The Magnet® rounding initiative prepared clinical nurses to proactively discuss elements of their nursing practice with our assigned Magnet® appraisers.

- Preparing for the Magnet® site visit should not be underestimated since organizations can fail their site visit.
- After passing the document review, the program director for Arnold Palmer Medical Center (APMC) enlisted the services of a consultant.
- Despite the use of multimodal teaching strategies, the consultant identified clinical nurses had a knowledge deficit related to the components of the Magnet® model and were hesitant to discuss their practice.
- Most clinical nurses expected the site visit would be similar to a Joint Commission survey where elaboration beyond specific questions is not encouraged, in contrast to exploration of practice during a Magnet® site visit.

Rounding assisted with the identification of challenging elements.

 Scores improved over time and clinical nurses exuded confidence as rounding progressed.

- 180 rounding sessions were completed from January through May.
- Identified elements remained challenging to describe throughout the entire process:
  - Care Delivery Systems.
  - Professional Practice Model.
  - Differences between research, evidence-based practice and performance improvement.
  - Patient satisfaction related to nursing care.

  Organizations that are preparing for the Magnet® site visit could benefit from utilizing a structured approach to assist clinical nurses to understand the more challenging elements that are pivotal to nursing practice.

