

2023 Magnet® Application Manual - 2025 Well-Being Excellence®

Application Manual Crosswalk

(Magnet – WBE crosswalk)

In 2026, the Commission on Magnet and the Commission on Pathway to Excellence completed an evaluation of the Magnet and Well-Being Excellence current standards to determine whether any conceptual relationship existed among the required elements. This evaluation identified five Magnet Sources of Evidence (SOE) and five WBE elements (Foundational Elements [FE] or Advanced Elements [AE]), which, while uniquely different, were determined to be highly correlated. The information below describes each program's standard and the written documentation evidence requirements for applicant organizations pursuing either dual designation as Magnet and Well-Being Excellence (WBE) or a single designation in one program and transitioning to the other.

Effective date of crosswalk: July 1, 2026, document submission

Crosswalk

The crosswalk includes the five Magnet SOEs and five WBE elements that were determined to be highly correlated, although distinct. The Evidence Standard column in the crosswalk indicates if deemed status applies. Deemed status indicates an applicant organization is not required to address an associated Magnet SOE or WBE element.

Magnet / WBE Crosswalk

Foundational Elements (FE) and Sources of Evidence (SOE)		
FE	Evidence Standard	SOE
FE 5 a. Formal structures are in place to ensure diverse interprofessional team members participate in shared decision-making that allow the opportunity to influence policies and quality improvement and b. A process is in place to facilitate ongoing feedback from the interprofessional team.	Magnet-recognized organizations applying for WBE are granted deemed status for FE 5. WBE-credentialed organizations applying for Magnet must address SE1EOa&b.	SE1EOa & b a. Using the required empirical outcomes (EO) presentation format, provide an example of an improved patient outcome associated with the participation of clinical nurse(s) serving as a member(s) of an organization level interprofessional decision-making group. AND b. Using the required EO

		presentation format, provide an example, from an ambulatory care setting, of an improved patient outcome associated with the participation of clinical nurse(s) serving as a member(s) of an organization level interprofessional decision-making group.
FE 13 Both 1) colleagues and 2) leaders provide meaningful recognition to employees who go above and beyond. Show evidence of: 1) Day-to-day recognition and 2) Formal recognition opportunities.	Proof of designation meets this standard for either program.	SE15 Provide one example, with supporting evidence, of the organization's recognition of an interprofessional group (inclusive of nursing) for their contribution(s) in influencing the clinical care of patients.

Advanced Element (AE) and Sources of Evidence (SOE)		
AE	Evidence Standard	SOE
AE 1 The organization involves employees in the 1) identification and 2) selection of well-being initiatives to offer.	WBE-credentialed organizations seeking Magnet meet deemed status for TL5a&b. Magnet-recognized organizations seeking WBE must address AE 1.	TL5a& b Provide one example, with supporting evidence, of the CNO's advocacy for and acquisition of organizational resources specific to nurses' well-being. AND Provide one example, with supporting evidence of a nurse's (exclusive of the CNO) advocacy for and acquisition of resources specific to nurses' well-being at the unit or department/division level.

AE 5 a. Interprofessional team members collaborate using data for 1) goal setting, 2) action planning, 3) monitoring, and 4) continuous improvement. b. Assessment of key performance metrics occurs at regular intervals and evidence of actions to address findings.	Magnet-recognized organizations applying for WBE meet deemed status for AE 5. WBE-credentialed organizations applying for Magnet recognition must address EP8EO.	EP8EO Using the required empirical outcomes (EO) presentation format, provide one example of an improved outcome associated with an interprofessional quality initiative led or co-led by a nurse (exclusive of the CNO). AND Using the required empirical outcomes (EO) presentation format, provide one example from an ambulatory care setting of an improved outcome associated with an interprofessional quality initiative led or co-led by a nurse (exclusive of the CNO).
AE 15 Learning needs are assessed beyond onboarding. Individualized learning opportunities are identified, and subsequent plans are developed for leaders, including access to mentors.	Proof of designation meets this standard for either program	TL9 Choose two of the following (one example must be from the ambulatory care setting, if applicable): a. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for clinical nurse(s). b. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for Nurse Manager(s). c. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for Nurse AVP(s)/Nurse Director(s). d. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for APRN(s). e. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for CNOs.