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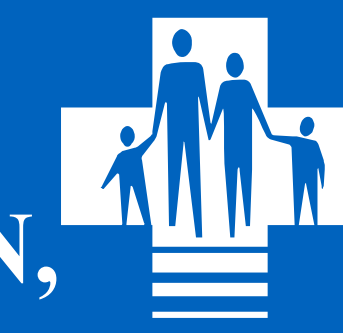
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# Evaluating the Perceived Value of Holistic Certification Among Nurses Using the PVCT-12 Tool

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## Background

- Holistic Nursing practices encompass Complementary Alternative Modalities (CAM) such as:
  - Mindfulness
  - M<sup>©</sup> technique
  - Aromatherapy
  - Holistic pain management, and more
- Nurses certified in Holistic Nursing are uniquely positioned to bring these approaches to patients, colleagues, and organizations (American Holistic Nurses Association [AHNA] & American Nurses Association [ANA], 2019).
- Demand is rising for holistic nursing approaches (Hines, 2022; Thornton, 2019).
- There have been few research studies focus on holistic nursing certification (Whitehead et al., 2019).

## Purpose

- The purpose of this study is to explore differences in perceived value, motivators, and barriers to certification between holistic-certified and non-certified holistic nurses using the Perceived Value of Certification Tool (PVCT-12).

## Goals/Objectives

### 1) Explore nurses' motivators for earning holistic certification

- Use the PVCT-12 to identify common intrinsic motivators reported by both holistic-certified and non-certified holistic nurses.
- Use the PVCT-12 to identify common extrinsic motivators reported by both holistic-certified and non-certified nurses.

### 2) Explore perceived barriers to earning holistic certification

- Use the PVCT to identify common barriers reported by nurses who have not pursued holistic certification.
- Compare the perceived barriers between holistic-certified and non-certified holistic nurses to determine significant differences.

