

# LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND  
CHANGE TEAMS MAKE LASTING  
IMPROVEMENTS IN HEALTH CARE

## Revised Professional Practice Environment (RPPE)

### *Tool's Purpose*

The Revised Professional Practice Environment (RPPE) is a multidimensional measure of clinicians' perceptions of their practice environment based on five elements that are predictive of Magnet hospital status (i.e., transformational leadership, structural empowerment, exemplary professional practice, new knowledge, innovations and improvements, and empirical outcomes) (Erikson et al., 2009).

### *Brief Tool Description*

- 39 items scored using a 4- point Likert scale. Eight components:
  - Handling disagreement and conflict (9 items)
  - Leadership and autonomy in clinical practice (5 items)
  - Internal work motivation (8 items)
  - Control over practice (5 items)
  - Teamwork (4 items)
  - Communication about patient (3 items)
  - Cultural sensitivity (3 items)
  - Staff relationships with physicians (2 items)

### *Knowledge to Action Framework Phase(s):*

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

*Available Languages:* English

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## Source to Access Tool:

- Standard Scale for the [Perception of EBP Attributes](#) (tool within the article - see Appendix 3)
- Dr. Dorothy Jones
  - Tool developer
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## Development Article/ Psychometric Article

- Erickson, J. I., Duffy, M. E., Ditomassi, M., & Jones, D. (2009). Psychometric evaluation of the revised professional practice environment (RPPE) scale. *JONA: The Journal of Nursing Administration*, 39(5), 236-243.