

AMERICAN HOLISTIC NURSES CREDENTIALING CORPORATION



BACCALAUREATE PREPARED HOLISTIC NURSE (HNB) CORE ESSENTIALS AND COMPETENCIES

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BACKGROUND: BACCALAUREATE PREPARED HOLISTIC NURSE (HNB-BC) ESSENTIALS AND COMPETENCIES

A. Purpose of an Outline of Essential Knowledge

The Core Essentials for a Certification Program provides a general overview or framework of the knowledge, skills, behaviors, and attitudes needed for national certification in a specific role or specialty in professional nursing. The Core Essentials and Competencies presented here are for the Baccalaureate Prepared Holistic Nurse (HNB-BC) Certification Program.

B. Derivation of knowledge, skills, behaviors, and attitudes

Nursing practice is based on Standards of care (ANA, 2021); the competencies associated with each Standard specify the knowledge, skills, behaviors, and attitudes necessary to perform professionally (Appendix A). Core Values provide a context for implementation of the competencies. Thus, the Standards of Nursing provide the overall framework for professional nursing practice, and competencies *specify knowledge, skills, behaviors, and/or attitudes* needed for the practice as a professional nurse, and core values provide a *context* for nursing practice.

The Standards are identified by the profession; the competencies are derived from the literature and interviews of expert (role or specialty) practitioners; and the core values are defined by the specialty. Competencies are prioritized and validated by a practice analysis study (PAS) or role-delineation study (RDS). Relations among the Standards, Competencies, and Core Values are mapped and validated by members of the specialty.

C. Structure of the Core Essentials Outline and identified Baccalaureate Prepared Holistic Nurse (HNB) Core Competencies

The Baccalaureate Prepared Holistic Nurse (HNB-BC) Board Certification examination is based on the *competencies (which specify or operationalize the Standards), and are mapped within the context of the Core Values*. The Baccalaureate Prepared Holistic Nurse (HNB-BC) Essentials are framed within the context of five core values:

- Holistic Philosophy, Theories, Ethics
- Holistic Nurse Self-Reflection, Self-Development, and Self-Care
- Holistic Caring Process
- Holistic Communication, Therapeutic Relationships, Healing Environments, and Cultural Care
- Holistic Education and Research

The competencies were derived through an extensive review of the literature, and the Standards are drawn from the AHNA *Holistic Nursing: Scope and Standards of Practice*. (2019) 3rd edition. Silver Spring, MD-ANA and AHNA. Each competency shown below in Appendix A is organized within the context of the ANA standards of practice and within the AHNA Holistic Nursing Core Values.

D. The Baccalaureate Prepared Holistic Nurse (HNB-BC) Board Certification Examination

The Core Competencies Outline, found in Appendix A, provides study guidelines for the Baccalaureate Prepared Holistic Nurse (HNB) certification candidate. A Preliminary Blueprint for the examination is provided in Appendix B. The Blueprint, which provides the certification candidate information about the focus of the examination, was derived from the mapping of the competencies according to the AHNA Core Values and statistical findings of the most current RDS. The Blueprint is always adjusted according to the results of the most recent PA or RDS.

APPENDIX A
BACCALUREATE PREPARED HOLISTIC NURSE (HNB-BC) CORE COMPETENCIES
EMBEDDED IN THE AHNA STANDARDS of HOLISTIC NURSING PRACTICE

STANDARDS	CORE VALUES
1. ASSESSMENT: The holistic, registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation. The Holistic Nurse:	
1. Centers and grounds self before interacting with client.	CV 3 Holistic Caring Process
2. Recognize the client as the initial and most important source of data and authority of their own health and well-being by honoring their care preferences.	CV 1 Holistic Philosophies, Theories, and Ethics
3. Acknowledges own personal value/belief patterns may influence client-nurse interactions and takes measures to avoid any negative impact or influence on client care, nursing practice, and the practice environment.	CV 3 Holistic Caring Process
4. Creates a safe and empowering space in which the client is able to share their personal concerns, needs, and anxieties, especially when working with certain populations, i.e., BIPOC, LGBTQIA+, people with disabilities, veterans, or the homeless, who may experience increased levels of marginalization.	CV4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
5. Elicits client's story (to reveal context and complexity of the human health experience) with unconditional acceptance, and respect for inherent worth, dignity and unique attributes of every person.	CV 3 Holistic Caring Process
6. Prioritizes data collection activities based on client's perception of immediate needs/condition, and/or situation	CV 3 Holistic Caring Process
7. Collects data within the context of the holistic paradigm in a systematic and ongoing process using holistic nursing concepts and theories to guide data collection.	CV 3 Holistic Caring Process
8. Uses various ways of knowing, including empirical, aesthetic, ethical, sociopolitical, personal, narrative, reflective, innate, intuitive, spiritual, and curiosity and unknowing when gathering and validating data from and with the client.	CV 3 Holistic Caring Process