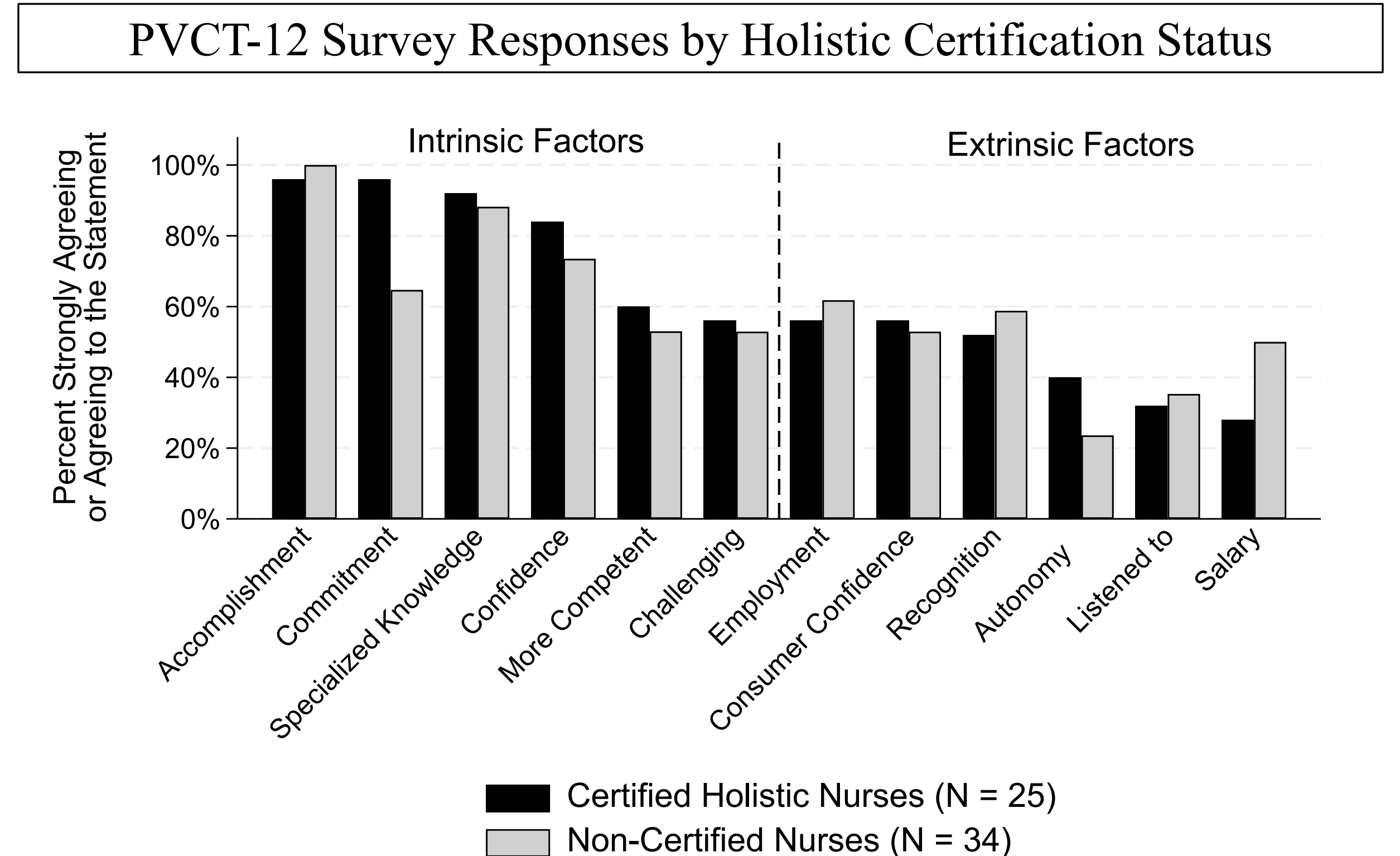
## Methodology

- Setting:** Large healthcare system in Northeastern United States.
- Design:** Quantitative, cross-sectional study using descriptive survey design.
- Sample:** Nurses employed by the healthcare system who either had holistic nursing certification or attended a 9-month holistic training.
- Survey Tools and Data Collection:**
  - SurveyMonkey® was used to administer the Perceived Value of Certification Tool (PVCT-12) and the survey was distributed four times in 2023.
  - Additional survey questions collected demographics and perceived barriers
  - PVCT-12 measures:**
    - Intrinsic values:* accomplishment, specialized knowledge, commitment, confidence, competence, and challenge (Competency & Credentialing Institute [CCI], 2010).
    - Extrinsic values:* employment, recognition, consumer confidence, salary, feeling listened to, and autonomy challenge (Competency & Credentialing Institute [CCI], 2010).

## Outcomes

- PVCT-12 results demonstrated that **the Commitment item (an intrinsic value) was statistically significant** between holistic certified nurses and non-certified holistic nurses (p=0.004).
- 96% of holistic-certified nurses agreed that obtaining certification demonstrates a commitment to the nursing profession compared to 64.7% of non-certified holistic nurses.

| Most Commonly Reported Barriers to Obtaining or Maintaining Certification   |
|---|
| <b>Other (45%):</b> <ul style="list-style-type: none"><li>Participants who were waiting to test or currently in holistic training</li><li>Covid-related lack of test readiness</li><li>Certified in another specialty</li><li>Unsure of test cost reimbursement</li><li>Unsure where to get review materials</li><li>Retirement</li></ul> |
| <b>Personal commitments (30.3%)</b>   |
| <b>Cost of exam (27.3%)</b>   |
| <b>Fear of failure (24.2%)</b>  |



## Conclusions

- Overall, both certified and non-certified holistic nurses expressed high levels of perceived value of holistic certification.
- Both groups agreed or strongly agreed with more intrinsic factors on the PVCT-12 compared to the extrinsic factors.
- Commitment was the only survey item that was statistically significant between the two groups.
- Extrinsic factors to further focus on at the organization level include:
  - Professional autonomy for certified nurses
  - Compensation structures for certification status
  - Communication and feeling listened to
- Recommendations to reduce barriers to certification include:
  - Educational courses/contact hours support to meet eligibility requirements
  - Paid study time to prepare for certification exams
  - Reimbursement for test cost with second attempt covered to reduce fear of failure

## References

- Available on printed sheet