*Interview/Needs Assessment*

Unit:

Interviewee:

Interviewer:

**Please answer the following questions with as much detail and examples as you can think of.**

 **Let’s start by examining new graduates and less experienced nurses:**

1. Do you feel that new grads come prepared with the skills and knowledge required to work as a team member on your floor? Can you give me some specific examples of instances where you felt they were or were not prepared?
2. How do you deal with a new grad that does not have adequate knowledge or skill to work independently as a staff nurse on your unit after their unit orientation? Do you find individual learning plans, extended preceptor shifts helpful when they do not have the adequate knowledge?
3. Can you think of any issues regarding unit-specific orientation, and how well it prepares new hires to work independently? What about length of time of orientation? how preceptors are chosen/ suitability of preceptors who are not adequately equipped to orientate or are not experienced enough themselves?
4. Do you have any suggestions that would improve the orientation experience for new nurse hires on your unit?
5. What would your ideal unit-specific orientation look like?

**Now I’d like you to think about the more experienced nurses in your area (i.e. have been working in your area for greater than 3 years):**

1. How do you feel about their knowledge and skill level? Are there any large gaps in knowledge or skill set? Please elaborate. (prompt with) If yes, are these gaps related to a larger change in practice or as a result of infrequently used skills?
2. In what ways does your unit identify and address these gaps in knowledge (i.e. one-on-one performance plans, group activities,)? If no plan is in place, what do you think could be done?

**The next questions pertain to your entire nursing staff:**

1. Does the majority of your nursing staff recognize they have learning needs or do they rely on you and the other Team Lead’s and Managers to point out their needs for them?
2. What educational resources does your staff currently find most helpful? (i.e. Elsie, google, unit text books)
3. What do you think would be the preferred method of learning? (Prompt with the following if needed) E-learning, lunch and learns, in class, videos?
4. What do you see as a reasonable and attainable goal for nursing education support on your unit?
5. How could the educators be involved and support addressing unit-wide and nurse-specific learning gaps?