	4	2.3	6	1	1	1	3.3
AHN-BC	16	9	20	9	2.6	37	12	5	0	3.6
APHN-BC	5	1	4	0	3.1	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

104. Collaborates with inter-professional teams to contribute to role development, advanced holistic nursing practice, and/or holistic healthcare.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	10	9	7	3	2.9	20	7	1	0	3.7
10-19	10	6	8	3	2.9	16	8	2	1	3.4
20-29	3	4	10	2	2.4	12	5	2	0	3.5
30-39	2	6	2	4	2.4	9	3	1	1	3.4
40-49	6	1	2	2	3.0	10	1	0	0	3.9
50-59	1	2	1	0	3.0	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	4	4	0	2.7	4	4	1	0	3.3
YES	31	24	26	14	2.8	65	22	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	1	2	2.3	3	2	0	1	3.2
HNB-BC	3	2	1	3	2.6	6	2	0	1	3.4
AHN-BC	20	17	22	9	2.7	47	16	5	0	3.6
APHN-BC	7	3	2	0	3.4	9	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

105. Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	6	8	9	5	2.5	18	10	0	0	3.6
10-19	4	3	10	10	2.0	14	9	1	3	3.3
20-29	4	4	8	3	2.5	9	9	1	0	3.4
30-39	5	3	4	2	2.8	10	2	1	1	3.5
40-49	6	1	2	1	3.2	10	0	0	0	4.0
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	1	3	3	2.0	4	4	0	0	3.5
YES	26	19	31	18	2.6	60	27	3	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	1	2	3	1.7	1	3	0	2	2.5
HNB-BC	0	1	5	3	1.8	4	4	0	1	3.2
AHN-BC	19	14	23	11	2.6	45	18	3	1	3.6
APHN-BC	7	3	1	1	3.3	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

106. Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	5	9	12	2	2.6	18	10	0	0	3.6
10-19	13	7	4	3	3.1	19	6	0	2	3.6
20-29	6	4	7	2	2.7	12	6	1	0	3.6
30-39	6	1	5	2	2.8	10	2	2	0	3.6
40-49	6	3	0	1	3.4	10	0	0	0	4.0
50-59	1	0	3	0	2.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	3	0	3.0	5	3	0	0	3.6
YES	34	22	28	10	2.9	68	21	3	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	2	1	2.7	3	2	1	0	3.3
HNB-BC	2	3	2	2	2.6	6	2	0	1	3.4
AHN-BC	23	16	21	7	2.8	49	15	2	1	3.7
APHN-BC	7	2	3	0	3.3	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

13. COLLABORATION: The holistic, registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice. The Advanced Holistic Nurse:

107. Communicates consultation recommendations, including those that facilitate change.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	13	7	8	1	3.1	19	8	2	0	3.6
10-19	14	3	5	5	3.0	18	6	1	2	3.5
20-29	5	5	6	3	2.6	13	4	2	0	3.6
30-39	6	2	5	1	2.9	10	3	1	0	3.6
40-49	8	1	1	0	3.7	9	1	0	0	3.9
50-59	2	0	2	0	3.0	2	2	0	0	3.5
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	2	2	0	3.3	6	2	0	0	3.8
YES	44	16	25	10	3.0	65	22	6	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	2	1	2.7	2	1	2	1	2.7
HNB-BC	3	2	1	3	2.6	6	2	0	1	3.4
AHN-BC	29	11	22	6	2.9	47	17	4	0	3.6
APHN-BC	10	2	0	0	3.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

108. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	1	7	9	5	2.2	10	12	0	0	3.5
10-19	3	4	8	6	2.2	12	4	2	3	3.2
20-29	4	5	5	2	2.7	7	8	1	0	3.4
30-39	1	3	6	3	2.2	8	3	2	0	3.5
40-49	3	2	2	3	2.5	7	2	1	0	3.6
50-59	1	1	1	0	3.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	2	2	3	1.9	2	4	0	1	3.0
YES	13	20	29	16	2.4	45	25	6	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	2	2	1	2.2	1	3	1	0	3.0
HNB-BC	1	2	2	4	2.0	4	3	1	1	3.1
AHN-BC	10	12	21	11	2.4	33	16	4	1	3.5
APHN-BC	2	4	4	0	2.8	7	3	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

109. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	4	4	14	7	2.2	17	11	1	0	3.6
10-19	4	3	12	7	2.2	13	9	1	3	3.2
20-29	2	4	7	5	2.2	7	9	2	0	3.3
30-39	2	2	7	3	2.2	8	3	3	0	3.4
40-49	3	1	3	3	2.4	8	1	1	0	3.7
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	3	3	2	2.1	4	3	0	1	3.3
YES	17	12	41	23	2.2	53	30	8	2	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	1	3	2	1.8	1	4	1	0	3.0
HNB-BC	0	1	5	3	1.8	3	5	0	1	3.1
AHN-BC	12	9	28	17	2.2	40	19	6	1	3.5
APHN-BC	5	1	5	1	2.8	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

110. Engages in inter-professional processes to evaluate holistic patient care and organizational issues, given current practice standards and guidelines.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	5	5	11	7	2.3	16	10	2	0	3.5
10-19	3	6	11	6	2.2	14	9	0	3	3.3
20-29	3	3	7	6	2.2	10	7	2	0	3.4
30-39	1	2	7	4	2.0	8	2	4	0	3.3
40-49	4	1	3	2	2.7	7	2	1	0	3.6
50-59	1	2	0	1	2.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	0	1	6	1	2.0	4	3	0	1	3.3
YES	17	18	33	25	2.3	55	27	9	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	1	1	3	2.0	1	3	2	0	2.8
HNB-BC	0	0	6	3	1.7	2	6	0	1	3.0
AHN-BC	13	12	23	18	2.3	42	16	7	1	3.5
APHN-BC	3	5	3	1	2.8	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	5	6	13	4	2.4	16	12	0	0	3.6
10-19	4	5	10	7	2.2	16	7	0	3	3.4
20-29	3	1	9	6	2.1	10	7	2	0	3.4
30-39	2	3	4	5	2.1	7	3	2	1	3.2
40-49	5	2	2	1	3.1	9	1	0	0	3.9
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	2	3	2	2.3	5	2	0	1	3.4
YES	20	15	37	21	2.4	56	29	4	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	0	3	2.2	1	4	0	1	2.8
HNB-BC	0	1	4	4	1.7	4	4	0	1	3.2
AHN-BC	15	9	28	14	2.4	41	19	4	1	3.5
APHN-BC	4	3	5	0	2.9	10	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	11	6	8	3	2.9	18	10	0	0	3.6
10-19	13	3	5	5	2.9	17	6	1	2	3.5
20-29	4	5	6	4	2.5	13	5	1	0	3.6
30-39	5	2	4	3	2.6	10	4	0	0	3.7
40-49	7	0	0	3	3.1	9	0	1	0	3.8
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	3	1	0	3.4	6	2	0	0	3.8
YES	38	14	23	18	2.8	65	23	3	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	0	3	2.2	2	4	0	0	3.3
HNB-BC	1	1	3	4	1.9	3	5	0	1	3.1
AHN-BC	29	11	16	10	2.9	51	11	3	1	3.7
APHN-BC	7	0	4	1	3.1	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

113. 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.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	7	5	5	5	2.6	15	6	1	0	3.6
10-19	7	5	3	6	2.6	12	5	1	3	3.2
20-29	2	3	4	7	2.0	11	4	1	0	3.6
30-39	4	2	5	2	2.6	9	3	1	0	3.6
40-49	6	1	1	2	3.1	8	1	1	0	3.7
50-59	1	0	1	1	2.3	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	2	2	2.4	2	4	0	1	3.0
YES	25	15	17	21	2.6	56	15	5	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	1	1	2.6	3	2	0	0	3.6
HNB-BC	2	3	0	4	2.3	6	2	0	1	3.4
AHN-BC	17	7	15	15	2.5	39	9	5	1	3.6
APHN-BC	5	3	1	1	3.2	8	2	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