9. Assesses client's perceptions and meaning of signs/symptoms, health, illness, sickness, and wellbeing, as well as their understanding of the diagnosis, diagnostic procedures, and treatment plan including preferences for conventional and integrative health practices.	CV 3 Holistic Caring Process
10. Assesses client's learning needs, understanding of identified issues, and readiness to learn.	CV 3 Holistic Caring Process
11. Assesses client values, attitudes, beliefs, preferences, health practices, perceptions of self, including sexual orientation, gender identification; lifestyle patterns, family issues risk patterns; and cultural <i>practices</i> .	CV 3 Holistic Caring Process
12. Assesses client's physical, cognitive, emotional, psychosocial, energy fields, and spiritual dimensions, comfort status and related resources; and the client's interactions with others and their worldviews.	CV 3 Holistic Caring Process
13. Assesses cultural and environmental <i>factors</i> affecting client's wellbeing, including demographics, social determinants of health, and health disparities.	CV 3 Holistic Caring Process
14. Assesses and integrates knowledge and perceptions of significant others, other healthcare providers, as well as global and environmental factors in the data collection process.	CV 3 Holistic Caring Process
15. Assesses interactions between the client, significant others and social acquaintances.	CV 3 Holistic Caring Process
16. Assesses client's strengths, challenges, and available internal and external resources to support resilience and coping abilities.	CV 3 Holistic Caring Process
17. Documents relationships among diagnoses, patterns identified, expected outcomes, and evidence-informed, holistic care plan in a secure and retrievable manner.	CV 3 Holistic Caring Process
2. DIAGNOSIS: The holistic, registered nurse analyzes assessment data to determine the actual or potential diagnosis, or the issues expressed as challenges/problems/needs. The Holistic Nurse:	
18. Use holistic concepts and/or nursing theories to interpret meaning and identify relationships among the data collected.	CV 1 Holistic Philosophies, Theories, and Ethics
19. Synthesize and analyze data/information to identify patterns and variance to derive client specific holistic nursing diagnoses.	CV 3 Holistic Caring Process
20. Validates holistic nursing diagnoses, health challenges, issues and needs in partnership with client(s), and when appropriate with significant others, family, group, community, and other healthcare providers.	CV 3 Holistic Caring Process
21. Use standardized classification systems, technology, and support tools when available to document client's needs, diagnoses, and health challenges in a systemic manner that is easily retrievable and facilitates the desired expected outcomes and plan of care.	CV 3 Holistic Caring Process
22. Shares holistic nursing diagnosis with other healthcare members.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

3. OUTCOMES IDENTIFICATION: The holistic, registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation. (The holistic nurses value the evolution and the process of healing as it unfolds. Unfolding outcomes may not be immediately evident, due to the nonlinear nature of the healing process, so both expected or anticipated and evolving or emerging outcomes are considered). The Holistic Nurse:	
23. Partners and validates with clients, or significant others and colleagues when appropriate, to formulate individualized, culturally sensitive, realistic, measurable outcomes that emphasize, attaining, maintaining, or regaining holistic health, healing, wellbeing, or peaceful dying while honoring all phases of the person's healing process as defined by the client.	CV 3 Holistic Caring Process
24. Considers own abilities and expertise when defining outcomes with the client.	CV 3 Holistic Caring Process
25. Considers associated risks, benefits, cost, scientific data and evidence, and when creating expected goals.	CV 3 Holistic Caring Process
26. Facilitates client's understanding that different outcomes may evolve over time due to the nature of healing.	CV 3 Holistic Caring Process
27. Uses holistic nursing concepts and or theory to formulate client outcomes.	CV 3 Holistic Caring Process
28. Documents expected outcomes as measurable goals in a secure, ethical and retrievable manner.	CV 3 Holistic Caring Process
4. PLANNING: The holistic registered nurse develops a plan outlining primary strategies and suggested alternatives to attain expected outcomes. The Holistic Nurse:	
29. Co-creates, clarifies, and validates client's understanding of their plan of care which incorporates their values, beliefs, spiritual/health/cultural practices, preferences, choices, scientific evidence, and coping styles, that enhance the spirit, mind, body, and environment connections, growth and wellbeing across the lifespan.	CV 3 Holistic Caring Process
30. Facilitates client and significant others to explore holistic/integrative strategies and interventions, and related resources, that are compliant with current statutes, rules, regulations, and standards, when creating plan of care.	CV 3 Holistic Caring Process
31. Partners with client and significant others and interdisciplinary colleagues (as appropriate) to set a safe and realistic timeline for the care plan.	CV 3 Holistic Caring Process
32. Plans care, integrate evidence-informed practice, technology, and interdisciplinary collaboration which limits unwanted/unwarranted costs, risks, treatment or client suffering for the needs of diverse populations across the lifespan,	CV 3 Holistic Caring Process
33. Creates a safe environment for the nurse and client(s) to explore potential and alternative options, the client's decision-making, and negotiation of role-responsibilities to ensure a holistic, safe and efficient plan of care.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

