



# Pilot Test of a Theory-Based Instrument to Measure Nursing Informatics Leadership Skills

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## Appendix 1.

### Minnesota Nursing Informatics Leadership Inventory

The Minnesota Nursing Informatics Leadership Inventory (MNILI) questions are based on the competing values frameworks' four leadership cultures and 12 leadership skills. In addition, there are three questions related to Lewin's leadership styles (authoritarian, democratic or laissez-faire) and one question about leadership satisfaction. This basic structure repeats for four different nursing informatics leadership scenarios.

These 16 basic questions have five response options from 'not like me' to 'very much like me'. At the end of the survey, there are a few questions that will help us understand your answers in relationship to others, including age, occupation, and experience.

A key to successfully completing the MNILI for optimal self-discovery is to read each scenario, imagine yourself solving the challenge described in the scenario and answer the questions accordingly.

## Appendix 1. (con't) Minnesota Nursing Informatics Leadership Inventory

**Scenario 1.**

You are leading a professional healthcare informatics group or organization and you recognize an innovative opportunity to create a positive development as a leader in the field. You use your nursing values, vision and leadership skills and your influence to seize the opportunity to champion, fuel and foster the idea toward its rapid development. Which of the following are most like you in this situation? What is your satisfaction as a nursing informatics leader in this type of situation?

	Very much like me	Like me	Somewhat like me	Slightly like me	Not like me
I create novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I advocate for my novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I envision ideas and solutions for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set and achieve high stakes goals and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work to be recognized as the best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fulfill expectations quickly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I connect people and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I keep track of progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I obtain and manage resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I convene and connect people to address issues and create solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I guide and support others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I foster interpersonal dynamics within groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set the vision and let others decide how to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make the rules and enforce them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I empower and care about all voices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am highly satisfied with my leadership role in this situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### Minnesota Nursing Informatics Leadership Inventory

#### Scenario 2.

You are leading nursing informatics within a healthcare organization, and you realize that the nurses are at risk of burnout because of the overwhelming demands of new technology. The organization is experiencing high turnover rates and errors that result in patient injuries and lost revenue. You work with fellow leaders, using your data-based planning and decision-making skills to measure and monitor quality and efficiency, stabilize staffing and improve safety and compliance. Which of the following are most like you in this situation? What is your satisfaction as a nursing informatics leader in this type of situation?

	Very much like me	Like me	Somewhat like me	Slightly like me	Not like me
I create novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I advocate for my novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I envision ideas and solutions for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set and achieve high stakes goals and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work to be recognized as the best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fulfill expectations quickly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I connect people and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I keep track of progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I obtain and manage resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I convene and connect people to address issues and create solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I guide and support others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I foster interpersonal dynamics within groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set the vision and let others decide how to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make the rules and enforce them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I empower and care about all voices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am highly satisfied with my leadership role in this situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Appendix 1. (con't) Minnesota Nursing Informatics Leadership Inventory

### Scenario 3.

You are leading nursing informatics within a healthcare organization and you realize that the nursing informatics agenda is not visible or not well understood at the organizational level. You use your collaborative leadership skills to facilitate nursing involvement in informatics decisions at all levels, mentoring and developing nurses and other members of the healthcare team to ensure that nursing and other professional voices recognized as integral across the organization. Which of the following are most like you in this situation? What is your satisfaction as a nursing informatics leader in this type of situation?

	Very much like me	Like me	Somewhat like me	Slightly like me	Not like me
I create novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I advocate for my novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I envision ideas and solutions for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set and achieve high stakes goals and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work to be recognized as the best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fulfill expectations quickly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I connect people and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I keep track of progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I obtain and manage resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I convene and connect people to address issues and create solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I guide and support others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I foster interpersonal dynamics within groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set the vision and let others decide how to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make the rules and enforce them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I empower and care about all voices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am highly satisfied with my leadership role in this situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Appendix 1. (con't)

### Minnesota Nursing Informatics Leadership Inventory

#### Scenario 4.

You are the chief nursing informatics officer for a proprietary electronic health record software company. You charge your team with designing a new utility that supports rapid, transparent and effective communication across all disciplines, to ensure that nursing and interprofessional documentation options are explicitly patient-centered and visible to all clinicians. Your goal is to establish your software as industry leader with this utility. Which of the following are most like you in this situation? What is your satisfaction as a nursing informatics leader in this type of situation?

	Very much like me	Like me	Somewhat like me	Slightly like me	Not like me
I create novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I advocate for my novel ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I envision ideas and solutions for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set and achieve high stakes goals and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work to be recognized as the best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fulfill expectations quickly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I connect people and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I keep track of progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I obtain and manage resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I convene and connect people to address issues and create solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I guide and support others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I foster interpersonal dynamics within groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I set the vision and let others decide how to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make the rules and enforce them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I empower and care about all voices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am highly satisfied with my leadership role in this situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Appendix 1. (con't) Minnesota Nursing Informatics Leadership Inventory

**My age group**

- 31-40
- 41-50
- 51-60
- > 60

**My gender**

- Male
- Female
- Other

**My highest degree**

- Doctoral
- Master's
- Baccalaureate
- Other

**I am a Registered Nurse**

- Yes
- No

**I am board certified in nursing informatics  
(American Nurses Credentialing Center)**

- Yes
- No

**Years of experience as a nursing informatics leader**

- < 1
- 1-5
- 6-10
- 11-15
- 16-20
- > 20

**My current nursing informatics role  
(check all that apply)**

- Building and testing electronic health record solutions in a health system
- Chief nursing officer/Chief nursing informatics officer
- Clinician
- Consultant
- Data analyst
- Electronic health record trainer
- Educator – academic setting
- Policy development and analysis
- Professional organization leader
- Quality improvement
- Researcher
- Software developer
- Standards and interoperability organization
- Team leader
- Other

**Country**

- United States of America
- Canada
- Other: \_\_\_\_\_