114. Develops innovative strategies that consider resource utilization.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	7	6	9	7	2.4	15	13	1	0	3.5
10-19	8	7	5	6	2.7	15	6	2	3	3.3
20-29	2	5	8	4	2.3	8	10	1	0	3.4
30-39	2	4	4	4	2.3	10	2	1	1	3.5
40-49	8	2	0	1	3.5	9	1	1	0	3.7
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	0	4	2.4	3	3	2	1	2.9
YES	26	22	28	18	2.6	57	30	4	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	4	0	2	2.3	2	3	0	1	3.0
HNB-BC	0	5	1	3	2.2	4	4	0	1	3.2
AHN-BC	22	7	26	12	2.6	42	20	4	1	3.5
APHN-BC	4	6	1	1	3.1	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

115. Uses organizational / community resources to formulate inter-professional care plans.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	6	7	11	5	2.5	18	8	2	0	3.6
10-19	8	7	5	6	2.7	14	9	1	2	3.3
20-29	4	3	6	6	2.3	10	8	1	0	3.5
30-39	3	2	4	5	2.2	10	2	1	1	3.5
40-49	5	1	1	3	2.8	7	2	0	1	3.5
50-59	1	1	2	0	2.8	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	0	2	3	2.4	3	3	2	0	3.1
YES	24	21	27	22	2.5	59	27	3	4	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	1	2	2	2.2	1	3	0	1	2.8
HNB-BC	0	4	1	4	2.0	5	3	0	1	3.3
AHN-BC	18	14	21	14	2.5	45	17	3	2	3.6
APHN-BC	5	2	3	2	2.8	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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:

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	5	5	15	4	2.4	16	12	1	0	3.5
10-19	7	6	9	4	2.6	16	8	0	2	3.5
20-29	5	3	4	7	2.3	7	10	2	0	3.3
30-39	2	4	5	3	2.4	8	4	1	1	3.4
40-49	5	3	1	2	3.0	9	1	1	0	3.7
50-59	1	0	2	1	2.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	3	2	2	2.6	5	3	1	0	3.4
YES	23	18	34	19	2.5	54	33	4	3	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	2	2	2	2.0	1	4	0	1	2.8
HNB-BC	1	2	2	4	2.0	4	4	0	1	3.2
AHN-BC	17	9	28	13	2.4	41	21	4	1	3.5
APHN-BC	5	5	2	0	3.3	8	4	0	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

117. Actively uses self to create a safe, healing environment for clients and caregivers.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	20	1	0	1	3.8	21	1	0	0	4.0
10-19	19	1	0	1	3.8	20	0	1	0	3.9
20-29	13	2	1	0	3.8	15	1	0	0	3.9
30-39	10	2	0	1	3.6	13	0	0	0	4.0
40-49	9	0	1	0	3.8	10	0	0	0	4.0
50-59	3	0	0	0	4.0	3	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	7	0	0	0	4.0	7	0	0	0	4.0
YES	67	6	2	3	3.8	75	2	1	0	3.9
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	2	0	0	3.6	4	1	0	0	3.8
HNB-BC	7	1	0	1	3.6	9	0	0	0	4.0
AHN-BC	47	3	2	2	3.8	53	1	0	0	4.0
APHN-BC	10	0	0	0	4.0	9	0	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

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

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	17	5	4	4	3.2	23	7	0	0	3.8
10-19	14	6	2	5	3.1	18	5	1	3	3.4
20-29	5	4	8	2	2.6	11	5	2	0	3.5
30-39	3	4	4	3	2.5	9	5	0	0	3.6
40-49	8	1	1	1	3.5	10	1	0	0	3.9
50-59	2	1	1	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	0	3	2	2.7	8	0	0	1	3.7
YES	45	21	17	13	3.0	67	23	3	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	1	2	2	2.4	3	4	0	0	3.4
HNB-BC	3	2	2	2	2.7	6	2	0	1	3.4
AHN-BC	30	18	11	9	3.0	48	16	2	1	3.7
APHN-BC	10	0	2	0	3.7	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

119. Analyzes the impact of multiple forces (social, political, human, etc.) on the environment and quality of life.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	16	8	3	2	3.3	22	6	1	0	3.7
10-19	14	3	7	3	3.0	18	5	2	2	3.4
20-29	7	7	5	0	3.1	11	8	0	0	3.6
30-39	5	4	3	2	2.9	10	3	1	0	3.6
40-49	7	3	0	0	3.7	9	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	6	1	1	0	3.6	7	1	0	0	3.9
YES	46	25	17	7	3.2	67	22	4	2	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	2	2.4	3	4	0	0	3.4
HNB-BC	4	1	2	2	2.8	6	2	0	1	3.4
AHN-BC	33	19	12	3	3.2	49	14	3	1	3.7
APHN-BC	8	2	2	0	3.5	9	2	1	0	3.7



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

120. Critically evaluates popular media presentations of environmental health issues to promote change.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	8	10	8	4	2.7	15	12	2	1	3.4
10-19	8	8	6	5	2.7	12	10	3	2	3.2
20-29	7	4	6	2	2.8	9	7	3	0	3.3
30-39	2	0	9	3	2.1	6	5	3	0	3.2
40-49	4	1	3	2	2.7	7	2	1	0	3.6
50-59	1	3	0	0	3.3	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	2	2	1	2.9	5	2	1	0	3.5
YES	27	24	30	15	2.7	48	34	11	3	3.3
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	1	2	2.4	1	5	1	0	3.0
HNB-BC	0	3	2	4	1.9	2	6	0	1	3.0
AHN-BC	23	16	20	9	2.8	39	18	9	2	3.4
APHN-BC	3	2	7	0	2.7	6	5	1	0	3.4



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

121. Advocates for implementation of holistic environmental principles to create safe and healthy environments at the local, community, and global levels.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	12	7	10	1	3.0	17	12	1	0	3.5
10-19	9	5	10	3	2.7	18	6	2	1	3.5
20-29	6	6	5	2	2.8	10	7	1	1	3.4
30-39	3	4	4	3	2.5	8	5	1	0	3.5
40-49	7	1	2	1	3.3	10	1	0	0	3.9
50-59	3	1	0	0	3.8	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	3	3	2	1	2.9	7	2	0	0	3.8
YES	37	21	29	9	2.9	60	29	5	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	2	2	2	1	2.7	3	4	0	0	3.4
HNB-BC	2	2	3	2	2.4	4	4	0	1	3.2
AHN-BC	27	15	20	6	2.9	45	18	4	1	3.6
APHN-BC	6	2	4	0	3.2	8	3	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

122. Develops practice environments that recognize, value, and demonstrate holistic communication as fundamental to care.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	14	10	5	1	3.2	21	9	0	0	3.7
10-19	14	6	4	3	3.1	20	5	1	1	3.6
20-29	7	8	4	0	3.2	12	6	1	0	3.6
30-39	8	3	2	1	3.3	12	1	1	0	3.8
40-49	9	0	0	1	3.7	10	0	0	0	4.0
50-59	1	2	1	0	3.0	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	4	1	2	1	3.0	7	1	0	0	3.9
YES	49	28	14	5	3.3	72	20	3	1	3.7
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	3	3	0	1	3.1	4	3	0	0	3.6
HNB-BC	2	4	1	2	2.7	5	3	0	1	3.3
AHN-BC	36	18	12	2	3.3	53	13	2	0	3.8
APHN-BC	8	3	1	0	3.6	10	1	1	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

123. Evaluates the practice environment to identify research opportunities and/or questions, relevant to holistic nursing.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	15	5	8	2	3.1	20	10	0	0	3.7
10-19	9	9	6	3	2.9	17	6	2	2	3.4
20-29	6	6	4	3	2.8	11	5	3	0	3.4
30-39	3	2	7	2	2.4	8	4	2	0	3.4
40-49	4	2	2	2	2.8	8	2	0	0	3.8
50-59	2	0	2	0	3.0	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	3	1	2	2.6	5	3	0	0	3.6
YES	37	21	28	10	2.9	62	25	7	2	3.5
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	2	1	3	2.1	2	4	1	0	3.1
HNB-BC	0	3	4	2	2.1	4	4	0	1	3.2
AHN-BC	32	12	19	5	3.0	47	14	6	1	3.6
APHN-BC	4	4	4	0	3.0	9	3	0	0	3.8