34. Documents implementation and any modifications, including changes or omissions, using technology, standardized language and/or recognized terminology in a secure and retrievable manner.	CV 3 Holistic Caring Process
5. IMPLEMENTATION: The holistic registered nurse implements the identified plan (Sometimes the plan is not directed to clinical care but administrative, educational, or other foci). The Holistic Nurse:	
35. Integrates current holistic nursing trends, concepts, theory, research, and evidence-informed interventions specific to the client's perceived needs, problem(s), and/or situation to implement the holistic plan of care in a safe, realistic, effective, timely, person-centered and equitable manner.	CV 5 Education/Research
36. Uses multiple ways of knowing and knowledge, including evidence-informed practice, to implement therapeutic measures such as touch, sense, and energy therapies, in accordance with educational preparation, state laws, and professional and employer regulations.	CV 3 Holistic Caring Process
37. Uses themselves as an instrument of healing (e.g., a healing presence) to promote the client(s) capacity for optimal level of participation and problem-solving, honoring the person's choices and unique healing journey.	CV 3 Holistic Caring Process
38. Facilitates comfort using touch intentionally when appropriate for the client (i.e., culturally congruent with person's worldview).	CV 3 Holistic Caring Process
39. Partners with client in decision-making throughout the implementation process to ensure safe holistic and integrative practice that is culturally congruent with their needs and advocates for the needs of the diverse populations across the lifespan.	CV 3 Holistic Caring Process
40. Provides a virtual healing presence when implementing virtual care.	CV 3 Holistic Caring Process
41. Uses evidence-informed interventions, treatments, and strategies to achieve the mutually identified goals and outcomes specific to the client(s) needs and challenges.	CV 3 Holistic Caring Process
42. Documents implementation and any modifications, in a secure, ethical and retrievable manner.	CV 3 Holistic Caring Process
a) Coordination of Care: The holistic, registered nurse coordinates care delivery. The Holistic Nurse:	
43. Advocates for the client's self-knowledge as essential information in all phases of the holistic caring process.	CV 3 Holistic Caring Process
44. Advocates for and coordinates implementation of holistic care plan with intra/interdisciplinary teams across settings and caregivers to effect humane, dignified care, and facilitate safe transitions in continuity of holistic care.	CV 3 Holistic Caring Process
45. Facilitates client in establishing/maintaining relationships with healthcare providers that are conducive to dignified, humane holistic care, healing and attaining health goals.	CV 3 Holistic Caring Process

