# Adapted Practice Environment Scale of the Nursing Work Index

Date Completed: _____Age:_____ Sex:_____

Clinical Training (RN____LPN____ MA____Other____ Specify: _____       Number of years at this level of training:_____

Number of years at this practice (circle one range): 0-1, 2-5, >5

**For each item, please indicate the extent to which you agree that the item is PRESENT IN YOUR CURRENT JOB. Indicate your degree of agreement by circling the appropriate number.**

| | | Strongly Agree | Agree | Disagree | Strongly Disagree |
|---|---|---|---|---|---|
| 1 | Adequate support services allow me to spend time with my patients. | 4 | 3 | 2 | 1 |
| 2 | Physicians and clinical staff members have good working relationships. | 4 | 3 | 2 | 1 |
| 3 | A supervisor that is supportive of the clinical staff. | 4 | 3 | 2 | 1 |
| 4 | Active development or continuing education programs for clinical staff. | 4 | 3 | 2 | 1 |
| 5 | Career development opportunities. | 4 | 3 | 2 | 1 |
| 6 | Opportunity for clinical staff to participate in policy decisions. | 4 | 3 | 2 | 1 |
| 7 | Supervisors use mistakes as learning opportunities, not criticism. | 4 | 3 | 2 | 1 |
| 8 | Enough time and opportunity to discuss patient care problems with other clinical staff. | 4 | 3 | 2 | 1 |
| 9 | Enough clinical staff to provide quality patient care. | 4 | 3 | 2 | 1 |
| 10 | A clinical staff manager who is a good manager and leader. | 4 | 3 | 2 | 1 |
| 11 | Enough staff to get the work done. | 4 | 3 | 2 | 1 |
| 12 | Praise and recognition for a job well done. | 4 | 3 | 2 | 1 |
| 13 | High standards of care are expected by the administration. | 4 | 3 | 2 | 1 |
| 14 | A lot of team work between clinical staff and physicians. | 4 | 3 | 2 | 1 |
| 15 | Opportunities for advancement. | 4 | 3 | 2 | 1 |
| 16 | Working with clinical staff who are clinically competent. | 4 | 3 | 2 | 1 |
| 17 | A manager who backs up the clinical staff in decision making, even if the conflict is with a physician. | 4 | 3 | 2 | 1 |
| 18 | Administration that listens and responds to employee concerns. | 4 | 3 | 2 | 1 |
| 19 | A training program for newly hired clinical staff. | 4 | 3 | 2 | 1 |
| 20 | Clinical staff have the opportunity to serve on policy or quality improvement committees. | 4 | 3 | 2 | 1 |
| 21 | Administrators consult with clinical staff on daily problems and procedures. | 4 | 3 | 2 | 1 |