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

124. Works to correct environmental factors that interfere with health and wellbeing from the local to global level.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
YEARS IN HOLISTIC NURSING PRACTICE	N	N	N	N	AVG	N	N	N	N	AVG
1-9	3	9	15	3	2.4	13	16	1	0	3.4
10-19	5	5	11	6	2.3	15	7	2	3	3.3
20-29	4	4	8	3	2.5	8	8	3	0	3.3
30-39	2	4	5	3	2.4	7	6	1	0	3.4
40-49	6	1	2	1	3.2	10	0	0	0	4.0
50-59	2	1	1	0	3.3	3	1	0	0	3.8
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	1	3	3	1	2.5	4	4	0	0	3.5
YES	21	21	39	15	2.5	52	34	7	3	3.4
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	0	2	2	3	1.9	0	6	0	1	2.7
HNB-BC	0	2	5	2	2.0	3	5	0	1	3.1
AHN-BC	18	14	27	9	2.6	41	20	6	1	3.5
APHN-BC	3	3	5	1	2.7	8	3	1	0	3.6



AHNCC ROLE DELINEATION SURVEY

TASK STATEMENTS

Total N = 242

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

125. Leads nurses in implementing holistic environmental principles from the local to global level.

	HOW OFTEN IS THIS TASK PERFORMED AS PART OF THE JOB?					HOW IMPORTANT IS THIS TASK FOR COMPETENT PERFORMANCE?				
	Regularly	Frequently	Occasionally	Never		Extremely Important	Moderately Important	Slightly Important	Not Important	
	4	3	2	1		4	3	2	1	
	N	N	N	N	AVG	N	N	N	N	AVG
YEARS IN HOLISTIC NURSING PRACTICE										
1-9	7	9	10	4	2.6	20	8	2	0	3.6
10-19	4	4	13	6	2.2	19	4	2	2	3.5
20-29	7	1	7	4	2.6	9	8	2	0	3.4
30-39	2	3	7	2	2.4	8	5	1	0	3.5
40-49	5	1	3	1	3.0	9	1	0	0	3.9
50-59	2	2	0	0	3.5	4	0	0	0	4.0
WHETHER CERTIFIED AS A HOLISTIC NURSE	N	N	N	N	AVG	N	N	N	N	AVG
NO	2	1	3	2	2.4	6	0	1	1	3.4
YES	25	19	37	15	2.6	63	26	6	1	3.6
BY THE HOLISTIC NURSING CERTIFICATION HELD	N	N	N	N	AVG	N	N	N	N	AVG
HN-BC	1	3	2	1	2.6	1	6	0	0	3.1
HNB-BC	0	1	4	4	1.7	5	3	0	1	3.3
AHN-BC	22	11	26	9	2.7	49	14	5	0	3.6
APHN-BC	2	4	5	1	2.6	8	3	1	0	3.6

Appendix G – Comments



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

- 1 The 100 hours becomes much more than that in time especially for those of us who have been doing this work for a while. There is no opportunity to take into consideration that to achieve this level as determined ends up with us having to write articles, and other advanced work such as developing courses etc that takes much more time than taking a course. Also the courses available at my level are minimal for NEW info and if I wanted to take those courses it would not be to learn something but just to get the credits. I would like to see greater credits offered for article, book and course development as well as credits given for mentoring and supervising other younger less experienced holistic nurses. Also in activities focused on advocacy such as talking with legislators. I believe our long-term Holistic Nurses who have been leaders and are doing amazing works need to gain credit just for their wisdom and leadership.

Also this survey really doesn't consider those of us in private practice. Many of the ways these questions are worded would require most of us to be working in a healthcare facility or system. Often in private practice we are sole practitioners and have very little opportunity to make referrals or have inter professional collaboration review quality data etc. Some things can be done on a small scale but the wording of the questions prohibits answering frequently or regularly in all aspects listed even though we may be using integrative approaches and support our clients through a holistic lens.

Thank you

Just some thoughts

5

- 2 The list of certifications should offer a type written answer.
I am certified in lactation (IBCLC), hypnosis (CHT), Reiki (Master)

6

- 3 Thank you for this work. It is a bit challenging to respond from both my roles as they differ...I tended toward my staff nurse role because I find that more challenging in some ways - it is a biomedically grounded practice arena yet I strive to live holism

There was no choice to acknowledge my two other certification/credential...CCRN Certified Critical Care AND QTTT Qualified Therapeutic Touch Practitioner and Teacher

I would like to see that CE hours are attested to rather than requiring certificates - with the option for random audits

15

- 4 Thank you :-)

18

- 5 Can I become AHN-BC with a Master of Art of Holistic Health Studies?

24

- 6 It is very difficult especially if it is the same time of year to renew your RN license to get the holistic CE credits in. I am wondering if maybe a competency questionnaire may be more beneficial? Or a combination of both but lessening the required holistic CE Credits.

25

- 7 100 CEs is very hard to attain and very expensive. This requirement should be lowered to 50 CEs. We also shouldn't have to write 2 items for the exam as all of us are not nurse educators and may not feel comfortable writing test questions that would be appropriate.

26

- 8 Thank you !!

28

- 9 Question 123 states "Creates an environment that supports holistic nursing in risk-taking behaviors." I am not exactly sure what this means...I do not and would not support risk-taking behaviors?????

Questions about prescribing not all advanced practice nurses prescribe; I do not think prescribing is essential to advanced holistic practice. It should not be a requirement of advanced practice holistic nurses.

32

- 10 FYI - my other certification is in oncology. Thank you for offering this survey. Just reading through each statement helped me to reflect on my holistic nursing practice, and acknowledge and review concepts and practices. Very helpful exercise!

41

- 11 I was certified as a Holistic Nurse. My current certification is Cardiovascular Nursing. I have decided not to renew my certification as a Holistic Nurse despite pressure to do so. This is a personal decision.

47

- 12 It seems there could have been a box for not applicable to differentiate between choosing not to and it not being applicable. It appears many of the questions in the advanced practice section assumes all APRN'S work with other allied health professionals and within an interdisciplinary environment and/or with other nursing staff

55

- 13 I was not aware of the submission of two exam questions That is interesting. Also was not aware of a letter of agreement. This is the only certification that does this. This makes the recertification process more difficult.

56

- 14 Was honored as AHNA HNY (1996). At that point I was coordinating Healing Touch workshops in SoCal and I still practice holistic modalities in between my other work as a wellness consultant with Nikken and an assessor for long term insurance companies. I was not able to renew my holistic nurse certification.

61

- 15 Active practice of 2000 hours should be removed. Holistic nurse uses holism in every work day.

62



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

16	This survey did not allow me to properly include my Personal Information- specifically my current Canadian address: Province ("state") should be Newfoundland (abbreviation is NL) NOT New Hampshire, and Postal Code ("zip code") should be A1W-4N3. Future inclusion of Canadian participants within the survey should be considered. Thank you :)	70
17	Also Oncology Certified Nurse (Not an option that could be selected.	79
18	My answers to #18 and #19 are dependent on what exactly the meaning of "active practice as a holistic nurse" (for #18) and "actively involved in holistic nursing" (for #19) is. When I was initially certified in 2006, I was unable to renew in 2011 because I did not have enough "holistic" hours, and this was frustrating because I was practicing holistically every day. When I became recertified, I was allowed to use some of my masters work where I had demonstrated the holistic nursing process and also use my normal hospital/office work hours toward the "holistic hours." I think it should be that if a nurse provider such as myself is seeing/caring for patients in a holistic manner, this should fulfill the criteria for "active involvement in holistic nursing" as listed in #19 for renewal, along with the continuing ed hours, exam items, good standing license, etc. that are listed.	85
19	Hello. I have become an APRN, which is now going to require me to certify at the NP level within your organization. I wish there was some way to make this process simpler, rather than having to start all over again. Thank you	89
20	Participating in this study was a good review of my practice.	90
21	Hold a Current Certification as CCAP Certified Clinical Aromatherapy through Jane Buckle and in process Healing Touch Certification. In Gratitude for helping me grow and develop as a Holistic RN. I have grown with leaps and bounds and love teaching others about Holistic Care. My patients are beginning to notice the difference between Holistic Nursing Approach compared with not having this focus. I am loving my Holistic Nurse Practice and eager to learn more to help my patients on their healing and wellness journey. Thank You All!!!	92
22	#4 to submit items for the examination may be difficult, even challenging, for some individuals to articulate on paper. Everyone has different talents, which allows for diversity in the holistic scope of practice.	97
23	reflect another organizations model and thus there is little one can do other than follow them. I suspect that when many nurses and holistic nurses alike retire now, they must likewise retire their certification credential. When I recall the profession that I entered, it was so different in so many ways than it is now. Back then once a nurse, forever a nurse. Box in question # 18 above states complete 48 CE's to certify. To rectify, question #19 (3) states 100 CE's every two years. A huge discrepancy between question # 18 and # 19? Why? 48 CE's over two years is achievable (item # 18) On #19 (3), 100 is not. Perhaps misprint?	99
24	Previously certified in holistic, emergency, & med-surg nursing - & Healing Touch. As approaching retirement have not renewed certifications in part because of expense & constraints in obtaining 'approved' CEUs. However, do actively maintain continuing education, growth & development on my own. Current focus shifting more to holistic care of the environment & Gaia.	104
25	I find the cost for membership and recertification to be too high	111
26	Not everyone likes to contribute questions for the certification exam. Many are awesome practitioners but not necessarily good at creating questions.	115
27	I am retired and have not renewed my advanced practice certifications. Previously I was a certified holistic nurse and family nurse practitioner as well as a faculty member. It was difficult to answer some of the forced choices, some did not seem applicable to faculty status although students may have been taught in the questioned areas. Also, I thought there was quite a bit of redundancy in many in the advanced practice area questions that I answered. thank you.	116
28	I think it should be optional whether to have to submit items for the certification exam	117
29	Thank you for the visionary role that AHNCC plays in supporting and promoting Holistic Nursing. You do great work!!!	118



