

RATE YOUR ORGANIZATION

A. Within your organization, to what extent are the following methods used to enhance career management for the older nursing workforce? (circle your answer)

	Not interested 1	Not doing 2	Would like to do 3	Doing 4	Doing Well 5
Continuous development emphasis	1	2	3	4	5
Supervisor (manager) counseling	1	2	3	4	5
Career opportunity discussions	1	2	3	4	5
Formal Career Ladder program	1	2	3	4	5
Succession planning	1	2	3	4	5
Nurse exchange programs with other organizations	1	2	3	4	5
Tuition reimbursement	1	2	3	4	5
In-service education support	1	2	3	4	5
Age diversity training	1	2	3	4	5
Recruitment of older nurses	1	2	3	4	5

TOTAL SCORE FOR A _____

B. Rate your organization's efforts in these areas from 1 to 5: (write number on line)

	Not interested 1	Not doing 2	Would like to do 3	Doing 4	Doing Well 5
_____ Ergonomic assessment for all work spaces					
_____ Work redesign to eliminate lifting					
_____ Mentoring roles for experienced staff					
_____ Research, & quality assurance roles for experienced staff					
_____ Environment modification as needed in work areas (i.e. decrease walking)					
_____ Skills update in formats that are older worker friendly					
_____ Support for those transitioning to new roles or work settings (when needed).					
_____ Career management support at any age					
_____ Adequate financial support for continuing education/tuition					
_____ Lifestyle support (i.e. support for caregivers, travel leave options)					
_____ Wellness programs					
_____ Flexible hours/shifts/schedules					
_____ "Snowbird" opportunities (seasonal exchange of workers)					
_____ Visible pathways for redesigning work to match individual talents					
_____ Periodic review of RN job descriptions					

_____ **TOTAL SCORE FOR B**

COMBINED TOTAL SCORE: _____

How your organization scored:

- 125-101:** Excellent, congratulations!
- 100-76:** Very good, you are on the right track
- 51-75:** Keep working at it
- Less than 50:** Lots of work to be done