

American Nurse Enterprise Well-Being Resources to 2024 Pathway to Excellence® Application Manual Crosswalk

This crosswalk demonstrates how American Nurses Enterprise (ANE) resources that support workforce well-being align and may be used by organizations on the Pathway to Excellence® journey to establish or strengthen the essential elements of a positive practice environment. The crosswalk is designed to support thoughtful decision-making rather than prescribe a particular approach. The Pathway to Excellence® Program **is not prescriptive** and does not require the use of any specific initiative or resource. Organizations are encouraged to select strategies that align with their unique culture, goals, and operational needs. These ANE resources are provided as optional tools that may support well-being strategies and help demonstrate alignment with specific Pathway Elements of Performance (EOPs).

Because nurse well-being is multi-dimensional, resources may align with more than one EOP.

Please note:

- An organization's Pathway document submission should reflect the full range of well-being strategies used across the organization. The resources included in this crosswalk are examples only and **should not be deemed as the sole evidence** for the EOPs listed.
- Simply participating in or adopting an initiative is not sufficient evidence of meeting an EOP. Organizations should clearly demonstrate in their narratives how selected initiatives, programs, or resources are intentionally implemented, integrated into practice, and contribute to the processes described. The effectiveness of the submission lies not in naming the initiative itself, but in illustrating how it supports the organization's culture, goals, and the specific intent of the EOP.

Table 1: ANE Well-Being Resources to Pathway

Resource	Pathway Concept	EOP	Alignment (Evidence of Support)
Pathway to Excellence® Nurse Manager Toolkit	Leadership & Shared Decision-Making	EOP 1.1 EOP 2.4 EOP 2.5 EOP 2.6 EOP 5.10 EOP 5.11	Supports leadership development (orientation through continued development) and shared decision-making structures that promote a healthy work environment and staff well-being
Healthy Nurse, Healthy Nation®	Well-Being: assessment & engagement	EOP 5.1 EOP 5.2 EOP 5.11	Provides tools for assessing physical and mental health and supports awareness and engagement in well-being improvement efforts

Pathway to Excellence



Resource	Pathway Concept	EOP	Alignment (Evidence of Support)
Nurse Well-Being: Building Peer and Leadership Support	Well-Being: Organizational well-being strategy	EOP 1.8 EOP 5.2 EOP 5.3 EOP 5.4 EOP 5.10 EOP 5.11	Key resources for individual nurses up to organizational-level teams to utilize to promote well-being initiatives, including assessment, strategic integration, and nurse involvement in identifying and evaluating resources
Stress First Aid (SFA) for Healthcare Workers <i>Located Nurse Well-Being: Building Peer & Leadership Support Program</i>	Well-Being, Professional Development: Emotional support & stress response	EOP 5.1 EOP 5.9 EOP 5.11 EOP 6.7	Specific model provides a peer support framework and training that enables early recognition and response to stress, supporting compassion fatigue strategies and psychological recovery
Burnout Prevention & Resilience Training Modules	Well-Being: Burnout prevention & mental health support	EOP 5.1 EOP 5.2 EOP 5.11 EOP 6.4*	Supports implementation of evidence-based strategies to reduce burnout, raise awareness of mental health, and promote resilience across the workforce *alignment for narrative portion only
Workplace Violence Prevention Resources	Safety: Physical & psychological safety	EOP 3.3 EOP 3.4 EOP 3.11	Supports processes to prevent, report, and respond to workplace violence and discrimination, contributing to a safe and supportive work environment
Practice Transition Accreditation Program® (PTAP)	Professional Development: Transition to practice & support	EOP 6.1 EOP 6.2	Provides structured onboarding and transition programs that reduce stress and support new nurse integration and retention
Well-Being Excellence® Credential	Shared Decision-Making, Quality, Well-Being, Professional Development: Integration of an evidence-based well-being framework	EOP 1.1 EOP 1.2 EOP 1.8 EOP 4.5 EOP 5.2 EOP 5.3 EOP 5.9 EOP 6.6	Establishes organizational accountability for well-being through strategic planning, assessment, and continuous improvement initiatives Only bi-directional program alignment is shown; review Pathway-WBE crosswalk for uni-directional alignment and full details