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

- 30 Dear Ones, I was well into the Advanced Practice section of the survey before I re-read the note re not having to answer AP questions if I'm not an AP. I'm RN, HNBC-Retired. You'll find that I answered "regularly" and "extremely important" for almost all of the questions. This was not a hasty conclusion, rather it's my expectation of what an AP nurse should be doing. And pretty much, I feel that all sections in "basic" and "advanced" are extremely important to a complete execution of standards and practice. My thinking is that it should be the maximum that one can do to benefit the patient and all those involved. This serves to promote and even determine evolving care guidelines. Actually, I learned a lot from reading the AP section and I reflected that I'd incorporated much of this in my 45 years of practice. The tricky part at the staff level for bedside nurses is having the time for collaboration with the team, administration, etc, etc.

A few questions were not clear to me: In the "Basic" section B-11, #113: about communication...this was not clear.

In the "Advanced" section: #s 4 & 18...aesthetics, how to interpret this? Even though I answered "Never" I also answered "Extremely Important" relative to my comments in the first paragraph. Thank you for the opportunity to comment. I'm quite interested in knowing the study outcome. I hope we'll receive that information. Blessings to All, Veronica Polverari :)

130

- 31 Question writing for a national exam is a particular skill that is not developed during the course of becoming a holistic nurse. I don't believe it should be required for getting re-certified. Item writing should be done by those with the skills to do it.

134

- 32 Often, when I am asked what my certifications are on applications, conferences, etc. there is not an option for AHN-BC or any type of certified holistic nurse, which I find discouraging.

135

- 33 Thank you for this opportunity to be of service to the AHNCC who provides exemplary and dedicated service to establish and enhance our ANA approved Specialty of Holistic Nursing.

My HNB-BC 2015 recertification is in process. Severe medical conditions have required intensive documentation and intervention, much of which are induced by substandard HUD housing/management. I am currently providing documentation to the District Congresswoman for intervention, with the Goal of a Safe Sanctuary HOME that meets all my needs..As God Provides, and Florence Nightingale advocates for her nurses.

140

- 34 The tasks under each standard are VERY redundant. I suggest streamlining the task items for better clarity

155

- 35 If I remember right the 100 CEU's is over the course of 4 years? I am sure the CEU's must meet other criteria. It seems excessive. I was not aware of #4, nor do I fully understand how much work is involved in submitting exam questions. #5 requiring a witnessed and signed agreement with AHNCC...I do not know what that may entail either. Because I am not fully aware of the scope of the recertification requirements, I can't say I fully agree.

157

- 36 Thanks for all of the work you do.

161

- 37 Discovering Holistic Nursing in the late 90's changed my life. As I enter into my year of retiring from general healthcare, it has provided me with a solid background and foundation to begin my own private healing practice.
In gratitude for all you do.
Pam

163

- 38 I entered many never and occasional answers because I do not do direct patient care. I promote holistic care with my managers and their teams. I did put occasional on some answers because I am the co-chair of the hospital ethics committee. When we do a formal consult with the patients and/or their families I use the principles of holistic nursing.

167

- 39 This was a lengthy yet necessary survey. I responded in the manner to which I currently practice holistic nursing. I appreciate the opportunity to participate.

178

- 40 it was difficult to do this survey since I'm retired so I tried to do my answers based on being in practice

This survey is way too long

It seems there is a lot of repetition

When you do this again pretest it and see if you can't make it more user friendly re the amount of time it takes and the degree of repetition

There also might be a way to have the survey done by retirees as our population is aging as is the membership in AHNA. I've been very glad to see more young members at conferences but we still are largely an older group.

198

- 41 I had a lot of problems with this survey. Asking over and over about the importance of activities that are obviously important - at least to those who made up this survey - gave me a feeling that I was doing a job self-evaluation rather than expressing an opinion.
Also, the questions were framed in such a way that I was constantly thinking "Who wouldn't do that whether or not they were a holistic nurse?"

203

- 42 Working within a large, established organization makes it difficult to move forward with progressive holistic nursing. Some of my answers were based on this fact.

213



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

43	I have attended the AHNA conferences for twelve years. I had my certification which expired. I am finding it difficult to find the documentation for my CEU's. Is there a way to move the conference CEU's into AHNCC on an annual basis to be able to reference them for recert??	218
44	In 19., if "2 items" means submitting 2 test questions, then I think that requires expertise that not everyone has, nor is interested in.	222
45	I am grateful for the opportunity to complete this survey. Though I have retired from actively nursing I do a good deal of volunteer work in hospital, hospice and community. I continue to practice holistically in all of my endeavors.	228
46	per item #11: also certified as hwnc-bc (certificate #2586) - no place to indicate! thank you!	231
47	Could you be clear about the 2 items for the certification examination? What are they? Why are they needed?	237
48	It is not until I found holistic nursing, that I truly felt myself to be a nurse. It reunited me with the ideals and values that brought me to nursing in the first place but somehow get lost in today's complex health system.	245
49	100 hours seems like too many hours. Perhaps 50 is more reasonable.	246
50	I enjoyed the opportunity to complete this survey. Helped to reinforce the material that I had been studying prior to taking the AHN-BC exam this past February 2017, and also to validate the essence of my practice as a Holistic Nurse.	250
51	I work as an OR nurse at a surgery center. My responses in the survey reflect the fast amount of time that I am able to spend with my patients. I believe that I have always worked as a holistic nurse, but only became certified in the last year. I do not document the holistic care that I give, but now you have made me think that I need to begin documenting our intraoperative holistic care that we give. I will definitely begin the discussion with my manager. Thanks for making me think about this!	257
52	This survey doesn't reflect my holistic nursing practice. I am currently teaching nursing students psych/mental health. I do discuss holistic nursing care with the students.	261
53	Thanks for the opportunity to participate	263
54	Thank you, for all that YOU do. Toni Knowles-Coet RN	264
55	Instruction are easy to read and complete but process is a bit tedious.	270
56	Why did you scare me by saying this would take 2-3 hours. I would have done it much sooner if I knew it was more like 45 minutes.	272
57	Thank you for your consideration. I am disheartened that I did not pass the APHN certification examination. I have always considered myself to be a holistic nurse as I have based my nursing career on the caring holistic philosophical foundation. I am hopeful that I will be able to achieve my goal of becoming board certified. I would like to comment that the examination was too lengthy. Maren K. Moody APRN-BC APHN	281
58	The Continuing Education Requirements should be broadened to allow for credits that are not specifically identified as Holistic as many areas may be considered Holistic, but may not be labeled as such	283
59	Thank you for creating and maintaining the certification process for us! PS: I have taken the NC-BC certification exam and am awaiting my results, and I am looking forward to taking the APHN-BC exam later this year.	285
60	I'm required to do several CEUs a year for my job that are not holistic in content. To do an additional 100 every five years for my holistic certification seems like too stiff (and costly) a requirement, one I'm not sure I'm going to be able to sustain. This is frustrating to me because the deadline creeps up fast--and, I hear the oncology certified nurses talk about having to do, I believe 60 CEUs every five years. I think that sounds much more reasonable--even 75. But 100? I respectfully request you revisit that quantity. Other than that, I'm very, very glad I was certified in holistic nursing--and honored to represent AHNA through that certification. Thank you for all the effort that went into getting us here!	286
61	I was grateful that AHNCC offered a retired status certificate to us elders. I have carried a valid nursing license for 57 years. I had a stroke in 2013, affecting my right side and my speech. I am still active in my community, have participated in missions internationally, have a prison ministry, and teach health related subjects in the short courses each semester in our local university (MUW).	288