46. Documents the coordination and implementation of holistic care plan in a secure, ethical and retrievable manner.	CV 3 Holistic Caring Process
b) Health teaching and promotion: The holistic, registered nurse employs strategies to promote holistic health/wellness and a safe environment. The Holistic Nurse:	
47. Facilitates client's and significant others to access their self-knowing and inner wisdom to enhance and support growth, development, and wholeness.	CV 3 Holistic Caring Process
48. Creates safe learning environments that support the client in identifying and exploring their health teaching needs that enhance the spirit-mind-body-environment connections, holistic health promotion, disease prevention, and self-management topics.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
49. Uses health promotion and teaching-learning methods aligned with the clients' values, beliefs, health practices, developmental level, readiness and ability to learn, language, preferences, spirituality, culture, socioeconomic status, learning needs and/or situation.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
50. Seeks ongoing opportunities and uses feedback/evaluations from the client and significant others as indicated, to determine the effectiveness of the strategies utilized.	CV 3 Holistic Caring Process
51. Educates client(s) about intended effects/potential adverse effects of the plan of care and proposed /prescribed agents/treatments, cost benefits, integrative versus conventional approaches, treatments, procedures, and the effects of interventions on their health and functioning.	CV 5 Holistic Education/Research
52. Facilitates others to learn about holistic nursing, holistic health, conventional and integrative practices while advocating for consumer alliance and advocacy groups in holistic health and health promotion education.	CV 5 Holistic Education/Research
53. Partners with multiple sources, (e.g., clients, advocates, etc.) using available technology and resources to create health records and document results in a secure, ethical and retrievable manner.	CV 3 Holistic Caring Process
6. EVALUATION: The holistic registered nurse evaluates progress toward attainment of goals and health outcomes. The Holistic Nurse:	
54. Partners with clients and others, as indicated, in an ongoing systematic process to evaluate the effectiveness of the plan, determine factors that contribute to differences between expected and actual holistic outcome(s), to minimize client suffering and maximize their healing and well-being.	CV 3 Holistic Caring Process
55. Documents results of the evaluation in a secure and retrievable manner and shares evaluation data in accordance with state and federal regulations.	CV 3 Holistic Caring Process
56. Uses ongoing assessment data and evaluation to mutually revise, with persons involved: the plan, diagnosis, expected outcomes, and implementation; and explore the meaning of the health/illness experience.	CV 3 Holistic Caring Process

57. Disseminates evaluation results according to laws and regulations and documents and stores in a secure ethical, and retrievable manner.	CV 3 Holistic Caring Process
7. ETHICS: The holistic registered nurse practices ethically. The Holistic Nurse:	
58. Models ethics and philosophy consistent with holistic nursing's Core Values, ANA Code of Ethics with Interpretive Statement (2015a), AHNA Position Statement on Holistic Nursing Ethics, and other regulations and laws to articulate the moral foundation of holistic nursing and guide one's holistic nursing practice.	CV 1 Holistic Philosophy/Theory/ Ethics
59. Practices with compassion and respect and honors the inherent dignity, worth, autonomy, values, beliefs, and unique attributes of clients throughout all aspects of the holistic nursing process.	CV 1 Holistic Philosophy/Theory/ Ethics
60. Provides care that advocates for, supports, and facilitates client's beliefs, values, cultural traditions, sexual identification, gender identify, ethnicity, racial heritage, and other unique attributes in a developmentally, <i>culturally and ethnically</i> sensitive manner. .	CV 1 Holistic Philosophy/Theory/ Ethics
61. Honors and supports the individual as the authority/expert of their life experiences; advocating for their right to self-advocate, informed decision-making, and self-determination, even when their choices are incongruent with the biomedical and nursing values, attitudes, beliefs, prescriptions and standards.	CV 1 Holistic Philosophy/Theory/ Ethics
62. Honors and facilitates the natural development of and unfolding of the client's human processes, and inherent capacity for self-healing.	CV 1 Holistic Philosophy/Theory/ Ethics
63. Values and seeks to incorporate all life experiences as opportunities to find personal meaning, engage in ongoing self-awareness, self-reflection, self-assessment, and self-care strategies to enhance holistic well-being, and facilitate life-long learning, growth, and self-development.	CV 2 Holistic Nurse Self-Reflection/Self-Development, and Self-Care
64. Reflects on <i>the effect</i> of one's cultural and spiritual beliefs, life experiences, biases, education, and values on his/her/their professional practice.	CV 2 Holistic Nurse Self-Reflection/Self-Development, and Self-Care
65. Practices holistic, person-centered nursing care in a manner that preserves and protects the client's confidentiality autonomy, dignity, rights, values, and beliefs within legal and regulatory parameters.	CV 1 Holistic Philosophy/Theory/ Ethics
66. Informs the client(s) of the risks, benefits, and outcomes of holistic healthcare and assists persons in self-advocacy skill development, which includes making informed choices, including informed consent and informed refusal about their care.	CV 1 Holistic Philosophy/Theory/ Ethics
67. Demonstrates a commitment to and engages in the practice of holistic self-care strategies to manage stress, enhance wellbeing, and minimize moral insensitivity, compassion fatigue and burnout.	CV 2 Holistic Nurse Self-Reflection/Self-Development, and Self-Care

