Elements of a Healthy Practice Environment

The Nursing Organizations Alliance™ believes that a healthy practice environment is supported by the presence of the following elements:

1. **Collaborative practice culture**
   - Respectful, collegial communication and behavior
   - Team orientation
   - Presence of trust
   - Respect for diversity

2. **Communication rich culture**
   - Clear and respectful
   - Open and trusting

3. **A culture of accountability**
   - Role expectations are clearly defined
   - Everyone is accountable

4. **The presence of adequate numbers of qualified nurses**
   - Ability to provide quality care to meet client/patient’s needs
   - Work/home life balance

5. **The presence of expert, competent, credible, visible leadership**
   - Serve as an advocate for nursing practice
   - Support shared decision making
   - Allocate resources to support nursing

6. **Shared decision making at all levels**
   - Nurses participate in system, organizational and process decisions
   - Formal structure exists to support shared decision making
   - Nurses have control over their practice

7. **The encouragement of professional practice and continued growth/development**
   - Continuing education/certification is supported/encouraged
   - Participation in professional association encouraged
   - An information rich environment is supported

8. **Recognition of the value of nursing’s contribution**
   - Reward and pay for performance
   - Career mobility and expansion

9. **Recognition by nurses for their meaningful contribution to practice**

These nine elements will be fostered and promoted, as best fits, into the work of individual member organizations of the Alliance.

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