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

- 62 When asking about certification, integrative health or functional medicine is not listed. The categories listed exclude updated but nationally accepted certifications or categories for practice. 296
- 63 I don't think you should have to take another exam to re-certify. 100 hours is excessive when you are working in a holistic role and using holistic ideas- your experience should count as your hours because you are learning while you do things with different individuals! 297
- 64 I have found it difficult to work full time and also participate as an active member of the AHNA leadership, but I participate actively as a member of my local chapter, presenting educational programs in Tai Chi , as well as Heart Math process. 302
- 65 I am now a "Retired Board Certified Advanced Holistic Nurse and very much appreciate this type of certification. 304
- 66 1. This form is not user friendly - you'd have more participation if it was easier to use. Drop down menu's take significantly more time and effort than a "click the box".
2. Should have advised up front that AHN should skip the first part - most questions are repeated.
3. Many of the statements could be interpreted or applied in a variety of ways - this will impact the findings.
4. Many statements were combined creating a situation where a part may be true but another part not so true. Example, when discussing collaboration/careplan with the client, their significant other and other providers - this may not ALWAYS be so for all ...Perhaps always for client, often for significant other and occasional for their mainstream provider. This forced a not-accurate answer selection.
4. There are a multitude of different holistic, alternative and integrative modalities, therapies and practices that folks use. The tiny box for listing what is used prevents showing the full breadth of what holistic nurses are truly doing. 312
- 67 Thank you for taking the time to put this RDS together and advancing holistic nursing forward! 315
- 68 Related to previous question:
Submitting items for certification exam seems unnecessarily time-consuming and arduous. Practicing as a holistic nurse in both private practice (health and wellness coaching & education including provision of holistic CE programs to area nurses) and at a nursing center where I provide a holistic presence should be enough (along with the requisite 100 hours of CE hours) to recertify.

I am unfamiliar with the need for a witnessed letter of agreement - is this a new requirement? I certainly don't disagree with signing an agreement but what is the purpose of a "witness?" Does that make my statement more credible? Leaves me feeling rather cold rather than the warm feelings I normally have around this organization. 318
- 69 I teach first semester nursing students, and it is my honor to introduce these students to holistic core concepts in every aspect of my classes (health assessment and pathophysiology). 326
- 70 There should be selections under specialties for 1) Hospice/Palliative Care and 2) Sleep Specialist/Researcher and 3) Global Health. There should also be areas to list other certification relevant to nursing and nursing care (e.g., Certified Healing Touch Practitioner [CHTP]; and Certified Thanatologist [CT]. This is particularly true as we want to broaden interprofessional holistic care. 329
- 71 Not aware of what the Letter of Agreement is about. 331
- 72 Certification needs to be standardized throughout US, so that client population knows what it means to be treated by a certified nurse. 345
- 73 recertification hours CEU's too much when have to do CEUS for Psych NP as well..and Maine State licensing...it is just too much, am going to let this certification go and do not want to do it, but unable to afford all the hours required. 349
- 74 I am concerned that everyone has to submit questions - there is a rigor to writing a quality question and not everyone has the knowledge to write questions. Is there a validation process to choosing the questions - are they edited? 350
- 75 My three other certifications only require 75 hours of CE not 100, as long as they were all recognized by CE certifying bodies. 356
- 76 It is unclear if the continuing education hours can be the regular hours you collect to renew your general license or are they in addition to these or do they specifically have to be in Holistic Nursing? Your Comments Here 359
- 77 provide free opportunities for CEs related to HN 372
- 78 Even though I am retired, I volunteer my services in integrative health care and as I provide Healing Touch or Aquatic Body (Watsu etc.) sessions or education I am guided by concepts and principles of Holistic Nursing, Nursing and Community/Public Health as well as International concepts. 381
- 79 Awaiting HNB-BC certification exam results from recent exam. 382



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

- 80 The addition of requiring exam questions of everyone is counterproductive. It gives me pause as to whether or not I want to renew my certification. It is a cumbersome process, and it is one that requires expertise in the development of exam questions. Instead, have a group of volunteers, who want to put the necessary time and learning into the process, to create the needed exam questions, in return for CE hours. 384
- 81 I have no additional comments 393
- 82 I just sent in my recertification process. I did not send in #4 because I thought that was for advanced practice nurse. I am not sure what that means. 394
- 83 Under Specialties it would be nice to include Hospice & Palliative Nursing. This type of nursing, is by practice, inherently holistic in approach. I am certified in this type of nursing and am a specialist. 400
- 84 just curious - I personally had the opportunity to be grandfathered in as a holistic certified before all the testing started... I never took advantage of it and now I wish I had....nothing we can do about that correct? 431
- 85 Many of the questions were NA to my role as an adjunct faculty member teaching 1 elective in HN. Further, the course, part of the IH Certificate Program, is in flux as my boss died recently; we are all just waiting to see who will take over. I have retirement plans in place for next year and my energy to "push the rock up a hill" to effect change is less now.
- Re the CE requirement; I suggest keep it in line with what is needed for recert of my ANP, 75 CEUs.
- The system you used for this survey was a challenge. Even as I aimed to complete the "advanced" section, it bounced me to the basic. Found this out after completing 3 sections and this is done 2 days after I completed the entire basic survey. Suggest in future have 2 different windows to sign into.
Good luck! 442
- 86 Thank you for your support and these resources so that we may make differences towards The Higher Good.
- Sincerely,
LD 443
- 87 These standards tend to focus on the client and team processes of holistic nursing. There is a wider perspective, I believe, that involves how our holistic training, experience, and beliefs impact ALL that we do in life. When the holistic and healing paradigm embeds in our consciousness, our psyche, it influences everything else we are and do. So the question to address might be: How have you incorporated holistic nursing and healing into your life and work? 454
- 88 This survey was too long 455
- 89 I practice solely as an integrative practitioner and am actively involved in all of the modalities I practice. Additionally I am active in ANA and the FNA--state nursing association. I'm also a full-time doctoral candidate studying compassion fatigue in acute care nursing. It is a comparative mixed methods study of nurses who are educated in the models of generic and holistic nursing. 459
- 90 I am curious why more people do not attempt to certify. Is it possible some potential candidates do not understand the practice requirement? 462
- 91 Thank you for using appropriate ethnic origin terms, very few organizations do.
- For the practice test, one should be able to review the questions that are missed. 468
- 92 Holistic Nursing influences every relationship I have and how I live my life. I have a small private practice. I volunteer at the hospital and I am a member of the Compassionate Care Initiatives team at our local hospital. For me the following statement is true "once a holistic nurse always a holistic nurse." It feels like holistic nursing is woven into the fabric of my being.
- I am grateful for AHNCC for setting the standards and for all the knowledge and opportunities that have come and continue to come my way.
To your health and well-being,
Suzanne 471
- 93 I answered questions in the advanced nurse area in 2 sections in error. Please disregard. I had already hit save and could not erase those. Communication and holistic nursing practice questions I answered included family as my patient is very young. Holistic practice documentation on the job is limited mostly due to time constraints and other reasons. I typically do not see other nurses when working very often. We have twice yearly competencies at our agency office. Keep this in mind when looking at my answers. 476
- 94 Do not agree that we are required to submit 2 items for the certification exam. I think this should be left to those that have expertise in writing, assessing and giving exams. 483



AHNCC 2017 ROLE DELINEATION SURVEY

Total N = 279

Additional Comments:

