

Applicant Example Phrases

This template is designed to assist you in writing your performance appraisal or a peer review. These examples of “useful phrases” may assist you with your comments when describing examples of professional practice.

The following are leading statements that have been aligned to reflect the differing levels of practice.

This is a guide only, and will be interchangeable within the levels. Please refer to the level of practice definitions.

- Be clear, specific, objective and constructive.
 - Focus on the competency and indicator
 - Avoid the use of the word “but” and instead substitute with “and” or “However”
- You are required to write an action and/or an example of practice, to help you think about “**how**” the competency and/or indicator is met

Competent Level Phrases

- I seek guidance and support with / by / through... if I need further information
- I am developing confidence with...
- I have gained knowledge / skills / the ability to... I demonstrate this by / through.....
- I have developed the knowledge / skills / the ability to... and demonstrate by / through...
- I demonstrate the ability to...and take responsibility for... I demonstrated this by / through...
- I manage / access / identify... which I demonstrated by / through...
- I demonstrate increasing efficiency in...by...
- I have consolidated knowledge / skills relating to... shown by / through...
- I demonstrate... by with / in...
- I recognise and value... which I show by / through...
- I ask for advice/ support / guidance / consult with...this has supported / enhanced my practice / knowledge / skills by...
- I have completed...which supports / advances my practice / knowledge / skills by... OR and incorporates this into practice through / by...
- I will utilise...to enhance / develop / promote... which i have shown by / through...
- I demonstrate accountability for own practice by...
- I recognise the importance of...and ensure this is incorporated into my practice by...
- I work in collaboration with...by...
- I participate effectively by...
- I contribute to...by...
- I have an awareness of ...and incorporate this into my practice through / by...
- I recognise when I need support / advice which has... supported / enhanced my practice / knowledge / skills by...
- I am proactive in seeking support / advice which ... supports / enhanced my practice / knowledge / skills by...

Proficient Level Phrases

- I am a resource for... which has supports / advances my own (and others) practice / knowledge / skills by...
- I act as a role model for colleagues by...
- I support my colleagues when by encouraging.....then reflect on
- I participate in changing the practice setting that recognises and integrates the principles of the Te Tiriti O Waitangi by...
- I demonstrate the principles of the Te Tiriti O Waitangi by ...to
- I participate in change in the practice setting that recognises and integrates the principles of Cultural Safety by...I role model / guide colleagues by ...
- I demonstrate collaboration by...
- Guide colleagues / junior / new staff by...
- I advocates for patients by...
- I regularly participate in quality improvements by... showing / improving.....
- I enjoy supporting others in...which has supported / advanced my own / & others practice / knowledge / skills by...
- I am able to work both autonomously and collaboratively to promote evidence based practice by...
- I (Actively) participate in...and support others by...
- My practice is holistically focused which is demonstrated by / through...
- I (Actively) contributes to clinical learning...when / by ...
- I take responsibility for self and others by...demonstrated by.....
- I recognise the importance of...and am proactive by...
- I demonstrate accountability for my own and others practice by...
- I will minimise risk to self and others by...
- I demonstrate in-depth understanding and am able to manage complex situations that contribute to client health outcomes by...demonstrated in / by / when ...

Expert Level Phrases

- I act as a role model by...showing expert
- I guides others to apply the principles of Te Tiriti o Waitangi by...when....demonstrated by....
- I guides others to implement culturally safe practice by...this is demonstrated by...
- I am a strong patient advocate which is demonstrated by...
- I demonstrate responsibility of clinical learning / development of colleagues by...when...for self and others when....
- I have extensive knowledge / experience in (clinical area)... this / which is reflected in / by... when
- I am committed to...which is very evident in my practice / by...when....
- I act as an advocate in the promotion of nursing within the healthcare team by...when / demonstrated by
- I initiate / guide quality improvement activities by...when...
- I initiate / guide changes in practice setting by...
- I act as a leader in nursing work unit / facility by...when...demonstrated by
- I provide leadership to others by / through...
- I deliver quality client care in unpredictable...challenging / complex situations by...when....
- I show innovative practice by...
- I have influence at a service, professional or organisational level through...demonstrated by / when
- I contribute to specialty knowledge by / through...
- I mentor/coach colleagues in...
- I am involved in resource decision making / strategic planning by.....

General Feedback Phrases

- Direct attention to...
- Broaden the understanding of...
- Assist with....
- Interpret...
- Qualifies...
- Illustrates, portray, depicts...
- Contribute to...
- Promote...
- Understand...
- Apply...
- Examine...
- Advise, anticipate...
- Articulate...
- Define...
- Clarify...
- Maintain...
- Participate in....
- Demonstrate ...to show...
- Use framework...
- Support by...