68. Demonstrates knowledge of the role and referral process of the ethics committee; participating in resolving ethical dilemmas with colleagues, community groups, and/or within an institution, organization, or system.	CV 1 Holistic Philosophy/Theory/ Ethics
69. Advocates for the holistic wellbeing of the global community with consideration for the economy, education, equity, inclusion, and social justice, and the well-being of the ecosystem of the planet and all life forms.	CV 1 Holistic Philosophy/Theory/ Ethics
70. Acts on behalf of individuals or groups who cannot seek or demand ethical treatment on their own and need to be advocated for and protected, i.e., minors, or vulnerable adults.	CV 1 Holistic Philosophy/Theory/ Ethics
71. Seeks available resources in formulating holistic, ethical decisions.	CV 1 Holistic Philosophy/Theory/ Ethics
72. Reports illegal, incompetent, or impaired practices and documents them in a secure, ethical, and retrievable manner.	CV 1 Holistic Philosophy/Theory/ Ethics
73. Advocates in nursing and policy for social equality, equitable healthcare, and justice in communities that are vulnerable and underserved, treating all clients with respect, dignity, and unconditional acceptance.	CV 1 Holistic Philosophy/Theory/ Ethics
8. CULTURALLY CONGRUENT PRACTICE: The holistic registered nurse practices in a manner that is congruent with cultural diversity and inclusion principles. The Holistic Nurse:	
74. Reflects on one's own values, beliefs, practices, cultural traditions and heritage and how it impacts on one's holistic nursing practice and interactions with others.	CV 2 Holistic Nurse Self-Reflection/Self-Development, and Self-Care
75. Respects and honors client's healthcare decisions based on their age, traditions, beliefs, family influences, lifestyle practices, stage of acculturation, and accompanying patterns of needs and care preferences.	CV4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
76. Provides non-discriminatory, culturally, and ethnically sensitive care, throughout the lifespan, that is reflective of the client's unique needs.	CV4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
77. Incorporates cultural awareness, sensitivity and practices that supports the client's holistic healthcare plan, related outcomes, and decreases stress associated with practices that are incongruent with their worldview and documents information in a secure, ethical, and easily retrievable manner.	CV4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
78. Promotes equal access to services, tests, interventions, health promotion programs, enrollment in research, education, and other opportunities.	CV 1 Holistic Philosophy/Theory/ Ethics

79. Considers the effects and impact of discrimination and oppression on practice within and among underserved cultural groups and advocating, as needed, for the client with other healthcare providers or within the organization or system.	CV 1 Holistic Philosophy/Theory/ Ethics
80. Communicates with respectful language and behaviors, using skills, tools, and medical interpreters and translators in accordance with clients' preferences and needs.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
81. Creates and facilitates healing environments that consider client values, beliefs, attitudes, perceptions of self, including gender identification, sexual identity, and cultural practices.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
82. Demonstrates cultural awareness and sensitivity by seeking knowledge of health beliefs, values, attitudes, traditions, and practices that are representative of the cultural worldview of individuals, families, groups and communities receiving holistic nursing care.	CV 1 Holistic Philosophy/Theory/ Ethics
83. Demonstrates respect, equity, empathy and unconditional acceptance in actions and interactions with whom they interact.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
84. Participates in ongoing, life-long learning to understand cultural preferences, traditions, values worldview, choices, and decision-making processes of diverse populations.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
85. Seeks to develop language and communications skills, positive attitudes, and behaviors that can be used to interact with people from cultures other than their own.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
86. Understands and applies knowledge of culturally-specific meaning of interactions, terms, content, skills and tools that are aligned with the client's culture, literacy, and language of the population served.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
9. COMMUNICATION: The holistic registered nurse communicates effectively in all areas of practice. The Holistic Nurse:	
87. Assesses one own's communication skills and effectiveness in encounters with individuals, families, significant others, and colleagues.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