- 95 what are the 2 "items" mentioned relate to? 487
-
- 96 What about retired nurses who still use holistic practices daily on self and in informal mentoring of younger colleagues, family, and neighbors? What about authors who are writing and teaching informally and living holistically in the community? What about those of us who live holistically because it has become a way of life? Testing is the least effective way of learning for some of us. Please consider bringing back the portfolio option. There are, after all, at least 9 different learning styles, a la "Multiple Intelligences" by Thomas Armstrong. Testing only is an unholistic approach, not taking into account the variety of learning styles. 489
-
- 97 As my employment situation has changed in the past 18 or so months, this survey reminds me of how many of my job choices(?) are without that imbedded holistic nursing component. Reinforces my need to continue pursuing entrepreneurial opportunities. 492
-
- 98 I appreciate the opportunity to become board certified in my primary area of interest--thank you! 495
-
- 99 i have been doing Healing Touch as a volunteer for many years. I also teach nursing students holistic concepts on a volunteer basis. I am involved with a local holistic nursing group & a committee on Integrative Health in my other state of Vermont. Part of my holistic practice is also sel-care. 499
-
- 100 I love that this group is so proactive and interactive - especially to add the first ever NANDA diagnosis for holistic nursing! 503
-
- 101 4 that says OR you can do 75 credits in 5 years AND provide 2 questions for the certification exam. Not everyone has the ability or know how to come up with academic questions so there should be an option with that in mind. I would prefer to just do 100 credits and not have to try to provide questions. Some people with that ability may want to do less credits but also provide questions. 510

Total Comments: 101

Appendix H – Core Values Grid

Core Values	CV 5 Self-Reflection/Self-Care					
	CV 4 Education/Research					
	CV 3 Communication/Therapeutic Environment/Cultural Diversity					
	CV 2 Holistic Caring Process					
	CV 1 Holistic Philosophy/Theory/ Ethics					
		CV1	CV2	CV3	CV4	CV5
BASIC PRACTICE - 1. ASSESSMENT						
1.	Centers self before interacting with client.		✓			
2.	Acknowledges own personal value/belief patterns may influence client-nurse interactions.		✓			
3.	Elicits client's story (to reveal context and complexity of the human health experience).		✓			
4.	Prioritizes data collection activities based on client's immediate needs, condition, and/or situation.		✓			
5.	Collects data within the context of the holistic paradigm in a systematic and ongoing process.		✓			
6.	Uses holistic nursing concepts to guide data collection.		✓			
7.	Uses holistic nursing theories to guide data collection.		✓			
8.	Uses scientific (empirical) knowing when gathering and validating data.		✓			
9.	Uses esthetic knowing when gathering and validating data.		✓			
10.	Uses ethical knowing when gathering and validating data.		✓			
11.	Uses own personal knowing when gathering data.		✓			
12.	Uses sociopolitical knowing when gathering and validating data.		✓			
13.	Uses reflective knowing when gathering and validating data.					✓
14.	Uses unknowing when gathering data.		✓			
15.	Assesses client's perceptions and meaning of signs and symptoms, health, illness, sickness, and wellbeing.		✓			
16.	Assesses client's understanding of the diagnostic procedures, the diagnosis, and treatment plan including integrative health practices.		✓			
17.	Assesses client's use of and preferences for conventional and integrative health strategies.		✓			
18.	Assesses client's learning needs and readiness to learn.		✓			
19.	Assesses client values, beliefs, and cultural practices.		✓			
20.	Assesses client's lifestyle patterns and risk behaviors.		✓			
21.	Assesses client's physical, mind, body, spiritual dimensions and their interactions.		✓			
22.	Assesses client's comfort status and related resources.		✓			
23.	Assesses client's coping status and related resources.		✓			
24.	Assesses cultural and environmental factors effecting client's wellbeing.		✓			
25.	Assesses significant others' perceptions of the situation.		✓			
26.	Assesses interactions between the client and significant others.		✓			
27.	Assesses client's strengths, challenges, and available internal and external resources.		✓			
28.	Documents relationship among diagnoses, expected outcomes, and evidence-based, holistic care plan in a secure and retrievable manner.		✓			

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BASIC PRACTICE - 2. DIAGNOSIS						
29.	Uses holistic nursing theories to interpret meaning and to identify relationships among the data collected.		✓			
30.	Synthesizes data/information to identify patterns.		✓			
31.	Analyzes pattern(s) of data collected to derive diagnoses.		✓			
32.	Validates diagnosis in partnership with client(s).		✓			
BASIC PRACTICE - 3. OUTCOMES IDENTIFICATION						
33.	Partners with client to formulate realistic outcomes that emphasize holistic health and wellbeing.		✓			
34.	Considers own expertise when defining outcomes.		✓			
35.	Facilitates client’s understanding that different outcomes may evolve over time.		✓			
36.	Uses holistic nursing theory to formulate outcomes.		✓			
BASIC PRACTICE - 4. PLANNING						
37.	Clarifies and validates client’s understanding of the plan.		✓			
38.	Facilitates client and significant others to explore holistic and integrative strategies and interventions and related resources needed to address each of the diagnoses and the expected outcomes.		✓			
39.	Integrates spiritually-based interventions in care plan as appropriate.		✓			
40.	Partners with client and significant others (as appropriate) to set a timeline for the care plan.		✓			
41.	Plans care that links assessment, diagnosis, and potential side effects.		✓			
42.	Uses standardized language and/or recognized terminology to document the holistic plan.		✓			
43.	Ensures inclusion of client’s values and beliefs in decision-making, holistic care plan, and negotiation of role-responsibilities.			✓		
44.	Formulates a safe and effective care plan that incorporates appropriate integrative health practices.		✓			
BASIC PRACTICE - 5. IMPLEMENTATION						
45.	Integrates current trends, theory, research, and evidence-based interventions specific to the client’s needs, problem, or situation.				✓	
46.	Uses self as an instrument of healing (e.g. as a conduit of healing energy).	✓				
47.	Facilitates comfort using touch intentionally when appropriate.		✓			
48.	Partners with client in decision-making throughout the implementation process to ensure safe holistic and integrative practice effectiveness.		✓			
49.	Advocates for the client’s self-knowledge as essential information.		✓			
50.	Coordinates implementation of holistic care plan across settings and caregivers.		✓			

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BASIC PRACTICE - 5. IMPLEMENTATION						
51.	Documents implementation of holistic care plan.		✓			
52.	Facilitates client in establishing/maintaining relationships with healthcare		✓			
53.	Models ethics and philosophy consistent with holistic nursing's beliefs.	✓				
54.	Facilitates client and significant others to learn that healing is a holistic process.		✓			
55.	Creates safe learning environments.			✓		
56.	Uses teaching-learning methods appropriate to the clients' needs and/or situation.				✓	
57.	Seeks ongoing feedback on information provided.		✓			
58.	Facilitates others to access self-knowing and inner wisdom.		✓			
59.	Facilitates others to learn about conventional and integrative practices.				✓	
60.	Partners with multiple sources (e.g. clients, advocates, etc.) to create health documents.		✓			
BASIC PRACTICE - 6. EVALUATION						
61.	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.		✓			
62.	Documents results of the evaluation.		✓			
63.	Uses ongoing evaluation to mutually revise, with persons involved: the plan,		✓			
64.	Disseminates evaluation results according to laws and regulations.	✓				
BASIC PRACTICE - 7. ETHICS						
65.	Honors uniqueness and inherent worthiness of clients throughout all	✓				
66.	Honors the individual as the authority/expert of his/her life experiences.	✓				
67.	Honors and facilitates the natural development and unfolding of the client's human processes, and inherent capacity for self-healing.	✓				
68.	Engages in on-going self-reflection to identify wisdom learned and areas for self-development.					✓
69.	Values all life experiences as opportunities to find personal meaning and cultivates self-awareness, self-reflection, and growth.					✓
70.	Reflects on the effect of one's cultural and spiritual beliefs, life experiences, biases, education, and values on his/her professional practice.					✓
71.	Uses ANA Code of Ethics with Interpretive Statement and AHNA Position	✓				
72.	Uses AHNA Core Values to articulate the moral foundation of holistic nursing.	✓				
73.	Practices holistic nursing care in a manner that preserves and protects the	✓				

