## Lenburg’s Eight Core Practice Competencies with specific subskills

<table>
<thead>
<tr>
<th>Competency Area</th>
<th>Subskills</th>
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| **1. Assessment and Intervention**      | a. safety and protection  
                      b. monitoring and data collection  
                      c. assessment, analysis, and planning  
                      d. therapeutic treatments and procedures  
                      e. utilization of medical equipment for monitoring & therapeutic intervention |
| **2. Communication**                    | a. oral skills: 1) talking, listening, with individuals  2) interviewing, history taking  3) group discussion, interacting  4) telling, showing, reporting  
                      b. writing skills: 1) clinical reports, care plans, charting  2) agency reports, forms, memos  3) articles, manuals, directions, instructions  
                      c. computing skills - documentation; information processing; application of nursing informatics as it relates to: 1) clients, agencies, other authorities  2) information search and inquiry  3) professional responsibilities |
| **3. Critical Thinking**                | a. data collection, evaluation; integrating pertinent data from multiple sources  
                      b. integration of theory and principles within clinical practice, analysis, planning  
                      c. problem solving; diagnostic reasoning; creating alternatives  
                      d. decision making; prioritizing; anticipates potential problems  
                      e. scientific inquiry; research process |
| **4. Human Caring and Relationship**    | a. morality, ethics, legality  
                      b. cultural respect; cooperative interpersonal relationships  
                      c. client advocacy  
                      d. relationship-based care  
                      e. teamwork and collaboration |
| **5. Management**                       | a. administration, organization, coordination  
                      b. planning, delegation, supervision of others  
                      c. human and material resource utilization  
                      d. accountability and responsibility; performance appraisals  
                      e. quality improvement; quality assurance |
| **6. Leadership**                       | a. collaboration; coalition building  
                      b. assertiveness; risk taking  
                      c. creativity, vision to formulate alternatives  
                      d. planning, anticipating, supporting with evidence  
                      e. professional accountability; role behaviours; appearance |
| **7. Teaching**                         | a. Target: individuals & groups; clients, families, community, co-workers, others  
                      b. health promotion; health restoration; effective self-care  
                      c. supporting patient and/or family goals for life and wellness  
                      d. coaching, mentoring, precepting, teaching  
                      e. assessment, protection, development, evaluation |
| **8. Knowledge Integration**            | a. integration of nursing, healthcare and related disciplines  
                      b. systems thinking and systems-based practice  
                      c. integrating analysis within systematic, care-focused communications (SBAR)  
                      d. specialty-focused care that is population-specific & individualized  
                      e. evidence-based practice and patient care |