

Cohen et al 1996, Hughes, 2003 -Progress of nursing through the 4 stages of political development

	Stage 1 (Buy-in)	Stage 2 (Self-interest)	Stage 3 (Political sophistication)	Stage 4 (Leading the way)
Nature of action	Reactive, with a focus on nursing issues	Reactive to nursing issues (e.g. funding for nursing education) and broader issues (e.g. long-term care and immunisations)	Proactive on nursing and other health issues (e.g. nursing's agenda for health care reform)	Proactive on leadership and agenda-setting for a broad range of health and social policy issues
Language	Learning political language	Using nursing jargon (e.g. caring, nursing diagnosis)	Using parlance and rhetoric common to health policy deliberations	Introducing terms that reorder the debate
Coalition building	Political awareness; occasional participation in coalitions	Coalition forming among nursing organisations	Coalition forming among nursing groups; active and significant participation in broader health care groups (e.g. taskforce on health)	Initiating coalitions beyond nursing for broad health policy concerns
Nurses as policy shapers	Isolated cases of nurses being appointed to policy positions, primarily because of individual accomplishments	Professional associations get nurses into nursing-related positions	Professional organisations get nurses appointed to health-related policy positions	Many nurses sought to fill nursing and health policy positions because of the value of their nursing expertise and knowledge
Building Relationships (Hughes,2003)	<p>Identification that there is a problem in one's relationships with others.</p> <p>Recognition occurs that relationships with others are integral to development</p>	<p>There are attempts to engage and listen to others, and ad hoc meetings occur.</p> <p>Learning occurs in regard to oneself and one's organisation., that relationships need to be built, networks are established .</p>	<p>Groups or individuals are categorised for their ability to problem-solve and manage relationships.</p> <p>Coupling or joining other groups (bandwagoning) occurs.</p>	<p>Relationship styles and process are modelled by other groups.</p> <p>A new strategic approach is developed, which others follow.</p> <p>Strategic alliances are common.</p>

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