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BASIC PRACTICE - 7. ETHICS						
74.	Respects the client’s choices and health trajectory, even when it is incongruent with conventional wisdom/standards.	✓				
75.	Informs the person of the risks, benefits, and outcomes of holistic healthcare regimes.	✓				
76.	Assists persons in self-advocacy skill development, which includes making informed choices about their care.	✓				
77.	Provides age appropriate holistic care in a culturally and ethnically sensitive manner.			✓		
78.	Demonstrates a commitment to practice holistic self-care strategies to manage stress and enhance wellbeing.					✓
79.	Demonstrates knowledge of the role and referral process of the ethics	✓				
80.	Advocates for the holistic wellbeing of the global community with consideration for the economy, education, and social justice.	✓				
81.	Acts on behalf of vulnerable and/or marginalized individuals or groups who cannot seek or demand ethical treatment on their own.	✓				
82.	Seeks available resources in formulating holistic, ethical decisions.	✓				
83.	Reports illegal, incompetent, or impaired practices.	✓				
BASIC PRACTICE - 8. EDUCATION						
84.	Seeks and acquires knowledge and skills pertinent to the practice of Holistic Nursing.				✓	
85.	Seeks experience, formal and informal, to maintain and develop clinical skills, professional knowledge, and personal growth related to holistic nursing.				✓	
86.	Uses current knowledge, including research findings, to expand clinical practice, professional performance, and role development.				✓	
87.	Maintains professional records that provide evidence of competency and life-long learning related to holistic nursing.				✓	
BASIC PRACTICE - 9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP)						
88.	Use the best available evidence, including theories and research findings, to guide holistic nursing practice decisions throughout the nursing process.				✓	
89.	Recognizes that evidence-based practice contains three components: the best evidence, the client’s preferences, and the nurse’s expertise.				✓	
90.	Participates, actively and ethically, in holistic research activities when able.				✓	
91.	Participates in the work of the research ethics committee.				✓	
92.	Supports research of others on healing, wholeness, spirituality, and/or other holistic concepts.				✓	

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BASIC PRACTICE - 10. QUALITY OF PRACTICE						
93.	Approaches clients as integrated, adaptive systems, interconnected with all other systems.	✓				
94.	Acknowledges that holistic health is a multidimensional state of wellbeing as perceived by the client.	✓				
95.	Acknowledges health and wellbeing as the desired outcome of holistic nursing practice.	✓				
96.	Acknowledges self as integral with the healing environment.					✓
97.	Focuses on facilitating the individual’s growth, holistic health, and wellbeing.	✓				
98.	Uses Presence, Intentionality, Compassion, and Authenticity throughout the holistic nursing process.	✓				
99.	Uses holistic nursing theories to help integrate one’s knowing, doing, and being in practice.	✓				
100.	Demonstrates quality by documenting the application of the holistic nursing process in a responsible, accountable, and ethical manner.			✓		
101.	Collects data to monitor quality and effectiveness of holistic nursing practice.				✓	
102.	Creates innovative, quality-improvement activities to initiate changes in	✓				
103.	Engages in the practice of self-care as a prerequisite to providing holistic					✓
104.	Provides age and developmentally appropriate holistic care from infant to elder in a culturally and ethnically sensitive manner.			✓		
105.	Implements processes to remove/decrease barriers to holistic care.		✓			
106.	Seeks feedback from clients regarding impact and effectiveness of holistic nursing care.			✓		
107.	Obtains and maintains professional certification in holistic nursing and other areas of expertise.				✓	
108.	Promotes competency in Holistic Nursing Practice to assure quality of care for individuals, families, and communities.	✓				

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BASIC PRACTICE - 11. COMMUNICATION						
109.	Uses communication knowledge and skills (e.g. active listening and use of technology) to interact effectively within the client’s and colleague’s worldviews.			✓		
110.	Validates communication with clients and colleagues to ensure constructive, purposeful interactions.			✓		
111.	Facilitates negotiations of conventional and integrative therapies or practices for continuity of care and program planning.			✓		
112.	Facilitates inter-professional processes that enhance contributions of all members of the health team.			✓		
113.	Provides information related to the use, efficacy, safety, and indications of holistic and integrative health practices within the clients’ context.			✓		
114.	Partners with client and colleagues to enhance healthcare-consumer’s perception of wellbeing.			✓		
BASIC PRACTICE - 12. LEADERSHIP						
115.	Engages in consultation with multi-disciplinary healthcare teams.			✓		
116.	Works to create and maintain healthy work environments that support holistic healthcare.			✓		
117.	Demonstrates creativity and flexibility during periods of system change.			✓		
118.	Utilizes trending patterns of care/outcomes as these contribute to improving practice.				✓	
119.	Serves in key roles in the work setting by participating on committees, councils, and administrative activities.			✓		
120.	Promotes advancement of holistic nursing as a profession locally to globally.	✓				
121.	Has the ability to define a clear vision of holistic nursing practice, associated goals with implementation and evaluation plans to measure success.		✓			
122.	Demonstrates energy, excitement, and a passion for quality holistic nursing practice.			✓		
123.	Creates an environment that supports holistic nursing in risk-taking behaviors.			✓		
124.	Proactively promotes innovative ideas aimed at creating a caring environment conducive to client holistic health and wellbeing.			✓		
125.	Supports appropriate balance between work and holistic self-care in the lives of nurses and other colleagues.					

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BASIC PRACTICE - 13. COLLABORATION						
126.	Acknowledges and expresses expertise and competency of diverse disciplines.			✓		
127.	Maintains compassionate and caring relationships with peers and colleagues.			✓		
128.	Collaborates with inter-professional team to optimize resources needed for holistic care plan.			✓		
129.	Participates in professional organizations in a membership capacity at local, state, national and international levels to expand promotion of holistic health.			✓		
130.	Shares holistic nursing knowledge and skills with peers and colleagues at client-care conferences.				✓	
131.	Shares holistic nursing knowledge and skills with peers and colleagues at inter-professional team meetings, conferences, and other opportunities.				✓	
132.	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.			✓		
BASIC PRACTICE - 14. PROFESSIONAL PRACTICE EVALUATION						
133.	Engages in self-evaluation of own professional holistic nursing practice, considering current practice standards, laws, regulations, and rules.					✓
134.	Engages in self-evaluation to identify areas of strength, opportunities for professional development with consideration to current laws, regulations, and rules.					✓
135.	Seeks feedback (formal and informal) from clients, and colleagues/peers in respect to professional practice.					✓
136.	Participates in systematic peer review considering practice standards and guidelines, relevant statutes, rules and regulations.	✓				
137.	Performs actions necessary to achieve holistic goals identified from evaluation processes.					✓
138.	Provides rationale for holistic nursing practice beliefs, decisions, and actions as part of evaluation processes.					✓
BASIC PRACTICE - 15. RESOURCE UTILIZATION						
139.	Understands the diversity of the local and global community and associated			✓		
140.	Incorporates cultural practices that affect the client’s holistic healthcare plan and related outcomes.			✓		
141.	Evaluates factors such as client resources and circumstances, the safety, cost-benefits, efficiencies, and impact on practice when choosing interventions.			✓		
142.	Facilitates clients in becoming informed consumers of holistic care.			✓		
143.	Identifies and reports discriminatory professional practices.	✓				
144.	Engages in nondiscriminatory holistic nursing practices.	✓				
145.	Assigns or delegates tasks as defined by the state nurse practice acts and according to the knowledge and skills of the designated care-giver.	✓				

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BASIC PRACTICE - 16. ENVIRONMENTAL HEALTH						
146.	Acknowledges that the wellbeing of the ecosystem of the planet is a determining condition for the wellbeing of holistic human beings.			✓		
147.	Engages in activities that nurture and enhance our integral relationship with the earth.			✓		
148.	Models earth stewardship through lifestyle choices.			✓		
BASIC PRACTICE - 16. ENVIRONMENTAL HEALTH						
149.	Proactively works to protect the holistic health and wellbeing of the ecosystem.			✓		
150.	Contributes to an environment that is conducive to enhancing the holistic education of healthcare providers.			✓		
151.	Promotes work environments that support understanding, respect, health, healing, caring, wholeness, and harmony.			✓		

