

Relational Caring Questionnaire©
(Professional Form)
Ray and Turkel, 2005, 2007, 2017

Introduction:

Nursing is important to health care in the United States. This questionnaire is designed to assist nursing and health care organizations/hospitals to understand the important components of organizational caring. Your completion of this questionnaire implies consent to participate in this study. Assisting in this research will not in any way affect your status as a professional in this hospital or any health care facility.

This is strictly voluntary. Do not write your name on this questionnaire.

Demographic Information:

Directions:

Mark an "X" in the box or add the information requested which applies to you.

1. Gender: Female Male
2. Highest Completed Education
 Associates Degree
 BS (Non-Nursing)
 BSN
 MS (Non-Nursing)
 MS (Nursing)
 Doctoral Degree
3. Age: 21 – 25
 26 – 35
 36 – 45
 46 – 55
 56 – 65
 66 – 70
 Over 70
4. Cultural Background: Black or African American
(Check all that apply) Hispanic or Latino American
White or Caucasian American
Asian American
North American Indian
Other (Specify) (_____)
5. Job Status: Administrator (Non-Nurse)
Administrator (Nurse)
Registered Nurse
6. Years of Nursing and/or Administrative Experience:
- Under 2 2 – 5 6 – 10 11 – 15
16 – 20 21 – 25 26 – 30 Over 30

Questionnaire Directions and Example

Background:

Caring is important within health care organizations. Your responses to the statements on the following questionnaire will help identify and give researchers the opportunity to analyze your answers regarding factors important to the concept of organizational caring.

Directions:

Please answer the 26 numbered statements. Using a pen or pencil, mark an **X** in the circle that represents your response. Mark only one circle for each question. If your answer is that you **Agree** with the statement, then you would mark an **X** in the (4) for the statement as shown below.

Example:

2. Nurses are treated with respect by other professionals in the organization.
This frequently happens within the organization where I work.

Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
(1)	(2)	(3)	(X)	(5)

1. Nurses are valued as individuals. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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2. Nurses are treated with respect by other professionals. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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3. Nurses are able to live their values in practice. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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4. Nurses are involved in policy decisions that affect patient care. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Strongly Agree (4)	Agree (5)
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5. We see administrators making rounds and helping out when needed. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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6. The focus of administrators is working on the budget and attending meetings. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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7. Nurses receive effective communication from administrators, which means we know exactly what is going on and why decisions are made. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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8. Nurses are counted only as numbers. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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9. Nurses are trusted by administrators. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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10. Nurses treat each patient as an individual. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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11. Being there with the patient is part of nursing practice. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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12. Nurses recognize the needs of the family. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Strongly Agree (4)	Agree (5)
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13. Nurses integrate awareness of the patient's body, mind, and spirit in their practice. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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14. Listening is a way nurses build relationships with patients. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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15. Administrators providing support for what nurses do increases the loyalty of nurses. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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16. Administrators empower nurses to make changes in the organization. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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17. Nurses demonstrate compassion for what the patient is experiencing. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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18. Nurses are committed to the nursing profession. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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19. Nurses are viewed as organizational overhead rather than organizational assets. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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20. Support from administrators results in increased nurse retention. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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21. Administrators recognize the value of nursing. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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22. Awareness of the value of nursing facilitates the choices that administrators make when allocating the budget. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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23. The integration of interpersonal resources (caring, patient education professional nursing practice) with traditional economic resources (money, goods, services), is included in the budget. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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24. The relational partnership between practicing nurses and administrators guides economic choice making in the organization. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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25. Nurses have financial knowledge to participate in organizational decision making. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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26. A supportive relationship between the nurses and the administrators results in improved economic and patient outcomes. This frequently happens within the organization where I work.

Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
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