



Professional RN Peer Feedback Tool

Peer Feedback for (name) _____ Title _____ Date _____

Your Title _____

Our Values

How do our values translate into professional RN behaviors? Below are examples of our values translated into professional behaviors as identified by members of the Professional Practice and Development shared governance council. Check the box for the behavior that you would consider a strength of the peer for whom you are providing feedback and describe why on the lines below or you may describe a behavior not listed that demonstrates one of the values.



Every moment matters. We're passionate about caring for our patients, our communities and each other, keeping everyone safe and well.

- ☐ Consistently includes family in the patient's care.
- ☐ Consistently respectful in interactions with peers, patients and families.
- ☐ Acts quickly to address patient and family concerns.



It's our ambitious spark that changes lives. We seek integrity and excellence, while taking every opportunity to spread our wings and redefine what it means to work in health care.

- ☐ Positive, can do attitude; does not give up.
- ☐ Seeks opportunities to grow.
- ☐ Adapts quickly to change; sees change as an opportunity for growth.
- ☐ Leads, has a game plan, gets the job done.
- ☐ Outcome oriented, focuses on achieving end- result.



We are all unique. We stand united, proud and respectful, always celebrating our differences.

- ☐ Acknowledges co-workers abilities; fosters growth.
- ☐ Celebrates achievements of peers.
- ☐ Self- sufficient; responsible.



We never settle. We're pioneers, always curious in our everyday tasks and our quest to shape the future of health care.

- ☐ Out of the box thinker, shares ideas.
- ☐ Embraces change and champions new ideas and processes.
- ☐ Trail blazer; risk taker.



We rely on each other. We couldn't do it on our own, and trust each other to perform seamlessly as one.

- ☐ Consistently uses Team STEPPS to improve teamwork and communication.
- ☐ Supports, coaches and mentors others.
- ☐ Identifies team opportunities to improve patient care.
- ☐ Builds connections, reaches out, expands network.

Peer Feedback:

Which Northwell Health value(s) stand out most when you think about your peer's strength(s)? Please provide an example of how they have demonstrated this value. _____

Which value is an area of opportunity for growth; please describe? _____



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For Peer Receiving Feedback:

Consider the feedback provided above and identify a professional development goal for this year. Some examples of professional development goals identified by members of the Professional Practice and Development shared governance council are listed below. My goal is: _____

Signature of person receiving feedback _____ Title _____

Examples of professional development goals.



- Consistent use of Team STEPPS strategies to improve communication.
- Considers the needs of the patient when discussing and planning assignments.
- Supports and encourages team members to follow SPH guidelines.



- Lead a unit based EBP project.
- Chair a unit shared governance council.
- Pursue an advanced degree, certification, career ladder advancement, etc.
- Become a champion for.....
- Lead a competency station.
- Develop an educational program.
- Seek a mentor.
- Join and actively participate in a professional organization.



- Engage in life-long learning, continuing education opportunities.
- Seek a new unit based experience such as charge nurse, precepting, EBP project, etc.
- Actively participate in unit shared governance committee and goals.
- Demonstrates initiative, follows through with...



- Lead a research project.
- Present posters and or podium presentations.
- Submit for publication.
- Chair a hospital committee or centralized shared governance council.
- Get involved with a service line initiative.



- Volunteer and participate in community events.
- Become a mentor.
- Role model teamwork.