

## Guidelines for Professional Attitudes and Behaviour

<p><b>Professional Expectations</b></p>	<p>Demonstrates respect for new or different attitudes, beliefs, values and practices. Demonstrates commitment to Cultural Safety. Maintains client dignity and safety and promotes client rights.</p>	<p>Validates perceptions about others' behaviour when upset by it. Acknowledges other's position. Takes responsibility for own actions. Accepts responsibility to work collaboratively with peers, lecturers and clinicians.</p>	<p>Actively listens, able to discuss and allows others to state their opinions. Able to maintain and terminate professional relationships with clients and colleagues. Uses appropriate communication channels with peers, lecturers and clinical agencies.</p>	<p>Contributes appropriately and effectively to groups. Demonstrates commitment to programme. Seeks new learning opportunities. Seeks guidance when necessary.</p>	<p>Comments are appropriate to the topic. Able to identify key points and generalise. Able to make ideas real. Able to problem solve. Able to apply concepts. Able to put ideas into context.</p>	<p>Able to plan and prepare for classes, study, assignment work and clinical practice. Meets deadlines. Follows processes and policies accurately. Appropriate use of supports.</p>	<p>Is aware of the professional responsibility of nursing and maintains a therapeutic relationship with client and families at all times. Maintains inter-professional relationships. Maintains professional boundaries.</p>	<p>Works within professional frameworks. Works within CPT, BN and agency policies, guidelines and standards. Speaks for self (support person providing support only). Demonstrates honesty and high level of personal integrity. Provides safe nursing care. Wears uniforms professionally.</p>
<p><b>Below Professional Expectations (continuance in the programme may be reviewed)</b></p>	<p>Is unwilling to allow others to have opinions or values different from their own. Labels others. Makes statements insulting to another person/s or group. Displays contempt for others.</p>	<p>Makes assumption about others or assumes own perceptions are the only correct ones. May mistreat others as hostile. Gestures anger or disinterest towards others. Avoids problem ownership. Responds with blame. Complains about others without satisfactory reason.</p>	<p>Fails to listen. Reframes topics and is unaware of doing so. Talks while others are talking. Dominates a discussion or talks over others. Makes statements that leave others afraid to speak. Is suspicious of others intent. Has difficulty maintaining professional relationships with clients or colleagues.</p>	<p>Unable to respond to questions or speak spontaneously. Some avoidance behaviours in interpersonal situations. Attendance minimal. Has difficulty hearing feedback or responding to guidance.</p>	<p>Comments (verbal or written) often off topic. Over-generalises in discussions. Has difficulty problem solving. Has difficulty staying on task. Unable to acknowledge context.</p>	<p>Ineffective study/work plan. Consistently absent or arrives late for class or clinical practice. Does not hand in or complete work on time. Frequent requests for extensions for assessments. Minimal or no use of available professional supports. Frequent personal crises/relationship upheaval. Failing course.</p>	<p>Personal and professional roles merge or become personal. Difficulty in distinguishing between a social / personal and a therapeutic relationship between nurse/client and nurse /interdisciplinary team. Has difficulty or is unable to terminate a relationship with client. Uses social media or a public place to discuss class or clinical issues.</p>	<p>Demonstrates behaviours outside professional frameworks or relevant policies, guidelines and standards. Allows others to speak for them. Uses any substance which could potentially affect clinical judgement. Does not recognise or have strategies to manage own health issues. Demonstrates dishonesty. Provides unsafe nursing care. Uniform not worn professionally.</p>