Professional Interview Guide Form

**Directions**

This form is used to guide your interview of an appropriate nurse leader. It will serve to act as an organizational assessment as well as guide you to discuss potential policy issues. See the NR708 Policy Analysis Project Guidelines found in Course Resources for more information.

|  |  |
| --- | --- |
| **Interview Sub-Topics** | **Comments** |
| Who: Name of the interviewer. |  |
| Whom: Name of the interviewee. |  |
| What: Describe the preparation, education, and credentials of the interviewee (the requirement is that the professional to be interviewed must at the minimum meet the requirements to serve as a potential preceptor for the DNP student’s upcoming practicum experience). The criterion is that the preceptor must be doctorally-prepared in nursing, ***and*** preferably (but not required) nationally-board-certified in the direct or indirect care area the student is pursuing (either an advanced practice nurse—CNP, CNM, CNS, or CRNA; ***or*** in nursing administration, nursing informatics, or nursing education). |  |
| Where:   1. Describe where the interviewee is employed 2. Describe their position within the organization. 3. How long has the interviewee been employed as this facility. |  |
| When: Describe when and where the interview took place. |  |
| Why:   1. Describe the purpose of the interview 2. Discuss the organizational assessment. 3. Discuss a selected policy issue of interest to the interviewee that could serve as a potential DNP project. |  |
| Organizational Assessment:   1. What are some problematic areas of the practicum site? 2. Is there one area that is more predominant that could serve as the interviewees practicum project? 3. Does the facility have any patient safety issues? 4. Are there staffing issues? 5. Are there practice issues? 6. Are there problems with sentinel events? 7. When there is a sentinel event, what is the process? If a nurse is involved, what is in place to make the nurse or nurses not feel penalized? 8. Are the procedures & systems compatible for help preventing mistakes? 9. How is the relationship between management & employees? Is there a good relationship? Are staff members expected to take shortcuts? Is management open for suggestions or improvements? Can the interviewee give examples to illustrate? Do staff members feel they can speak openly? Is there a process when staff members feel penalized or mistreated? 10. Do the different units of the hospital coordinate well? 11. Are quality and service metrics in acceptable ranges? 12. Are there any technology related implementations in process or planned? 13. Are there any other issues within the site that would benefit from a DNP change project? 14. What is the interviewee’s recommendations for a potential DNP project? |  |
| Choose the policy that the interviewee recommends for a potential DNP project; apply Bardach's Eightfold Process to discuss the selected policy issue in the following terms:   1. problem definition 2. evidence assembly 3. alternative consideration 4. criteria selection; 5. outcome projection 6. trade-off confrontation 7. decision-making 8. dissemination |  |
| Reflection:   1. Is the interviewee a good role model as a nursing leader? 2. What type of leadership style(s) are present in the organization? 3. Would the nursing leader be a good preceptor for the DNP project? 4. Is the policy selected consistent with the organizational assessment? 5. Would the policy selected by the interviewee be a good basis for the DNP project? |  |