88. Uses communication styles and methods that facilitate trust and demonstrate intention, presence, caring, respect, deep listening, authenticity, and cultural empathy.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
89. Uses communication knowledge and skills (i.e., active listening or deep questioning) to interact effectively within the client's and colleagues' worldview.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
90. Incorporates alternative strategies, technology, and resources to communicate effectively with clients' who have visual, speech, language or communications challenges, validating communication to ensure constructive, purposeful interactions.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
91. Assesses communication ability, health literacy, resources, and preferences of clients to inform and advocate for as needed, when communicating with interprofessional team and others.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
92. Facilitates negotiations of conventional and healing therapies/practices for program planning and continuity of care with intra/interdisciplinary colleagues.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
93. Facilitates inter/intra-professional communications and processes that enhance contributions of all members of the health team, and facilitate safe transitions and continuity in delivery of care.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
94. Provides information related to the use, efficacy, safety, and indications of holistic and integrative health practices aligned within the client's worldview and plan of care.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
95. Conveys accurate information to client(s), colleagues and others and documents in a secure, ethical and retrievable manner.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
96. Seeks and demonstrates continuous improvement of communication skills and maintaining healing and person-centered communications.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
10. COLLABORATION: The holistic registered nurse collaborates with the healthcare consumer, family, and other key stakeholders in the conduct of holistic nursing practice. The Holistic Nurse:	
97. Identifies, acknowledges and utilizes the expertise and contributions of diverse disciplines, approaches to healthcare, and key stakeholders to optimize attainment of desired holistic outcomes.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

98. Clearly articulates the holistic nurse's role and responsibilities within the team while engaging and maintaining compassionate, caring relationships with peers and colleagues.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
99. Partners with client(s) to advocate, when needed, for and effect change, enhance holistic care, and produce positive outcomes.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
100. Uses appropriate communication tools, techniques, and resources (including information systems and technology) to facilitate discussion among healthcare team members that protects client(s) dignity, respect, privacy, and confidentiality.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
101. Collaborates with client(s) and all stakeholders, optimizing available resources from diverse disciplines and systems to create, implement, evaluate, and document the holistic plan of care, that facilitate desired outcomes, in an ethical, secure retrievable manner.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
102. Participates in professional organizations in a membership capacity at local, state, national and international levels to expand promotion of holistic health and policies/legislation that promote and support access to equitable healthcare resources and delivery.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
103. Shares holistic nursing knowledge and skills with peers and colleagues at client-care conferences, inter-/intra professional team meetings, conferences, and other opportunities.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
104. Provides peers with feedback regarding their practice and/or role performance, as it affects the wellbeing of both the peer and their clients, using constructive language and sincere communications.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
11. LEADERSHIP: The holistic registered nurse demonstrates transformational leadership in the professional practice setting and the profession. The Holistic Nurse:	
105. Engages in teamwork and team building process that creates a harmonious work environment that promotes respect, trust, cooperation, consensus building, conflict resolution and optimal team performance.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
106. Works to create and maintain healthy work cultures that support and maintain respect, trust, and dignity of health care providers and all other stake holders.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
107. Advocates for United Nations Sustainable Development Goals, i.e., gender equality, decent work and economic development, and working in partnership to achieve the goals.	CV 1 Holistic Philosophy, Theories, Ethics

108. Engages in consultation with multi-disciplinary healthcare teams and documents interactions in a secure, ethical, and retrievable manner.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
109. Exhibits transformational leadership demonstrating creativity and flexibility through times of change, creating a safe environment for taking risks and exploration; encouraging innovation in practice and role performance; and valuing people as the most precious asset in organizations.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
110. Provides leadership in creating and supporting a healthy, sustainable environment locally to globally to expand the knowledge and practice of holistic nursing and holistic health.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
111. Utilizes trending patterns of care/outcomes and scientific evidence as these contribute to improving practice.	CV 5 Holistic Education/Research
112. Seeks to advance nursing autonomy and accountability and the practice of holistic care by serving in key roles in the work setting, participating in committees, councils, and in administrative activities.	CV 1 Holistic Philosophy, Theory, Ethics
113. Mentors colleagues for the advancement of holistic nursing practice, the profession, for quality holistic healthcare locally to globally.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
114. Defines a clear vision of one's holistic nursing practice, associated goals with implementation and evaluation plans to measure success.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
115. Participates in efforts to create and influence healthcare policy and legislation that supports equitable healthcare access, inclusivity, belonging, social justice, and services at the local, state, national, and global levels.	CV 1 Holistic Philosophy, Theory, Ethics
116. Proactively creates and promotes innovative ideas aimed at creating a caring environment conducive to client holistic health, healing, and well-being and expanding the knowledge and practice of holistic nursing and holistic health.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
117. Support appropriate balance between work and holistic self-care for one's self, thee lives of nurses and other colleagues.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
12. Education: The holistic nurse attains knowledge and competence that reflects current nursing practice and promotes futuristic thinking. The Holistic nurse:	