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ADVANCE PRACTICE - 1. ASSESSMENT					
1.	Partners with clients to: explore and validate their stories, find meaning embedded in their statements, and explore contextual issues.		✓		
2.	Assesses, interprets, and synthesizes multiple sources of knowledge to understand the client's needs/problem.		✓		
3.	Assesses effects of relations and interactions among client, significant others, and/or community on client's wellbeing.		✓		
4.	Assesses client's sense-of-coherence.		✓		
5.	Uses aesthetics interpretation as a source for data collection and assessment.		✓		
6.	Uses experiential knowing as a source for data collection and assessment.		✓		
7.	Interprets diagnostic tests/procedures.		✓		
8.	Assesses relations and interactions among individuals, families, the community, and social systems on the community's (and/or society's) wellbeing.		✓		
9.	Affirms intuitive insights with client and/or significant others.		✓		
ADVANCE PRACTICE - 2. DIAGNOSIS					
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.	Synthesizes data/information to identify patterns and variances within client's life context.		✓		
13.	Differentiates clinical findings within normal and/or abnormal variations.		✓		
ADVANCE PRACTICE - 3. OUTCOMES IDENTIFICATION					
14.	Partners with client and other healthcare providers to formulate inter-professional outcomes, consistent with the diagnoses, client's perceived needs, circumstances, and resources.		✓		
15.	Documents holistic, inter-professional outcomes, derived from the diagnoses, with realistic time frames.		✓		
16.	Differentiates outcomes that require system-level interventions from independent holistic nurse practices.		✓		
ADVANCE PRACTICE - 4. PLANNING					
17.	Uses standards of care appropriate for population, age, and need or problem presenting when planning care.		✓		
18.	Partners with client to explore possible strategies using linguistic and symbolic language.		✓		
19.	Considers relations among cost, risks, and benefits of the holistic care plan.		✓		
20.	Evaluates system-wide resources needed to carry out holistic plan.		✓		

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

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ADVANCE PRACTICE - 7. ETHICS					
61.	Embraces a professional ethic of caring and healing.	✓			
62.	Preserves the personal integrity of self and wholeness and dignity of others.	✓			
63.	Participates in inter-professional teams that address ethical risks, benefits, and outcomes.	✓			
64.	Contributes actively and proactively to create an ecosystem that supports wellbeing of all life.		✓		
65.	Uses expert knowledge and skills to influence inter-professional decision-making related to	✓			
ADVANCE PRACTICE - 8. EDUCATION					
66.	Uses current healthcare research findings, theories, and other sources to understand national practice standards and trends in holistic nursing.			✓	
67.	Acquires advanced communication skills and knowledge relevant to the practice of Holistic Nursing.		✓		
68.	Provides educational programs for nurses and colleagues that explain and expand holistic nursing.			✓	
69.	Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.			✓	
ADVANCE PRACTICE - 9. EVIDENCE-BASED PRACTICE/RESEARCH (EBP)					
70.	Facilitates colleagues' critique of research findings to determine application to holistic nursing practice.			✓	
71.	Critiques research projects and results to determine appropriateness for application to holistic nursing practice.			✓	
72.	Uses nursing theory to base and guide research projects.			✓	
73.	Uses research findings to develop policies, procedures, and practice guidelines for holistic client care.			✓	
74.	Initiates and supports a program of research related to holistic nursing.			✓	
75.	Provides guidance and leadership for nurse colleagues (and others as indicated) in the research process and the use of research findings in practice.			✓	
76.	Advocates for and educates others about the three components of EBP.			✓	
ADVANCE PRACTICE - 10. QUALITY OF PRACTICE					
77.	Identifies practice situations important for quality monitoring.			✓	
78.	Designs quality improvement initiatives.			✓	
79.	Oversees the data collection process to monitor quality and effectiveness of holistic nursing practice.			✓	
80.	Uses the results of quality improvement activities to initiate changes in holistic nursing practice and in the healthcare delivery system.			✓	
81.	Analyzes quality-review data to formulate recommendations for improving holistic nursing practice.			✓	
82.	Develops indicators to monitor and/or standardize quality and effectiveness of holistic nursing practice.			✓	
83.	Develops and standardizes Holistic Nursing guidelines, protocols, and practice.			✓	
84.	Promotes expertise in Holistic Nursing practice to assure quality of care to clients.			✓	
85.	Uses quality improvement strategies and inquiry to develop evidence based practice.			✓	
86.	Evaluates the quality-of-care reports to identify research opportunities.			✓	

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ADVANCE PRACTICE - 11. COMMUNICATION									
87.	Engages the healthcare-consumer, family, and team members in planning and implementing holistic care designed to achieve optimal outcomes.			✓					
88.	Uses advanced knowledge and skills to promote open communication among the inter-professional team members and the client.			✓					
89.	Uses story-telling to reframe experiences.			✓					
90.	Communicates the holistic care plan, including both conventional and integrative practices, to the inter-professional team members.			✓					
91.	Partners with others to create an inter-professional plan that focuses on safe, effective holistic outcomes.			✓					
92.	Documents collaborative discussions (including holistic plan changes, communications, and rationale).			✓					
93.	Documents referrals, including provisions for continuity of holistic care, using appropriate			✓					
ADVANCE PRACTICE - 12. LEADERSHIP									
94.	Analyzes trending patterns of care/outcomes to contribute to improving practice.				✓				
95.	Provides leadership for nursing and inter-professional groups aiming to improve holistic healthcare	✓							
96.	Advocates for the advancement of holistic nursing for nurses, patients, community and for the planet.	✓							
97.	Models expert holistic nursing practice to colleagues, consumers, and inter-professional team members.	✓							
98.	Mentors nurse colleagues in the acquisition and use of holistic nursing knowledge, skills, and ways-of knowing important for each phase of the nursing process.	✓							
99.	Uses expert communication knowledge and skills to influence inter-professional decision-			✓					
100.	Develops strategies to incorporate transformational leadership principles into practice.			✓					
101.	Leads the development of continuous improvement of systems that support and/or provide holistic care .	✓							
102.	Provides professional organizational leadership needed to expand provisions of holistic	✓							
ADVANCE PRACTICE - 13. COLLABORATION									
103.	Makes referrals and performs follow-up as needed.			✓					
104.	Collaborates with inter-professional teams to contribute to role development, advanced holistic nursing practice, and/or holistic healthcare.	✓							
105.	Provides professional organization leadership needed to expand provisions of holistic healthcare at local, state, national and international levels.			✓					
106.	Develops practice environments that recognize, value, and demonstrate holistic			✓					
107.	Communicates consultation recommendations, including those that facilitate change.			✓					

Core Values	CV 5 Self-Reflection/Self-Care				
	CV 4 Education/Research				
	CV 3 Communication/Therapeutic Environment/Cultural Diversity				
	CV 2 Holistic Caring Process				
	CV 1 Holistic Philosophy/Theory/ Ethics				
	CV1	CV2	CV3	CV4	CV5
ADVANCE PRACTICE - 14. PROFESSIONAL PRACTICE EVALUATION					
108.	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.				✓
109.	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.				✓
110.	Engages in inter-professional processes to evaluate holistic patient care and organizational issues, given current practice standards and guidelines.				✓
111.	Synthesizes results of evaluations to determine the impact of care and propose changes in healthcare processes, and/or systems.				✓
112.	Critically examines integrative practices indicated in any treatment plan for their efficacy,				✓
ADVANCE PRACTICE - 15. RESOURCE UTILIZATION					
113.	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.	✓			
114.	Develops innovative strategies that consider resource utilization.			✓	
115.	Uses organizational / community resources to formulate inter-professional care plans.			✓	
116.	Develops evaluation strategies to demonstrate cost effectiveness, cost-benefits, and efficiency		✓		
ADVANCE PRACTICE - 16. ENVIRONMENTAL HEALTH					
117.	Actively uses self to create a safe, healing environment for clients and caregivers.	✓			
118.	Co-creates partnerships that promote sustainable holistic environmental health policies and conditions.		✓		
119.	Analyzes the impact of multiple forces (social, political, human, etc.) on the environment and quality of life.		✓		
120.	Critically evaluates popular media presentations of environmental health issues to promote change.		✓		
121.	Advocates for implementation of holistic environmental principles to create safe and healthy environments at the local, community, and global levels.		✓		
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.	Works to correct environmental factors that interfere with health and wellbeing from the local to global level.		✓		
125.	Leads nurses in implementing holistic environmental principles from the local to global level.		✓		