**An Independent Evaluation of the Queen’s Nurse Development Programme (QNDP)**

**A Journey of Discovery . . .**

**Prior to the QNDP participants felt . . .**

<table>
<thead>
<tr>
<th>Stuck</th>
<th>Stagnated</th>
<th>Stressed</th>
<th>Fatigued</th>
<th>Had vague expectations of the QNDP</th>
</tr>
</thead>
</table>

**During the QNDP participants . . .**

- Were inspired towards positive change, and inspired positive change in others...
- Developed authentic versions of themselves
- Experienced personal and professional fulfillment...
- Practiced honest self-expression
- Explored new creative ways of being; thinking and working; energy, motivation and empowerment.
- Were given the time and space to reflect and grow
- Embodied new, person-centred ways of being...

**After the QNDP participants . . .**

- Developed self-confidence, self-awareness, self-esteem and resilience
- Felt more motivated and efficient
- New levels of energy and empowerment
- Became revitalised and rejuvenated and began to see work through a different lens...
- Felt a sense of belonging to a ‘Community of Practice’ of Queen’s Nurses