118. Seek, acquires, and integrate professional knowledge, skills, abilities, attitudes, and experiences pertinent to the practice of Holistic Nursing; changing needs of populations or settings, local to global health situations, and personal growth and development.	CV 5 Holistic Education/Research
119. Educate and mentor nurses new to holistic nursing to ensure successful enculturation, orientation, emotional support and optimal care.	CV 5 Holistic Education/Research
120. Participate in formal consultations or informal discussions, using current knowledge, including research findings, to address practice issues, expand clinical practice, professional performance, role development, and interdisciplinary collaboration.	CV 5 Holistic Education/Research
121. Identify modifications/accommodations needed in the delivery of education based on the client(s) needs.	CV 5 Holistic Education/Research
122. Maintain professional records that provide evidence of, self-assessment, self-reflection, self-development, competency, and life-long learning related to holistic nursing.	CV 5 Holistic Education/Research
123. Educate new nurses and others in holistic nursing philosophy, and the ethic that values all ways of knowing and learning.	CV 5 Holistic Education/Research
13. EVIDENCE-BASED PRACTICE/RESEARCH: The holistic registered nurse integrates evidence and research findings into practice. The Holistic Nurse:	
124. Recognize that evidence-informed practice contains three components: the client's self-knowledge and preferences, and the nurse's expertise and the best evidence.	CV 5 Holistic Education/Research
125. Critically analyze and utilize the best available evidence, including nursing theories and research findings, to guide one's self-care and holistic nursing practice decisions throughout the holistic caring process.	CV 5 Holistic Education/Research
126. Participate, actively and ethically, in holistic research activities when able; systematically inquire into healing, wholeness, cultural, spiritual, wellbeing, and related holistic health issues and concepts.	CV 5 Holistic Education/Research
127. Participate in the work of the research ethics committee or other formal committees or programs to share research findings with peers, clients, colleagues and others.	CV 5 Holistic Education/Research
128. Use research findings in the development of policies, procedures, standards of care and legislation from the local to global level.	CV 5 Holistic Education/Research
129. Support evidence-informed practice to improve holistic nursing care, programs and interventions and document practices in a secure, ethical and retrievable manner.	CV 5 Holistic Education/Research
130. Utilize presence, intentionality, compassion, and authenticity throughout the holistic nursing process to facilitate the individual's sense of comfort, safety, trust, holistic growth, health, healing and wellbeing.	CV 3 Holistic Caring Process

14. QUALITY OF PRACTICE: The holistic registered nurse contributes to quality nursing practice. The Holistic Nurse:	
131. Ensures that holistic nursing practice is safe, effective, efficient, equitable, timely, patient-centered, relationship-based, and grounded.	CV 1 Holistic Philosophy/Theory/ Ethics
132. Identifies inequities, barriers and opportunities for improvement of healthcare safety, effectiveness, efficiency, equitability, timeliness, satisfaction, and patient-centered care.	CV 1 Holistic Philosophy/Theory/ Ethics
133. Approaches clients as integrated, adaptive systems, interconnected with all other systems and the environment.	CV 1 Holistic Philosophy/Theory/ Ethics
134. Acknowledges that holistic health is a pan-dimensional state of well-being <i>as perceived by the client</i> .	CV 1 Holistic Philosophy/Theory/ Ethics
135. Advocates for, initiate and participate in quality improvement initiatives.	CV 1 Holistic Philosophy/Theory/ Ethics
136. Utilizes holistic nursing concepts and theories to help integrate one's knowing, doing, and being in practice.	CV 1 Holistic Philosophy/Theory/ Ethics
137. Monitors the quality and effectiveness of holistic nursing practice, identifying opportunities for quality improvement.	CV 1 Holistic Philosophy/Theory/ Ethics
138. Creates innovative quality-improvement activities/processes to decrease barriers and initiate and implement changes in holistic nursing, healthcare, and within organizations and institutional systems.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
139. Documents holistic nursing process in a manner that supports quality and performance initiatives, in a secure, ethical and retrievable manner.	CV 1 Holistic Philosophy/Theory/ Ethics
140. Practices/engages in self-care and contemplative practices (quieting practices) as a prerequisite to providing holistic care, which is foundational to expanding the consciousness of the nurse, and promotes moral resilience and stress management.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
141. Evaluates activities/processes implemented to remove/decrease barriers to holistic care.	CV 1 Holistic Philosophy/Theory/ Ethics
142. Works toward creating organizations that value sacred spaces and environments that enhance healing.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
142. Obtains and maintain professional certification in holistic nursing and other areas of expertise.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care

