

## 20 COMMON SELECTION CRITERIA FOR NURSES

Nursing is an incredibly important and essential component of healthcare systems around the world.

Nurses, like other disciplines in healthcare, must have an in-depth knowledge and understanding of their own responsibilities and what employers will expect of them. Selection criteria can help guide nurses to better understand what skills and attributes they need to be considered a suitable candidate for a nursing job. Even after being employed as a nurse, this selection criterion should still be followed to ensure a nurse is being professional, appropriate, and hard-working at all times.

1. Having good expertise and being well-trained
  - This is the first important criterion for evaluating a good nurse.
  - Must have experience in nursing placements or at least have graduated from a respected and recognized medical school.
  - Having professional nursing experience is a significant bonus.
2. Cautiousness
  - Being careful to provide the right kind of treatment to patients.
  - Knowing that only a small mistake can cause serious consequences for a patient's health and length of recovery.
  - This quality will often be trained by medical schools for students through exams and practice hours in class.
3. Good communication skills
  - Nurses must be in constant contact with their patients, and know how to listen to the patient's thoughts, questions and concerns.
  - Communicate openly and clearly with patients is essential,
  - Having a friendly and calm manner when interacting with patients can help them feel more at ease.
4. Strong mentality
  - Nurses must have a strong stomach and the mental ability to handle stressful or disturbing situations.
  - Nurses can build a strong mentality by having healthy outlets for stress outside of their job e.g. exercising, reading, learning a hobby.
5. Flexibility to quickly handle situations
  - Nurses must know how to quickly respond and react when urgent or difficult situations occur.
  - When a nurse can't handle a task themselves, they need to call for the relevant help immediately, whether that is another nurse or a doctor.
  - In some situations, nurses may need to improvise how to treat or talk to a patient, depending on the urgency of the problem.

6. Respecting and helping colleagues

- No matter what kind of medical environment you are a nurse in, you must always respect and help your colleagues.
- Teamwork and cooperating are essential for creating a healthy environment for the patients and medical staff.

7. Knowing how to empathise with patients

- As a nurse, being able to empathise with patients is one of the most important soft skills you can have.
- A patient's health and recovery should always be the number one priority for a nurse. Empathising with patients can help nurses provide the best possible care.

8. Strong mind and fitness routine

- Nurses must have good physical strength that can be achieved through exercise and strength training.
- Having strong mental abilities such as critical thinking and the ability to resolve conflicts are also essential skills to be a good nurse.

9. High self-esteem

- Having high self-esteem is important for a nurse's mental wellbeing.
- Patients and employers are more likely to trust nurses with high self-esteem because they are more confident in what they do and how they manage their responsibilities.
- Any nurse who does not feel confident in themselves and their abilities is less likely to provide good care and treatment for patients.

10. Honesty while practicing

- Be honest in the management and use of drugs and consumables for patients.
- Be honest in performing activities to care for patients and in administering or prescribing treatments.
- Be honest in recording information in a patient's medical record.

11. Maintain and improving practicing capacity

- Ensure you are qualified and capable of performing all required functions of a nurse.
- Adhere to all correct procedures and safety precautions when caring for patients.
- Continuously learning to build your career knowledge and skills as a nurse
- Participate in research and evidence-based studies if or when opportunities arise.

12. Ensuring safety for patients

- Maintain and follow the highest standards of safety for patients, yourself and your coworkers
- Take personal responsibility for all professional decisions and behaviors in patient care
- Intervene in a timely manner and report to the person in charge when detecting practical behaviors of the practitioner that do not safety of the patient.

13. Respect for the patient

- Respect the patient's age, sex, ethnicity and beliefs.
- Respect the patient's right to agency while you are caring for them.
- Ensure the best possible privacy for the patient during their care and treatment.
- Provide full information related to solutions and care activities for patients.
- Follow applicable laws when keeping secrets related to a patient's health.
- Treat others the way you would want to be treated.

14. Friendly to the patient and their family members

- Listen to any questions from the patient and their family members and respond with a kind and caring attitude
- Always have open and positive body language when dealing with a patient's family.
- Keep the patient's family up to date regarding how you are caring for and treating their family member.

15. Ensuring patients are continuously cared for

- Hand over the patient's condition to the any relevant medical team when new problems or other procedures have to be followed.
- Coordinate effectively with other hospital staff to ensure the patient is never left alone for too long.
- Ensure that every patient's medical files are up to date.

16. Give first aid in and respond to emergencies.

- Always follow the patient's health charts and readings so you can detect if any sudden changes occur.
- Ensure you know how to make administer first-aid treatments appropriately and how to respond in emergency treatment situations.
- Know how to Effectively coordinate with other staff members when providing first aid or acute care assistance to patients.

17. Proceed with proper care techniques

- Adhere to all necessary steps and processes of nursing procedures within your area of expertise.
- Proficient in being able to perform all necessary nursing techniques.
- Know how to comply with regulations regarding sterility and infection control.

18. Use the nursing process for care planning and intervention
  - Be confident when making a comprehensive and systematic assessment of the patient.
  - Gather and complete all appropriate information in the nursing record.
  - Analyse and accurately interpret information about the patient that you are qualified to.
  - Planning nursing care based on your judgement of the patient, and coordinating with colleagues, the patient's family, and the patient themselves when making big decisions for the patient's treatment and recovery plan.
  
19. Effective use of communication channels and audio-visual media in communicating with the patient and their family
  - Using available technology for communication and assisting patients, their families, other nurses and doctors, and the general community e.g. calling a patient's family so they don't always have to come to the hospital and potentially be exposed to sickness.
  - Determine the appropriate communication methods suitable for a patient and their family, depending on the type and severity of the patient's condition.
  
20. Always provide appropriate information regarding a patient's health to the patient themselves and also to their family.
  - Determine exactly what information can be provided to the patient and their family.
  - This can help a patient and their family to feel at ease if they know what is going on.
  - Know how to psychologically prepare yourself when about to explain any health complications that will affect the patient and/or their family