

TL3

Q - My organization does not have all the levels that are requested in the source of evidence for TL3. How do I respond to the required source of evidence request statement?

Two examples must be provided for TL3. In the case of a flat organizational nursing leadership structure (i.e. either only Nurse Managers or only AVP/Nurse Directors) two examples are required using the nurse levels that exist in the organization. For example, if there are no Nurse Managers then the organization will need to supply two AVP/director examples.

TL6

Q - What is the definition of mentoring?

Mentoring is providing information, advice, support and ideas to a person in their current role. Note: The term mentor and preceptor are not used interchangeably. See glossary definition of mentor pg. 152.

TL7

Q - What is the definition of succession planning?

Succession planning is preparing a nurse *to move into* a new role. For Magnet purposes, the succession planning activities of the individual does not have to result in entrance into the new role. However, the activities that move(d) them into the new role must have occurred. See glossary definition on pg. 161

The intent is that nurses are being prepared through succession-planning activities to move into one of the four options listed. For example, succession-planning activities for the CNO role might include activities for the Associate CNO or another nurse executive preparing to assume (or already assumed) the CNO's responsibilities.

Q - My organization does not have all the levels that are requested in the source of evidence for TL7. How do I respond to the required source of evidence request statement?

Three examples must be provided for TL7 (one from an ambulatory setting) using the nurse levels that exist in the organization. If the applicant organization has a flat structure, the organization must provide three examples using the nurse levels that exist in the organization.

Q - Can I use a role not expressly identified in the four options listed? We have nurse educators, infection control, and other professional development specialist roles.

Only if one of these roles meets the definition of the four options provided. We recognize there are other opportunities for succession-planning but these four are the only options included in the Sources of Evidence.