15. PROFESSIONAL PRACTICE EVALUATION: The holistic registered nurse evaluates one's own and others' nursing practice. The Holistic Nurse:	
143. Engages in regular and ongoing self-reflection and self-evaluation of one's own professional holistic nursing practice, identifying areas of strength and opportunities for professional growth and development.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
144. Engages in regular and ongoing self-reflection and self-evaluation of one's own professional holistic nursing practice, identifying areas of strength and opportunities for professional growth and development.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
145. Engages in self-reflection to explore how one's personal, cultural, and/or spiritual beliefs, experiences, biases, education, attitudes, and values affect care given to one's clients.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
146. Ensures that nursing practice is consistent with the Holistic Nursing Scope and Standards, and regulatory requirements pertaining to licensure, relevant statutes, current laws, rules, and regulations.	CV 1 Holistic Philosophy/Theory/ Ethics
147. Seeks feedback (formal and informal) from clients, and colleagues/peers/supervisors and others in respect to their professional practice.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
148. Participates in systematic peer review, providing formal and informal feedback, on their practice or role performance.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
149. Performs actions necessary to achieve holistic goals identified through the evaluation processes.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
150. Provides rationale/evidence for one's holistic nursing practice beliefs, decisions, and actions as part of the evaluation processes.	CV 2 Holistic Nurse Self-Reflection, Self-Development, and Self-Care
16. RESOURCE UTILIZATION: The holistic registered nurse utilizes appropriate resources to plan, provide, and sustain evidence-informed nursing services that are holistic, safe, effective, and fiscally responsible. The Holistic Nurse:	
151. Assesses the client(s) needs, as well as the local, regional, national, and global community associated resources available to achieve desired holistic health outcomes.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

152. Facilitates the client(s) in identifying and securing appropriate and available resources, while considering their circumstances, safety, complexity of tasks, cost-benefits, risks, efficiencies, and impact on practice when choosing interventions.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
153. Identifies, address, and report professional practices/allocation and utilization of resources that are discriminatory toward clients and/or staff.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
154. Engages in nondiscriminatory holistic nursing practices.	CV 1 Holistic Philosophy/Theory/ Ethics
155. Considers, assign or delegate tasks or resource utilization as defined by the state nurse practice acts, legal and policy parameters, and according to the knowledge and skills of the designated care-giver.	CV 1 Holistic Philosophy/Theory/ Ethics
17. ENVIRONMENTAL HEALTH: The holistic registered nurse practices in an environmentally safe and healthy manner. The Holistic Nurse:	
156. Acknowledges themselves as integral with the healing environment and that the well-being of the ecosystem of the planet is essential for the well-being of holistic human beings, and global peace, balance and harmony.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
157. Encourages and engage in activities that respect, nurture and enhance the integral relationship with the earth, and advocates for the wellbeing of the global community's environment, economy, education, and social justice.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
158. Models earth stewardship and proactively works to protect the holistic health and well-being of the ecosystem through professional and personal lifestyle choices, and the thoughtful, intentional, and appropriate use and disposal of healthcare delivery products in order to minimize the ecological footprint left behind.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
159. Assesses, advocate for, and promotes healthy work environments; considering factors such as sound, odor, light, clean air, food, shelter, etc. to ensure that health and safety needs of clients, nurses, and others are protected and healing environments can be created.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
160. Contributes to a sustainable environment that is conducive to enhancing the holistic, integral education of healthcare providers.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care
161. Promotes work environments that support understanding, respect, health, healing, caring, wellbeing, wholeness, and harmony.	CV 4 Holistic Communication / Therapeutic Relationship /Healing Environment / Cultural Care

APPENDIX B

BACCALAUREATE PREPARED HOLISTIC NURSING (HNB-BC) CERTIFICATION EXAMINATION BLUEPRINT

Baccalaureate Prepared Holistic Nurse-Board Certified (HNB-BC) Test Blueprint Areas

Test Blueprint Areas by AHNA Core Values	% of Test
A. Core Value 1: Holistic Philosophy, Theory, Ethics	19-21%
B. Core Value 2: Holistic Nurse Self-Reflection, Self-Development, and Self-Care	8-10%
C. Core Value 3: Holistic Caring Process	36-38%
D. Core Value 4: Holistic Communication, Therapeutic Relationship, Healing Environment, and Cultural Care	22-24%
E. Core Value 5: Holistic Education and Research	10-12%
Total	100%