

Doctor of Nursing Practice (DNP) Applicant Reference Evaluation

Thank you for providing a reference for the applicant to the Doctor of Nursing Practice (DNP) program. Your honest, comparative assessment is an important part of our holistic review process. This evaluation is designed to understand how the applicant performs relative to others you have taught, supervised, or worked with in similar roles or stages of professional development.

Please use the following scale to rate the applicant's observed behaviors and potential for success in a rigorous, practice-focused doctoral program.

- When using the scale, note that a rating of “2” represents a strong, capable applicant who meets expectations for this level.
- Higher scores (3 or 4) should be reserved for applicants who clearly distinguish themselves above the majority of their peers.

Rating Scale

1. Below most individuals I have encountered.
 - a. Demonstrates behaviors or potential that are less developed than peers; would benefit from further experience or growth.
2. Comparable to the majority of individuals I have encountered.
 - a. Demonstrates behaviors and potential consistent with competent peers; performs at a solid, expected level.
3. Above most individuals I have encountered.
 - a. Demonstrates strengths that clearly exceed those of the typical peer; performance and potential are notably strong.
4. Among the top few individuals I have encountered.
 - a. Consistently demonstrates rare or outstanding behaviors and potential compared to peers in similar roles or stages.
5. No Opportunity to Observe

Attribute 1: Leadership Potential

1. The applicant displays emerging leadership qualities such as influence, initiative, professional presence, and effective time management.
2. The applicant is viewed by peers and colleagues as dependable and trustworthy.

Open-Ended Prompt:

Please describe how the applicant demonstrates leadership potential, initiative, or the ability to manage time and responsibility effectively while inspiring confidence in others. **(limit response text to 250 words)**

Attribute 2: Communication & Relationship Management

3. The applicant demonstrates empathy, active listening, and openness to others' perspectives.
4. The applicant builds and maintains positive relationships, manages conflicts, and demonstrates accountability in collaborative tasks or initiatives.

Open-Ended Prompt:

Please share an example of how the applicant collaborates effectively or contributes positively to team dynamics. **(limit response text to 250 words)**

Attribute 3: Professionalism

5. The applicant models ethical decision-making and integrity in their professional conduct.
6. The applicant manages stress effectively and maintains professionalism in high-pressure situations.

Open-Ended Prompt:

Please comment on the applicant's professionalism, ethical standards, and reliability in academic or clinical settings. **(limit response text to 250 words)**

Attribute 4: Growth-Oriented Mindset

7. The applicant approaches challenges as opportunities for growth rather than as deterrents, demonstrating intellectual curiosity and taking initiative to expand knowledge and skill.
8. The applicant is receptive to feedback and uses it to improve performance.

Open-Ended Prompt:

Please describe how the applicant demonstrates openness to feedback, adaptability, or self-directed learning that supports continuous self-improvement. **(limit response text to 250 words)**

Attribute 5: Professional Resilience and Determination

9. The applicant maintains motivation and focus even when progress is slow, or obstacles arise.
10. The applicant demonstrates self-awareness regarding strengths and areas for development that support perseverance.

Open-Ended Prompt:

Please provide an example that illustrates the applicant's professional resilience, determination, or ability to sustain performance through challenging circumstances. **(limit response text to 250 words)**

Recommendation for Admission:

- ☐ Without Reservation
- ☐ With Reservation (Please provide comments below)
- ☐ Would Not Recommend (Please provide comments below)