

# ATTRIBUTE FORM

## Reference Form for Doctoral of Nursing Practice (DNP) Program

THOMAS JEFFERSON UNIVERSITY  
JEFFERSON COLLEGE OF HEALTH PROFESSIONS  
JEFFERSON SCHOOL OF NURSING

**Applicant, please complete:**

Mail completed form to:  
Office of Admissions  
Jefferson College of Health Professions  
Thomas Jefferson University  
130 S. 9<sup>th</sup> Street, Suite 100  
Philadelphia, PA 19107-5233

Last Name	First Name	Middle Name
Date of Birth		
Address		

WAIVER OF RIGHT OF ACCESS TO EDUCATIONAL RECORDS: I hereby waive my right to view this confidential recommendation that is part of my education record in possession of the Office of Admissions and/or Registrar. I understand that I am under no obligation to sign this waiver.

Signature	Date
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The above applicant to the DNP program has selected you to provide a reference. Please complete both pages in this inquiry. Circle the box that best reflects your assessment of the applicant. If you have no basis for making a judgment, please check "Cannot Judge" column. Thank you for completing this evaluation.

Attributes	(5) Outstanding	(4) Above Average	(3) Satisfactory	(2) Below Average	(1) Inadequate	Cannot Judge
Current Nursing Knowledge	Thorough, systematic understanding of nursing	Keeps abreast	Familiar with most information	Possesses limited current information	Outdated; scattered and irregular knowledge of nursing	
Creativity	Generates new ideas; grasps new information easily	Contributes to development of new ideas	Supports the development of new ideas; deals adequately with information	Maintains status quo; requires assistance with new information	Fails to incorporate new information	
Initiative	A self-starter; seeks additional tasks	Resourceful; independent; paces self	Routine worker; requires supervision on new tasks	Frequent supervision required; relies on others for direction	Requires detailed instruction; dependent on others	
Accuracy	Always accurate; work shows great attention to detail	Seldom makes an error; careful	Adequate level of accuracy; occasional errors	Work is inaccurate	Makes frequent, avoidable errors	
Communication	Clear expression of ideas even under stress	Communicates clearly under unusual circumstances	Communicates clearly under usual circumstances	Acceptable communication under normal conditions	Difficulty communicating ideas and intentions to others	
Perseverance	Focused on objectives; completes tasks; overcomes obstacles	Focused; completes tasks with only appropriate direction	Usually focused; completes most tasks; requires some direction	Not well-focused; rarely completes tasks without direction	Changes objectives; unable to complete tasks without direction	

*Please turn page over to complete the Attribute Form.*

<b>Attributes</b>	<b>(5) Outstanding</b>	<b>(4) Above Average</b>	<b>(3) Satisfactory</b>	<b>(2) Below Average</b>	<b>(1) Inadequate</b>	<b>Cannot Judge</b>
Organization	Prioritizes and accomplishes tasks independently	Organizes work and accomplishes tasks with minimal direction	Reorganizes efficient ways of accomplishing tasks with some direction	Variable efficiency in managing tasks	Unable to prioritize tasks; disorganized work habits	
Leadership	Forceful leader; promotes top performance from others	Influences and inspires others; gets job done well	Receives routine cooperation; gets job done satisfactorily	Frequent difficulty in obtaining cooperation; difficulty getting job done	Does not understand how to get cooperation; poor discipline, too lax or severe	
Judgment	Logical; sounds judgment	Thinks clearly and positively under unusual conditions	Judgment good on routine matters	Fair judgment under normal circumstances; sometimes acts before thinking	Poor judgment; likely to make illogical decisions	
Adaptability	Highly flexible; can handle many varied assignments	Usually learns new assignments with normal supervision	Average amount of guidance needed to learn variety of duties	Has some difficulty when shifted to new/different assignments	Has considerable difficulty in adjusting to any assignments	
Dependability	Merits utmost confidence	Usually meets responsibilities carefully and correctly	Usually can be depended upon, but more guidance needed on important matters	Somewhat unreliable; requires occasional check on routine tasks	Unreliable; needs detailed supervision and follow-up	
Stress Tolerance	Thrives under pressure; enjoys challenges and problems	Tolerates pressure; tolerates crises better than most	Has average tolerance for crises; usually remains calm	Occasionally goes to pieces under pressure; is jumpy and nervous	Easily irritated; finds pressures intolerable	
Productivity	Energetic; highly productive	Usually does more than requires	Good; average output	Does only minimum requires	Insufficient; needs prodding	
Overall Potential for Doctoral Study	Highly likely to be successful in doctoral study	Likely to be successful in doctoral study	Has potential for success in doctoral study	Likely to have some difficulties in doctoral study	Unlikely to be successful in doctoral study	

<b><i>Thank you for your time and assistance in completing this form.</i></b>			
Last Name	First Name	Middle Name	Title/Position
Employer	Mailing Address		
E-mail	Telephone	Signature	Date