

NURSING HOME PROFESSIONAL QUALITY IMPROVEMENT SELF-EFFICACY SCALE*

This questionnaire is designed to help us gain a better understanding of issues that may create difficulties for healthcare professionals in their quality improvement activities. Please indicate your opinions about each of the statements below by **circling** the appropriate number. Please do not place your name or any identifying information on this form. Please Fax complete form to # 215-371-3038.

Efficacy to Influence Decision making

1. How much can you influence the organizational decisions to make improvements in your facility?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

2. How much can you express your views freely on important quality assurance or performance improvement matters?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

Efficacy to Influence Facility Resources

3. How much can you do to get the best practice/evidenced based materials and technology you need for your facility?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

Quality Improvement Processes Self-Efficacy

4. How much can you do to influence the work flow of improvement activities at your facility?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

5. How much can you do to get through to the staff members who are most resistant to quality improvement activities?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

6. How much can you do to promote staff member interest in quality improvement?

1	2	3	4	5	6	7	8	9
Nothing		Very Little		Some Influence		Quite a Bit		A Great Deal

7. How much can you do to help the staff members stay focused on the care systems and processes that can have an outcome on care delivery?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

8. How much can you do to increase staff members' adherence to the processes and procedures that they have been taught in staff education?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

9. How much can you do to help staff members to work together on teams to conduct quality improvement projects?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

10. How much can you do to manage disruptive staff behaviors that work counter to your organizations quality improvement initiatives?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Efficacy to Enlist Staff Involvement

11. How much can you do to get staff members to become involved in quality improvement activities?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

12. How much can you assist managers in helping their employees be empowered to conduct quality improvement activities in your facility?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Efficacy to Enlist Community Involvement

13. How much can you do to get volunteers involved in working on quality improvement activities (e.g., administering satisfaction surveys)?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

14. How much can you do to get clinical or system expert trainings/webinars that promote quality improvement activities at your facility?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Efficacy to Create a Positive Organizational Climate

15. How much can you do to contribute toward making a healthy climate (e.g., blame free environment) which better supports quality improvement activities?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Efficacy to Perform Quality Improvement Activities

16. How much can you do to contribute toward leading a successful quality improvement meeting?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

17. How much can you do to help others find QAPI, Advancing Excellence and other quality improvement resources and materials?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Efficacy to be a Peer Counselor

18. How much can you do to help a colleague within your organization to be more effective in conducting quality improvement initiatives by helping them come to their own conclusions?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

19. How much can you do to help a colleague in another long-term care facility to be more effective in conducting quality improvement initiatives by helping them come to their own conclusions?

1	2	3	4	5	6	7	8	9
Nothing	Very Little		Some Influence			Quite a Bit		A Great Deal

Please comment on the difficulties encountered in completing this scale: _____

*Adapted from Bandura's Teacher Self-Efficacy Instrument