

Mechanism: Humanized Support

Approach to role: *Better care for patients*

View of AN: *Integral being with hard job*

"We are human beings, anything can happen to us. Even if we are close by, if we don't know how they are, we can't support them."

Supervisor Activities



Outcomes in AN

Attentive to ANs' own assessment of their needs

Actively engaged in addressing needs

Support to improve patient care

Feel supervisor recognizes and values her work

Takes initiative to resolve problems

Shared vision of importance of work