

Table 1: Socio-demographic Characteristics of the Study Participants (N=54).

	Socio-demographics		
	Mean \pm SD	Frequency	Percent
Age categories			
• 21-30	39.87 \pm 9.56	13	24.1
• 31-40		13	24.1
• 41-50		14	25.9
• 51-60		12	22.2
Years in service in teaching institution			
• 0-10		28	51.9
• 11-20		15	27.8
• 21-30		8	14.8
• 31-40		3	5.6
Qualification			
• Baccalaureate		17	31.5
• master		16	29.6
• PhD		21	38.9
Position			
• Academic Administrator		1	1.9
• Professor		1	1.9
• Associate professor		6	11.1
• Assistant professor		13	24.1
• Lecturer		9	16.7
• TA/CTA		24	44.4
Specialization			
• Medical/surgical		19	35.2
• Critical care		9	16.7
• Pediatric		5	9.3
• Maternity		5	9.3
• Community		5	9.3
• Psychiatry		5	9.3
• Nursing Administration		6	11.1

Table 2: Pre-Clinical Measured Indicators of Students' Clinical Readiness.

Dimensions	% > 4	Mean	SD	IQD
Knowledge and Understanding	78.8	5.6558	.91746	.5
Willingness	86.5	5.9019	.80914	.5
Professionalism	86.8	5.9228	.96117	.5
Communication and Interaction	83.3	5.6636	1.04885	.5
Personal Attributes	91.8	5.8475	.87891	.5
Skills	82.4	5.8211	.98497	.5

Table 3: Descriptive Statistics of Ranked Students' Attributes.

Essential Attributes (6-7)	Mean	SD	% >4	IQD	*Cat.
The student complies with professional matters such as confidentiality	6.43	0.84	98.1	.5	Proff
The student is willing to ask questions and clarify to ensure understanding	6.28	0.89	96.3	.5	Will
The student is dressed appropriately for the placement (e.g. closed in shoes, uniform if appropriate, visible ID badge)	6.20	1.25	92.6	.5	Proff
The student arrives at the placement on time	6.20	1.19	88.9	1	Proff
The student is willing to work as a team with peers, colleagues and other health professionals	6.17	1.02	90.7	.5	Will
The student is willing to receive feedback/constructive criticisms	6.09	0.92	96.3	1	Will
The student's appearance is appropriate for the workplace and placement (e.g. hair, fingernails, jewellery)	6.09	1.28	92.6	1	Proff
The student demonstrates good observational skills	6.09	1.04	92.5	1	Skills
The student demonstrates a desire to learn	6.07	1.08	92.6	1	Pers
The student is attentive	6.06	0.93	96.2	1	Pers
The student demonstrates sound theoretical knowledge in basic sciences	6.06	1.08	92.5	1	Know
The student is willing to take responsibility for their own learning	6.06	1.09	90.7	1	Will
The student demonstrates effective communication and interpersonal skills with clients across the lifespan	6.06	0.96	90.7	1	Com
The student attends each day having demonstrated appropriate follow up from previous day	6.04	0.88	98.1	1	Proff
The student is polite	6.04	0.95	94.4	1	Pers
The student demonstrates problem-solving skills	6.02	1.12	92.6	1	Skills
The student has a thorough understanding of the code of conduct and ethics for their profession	6.02	1.24	87	1	Proff
Important Attributes (4 – 5.99)	Mean	SD	% >4	IQD	*Cat.
The student knows how to access information when a gap in knowledge or need for further information is identified	5.98	1.02	90.7	1	Know
The student demonstrates knowledge of the clinical assessment tools their educator is using to assess them	5.96	1.33	87	1	Know
The student is assertive	5.94	0.99	94.4	1	Pers
The student has foundation skills for the area of practice	5.93	1.16	87	1	Skills
The student shows initiative	5.89	1.07	90.6	1	Pers
The student is willing to discuss and exchange ideas to maximize patient care	5.89	1.06	88.9	1	Will
The student demonstrates respectful and non-judgmental communication	5.89	1.27	83.5	1	Com
The student demonstrates knowledge of basic treatment principles for common conditions	5.87	1.21	88.9	1	Know
The student is diligent	5.87	1.07	88.9	1	Pers
The student is sensitive/empathetic to client's needs and concerns	5.85	1.09	88.9	1	Pers
The student is willing to self evaluate	5.85	1.17	86.8	1	Will
The student has an understanding of own learning style	5.83	1.19	88.7	1	Know
The student has the ability to manage stress levels	5.81	1.08	90.7	1	Pers
The student is curious and asks questions	5.81	1.03	88.9	1	Pers
The student is proactive	5.80	1.09	94.4	1	Pers
The student is helpful	5.80	1.11	88.9	1	Pers
The student demonstrates effective written communication skills, in charts, letters and information for clients	5.80	1.16	87	1	Com
The student has self awareness of own limitations and is honest about current level of knowledge & skills	5.80	1.12	87	1	Pers
The student demonstrates basic knowledge of the key features of common conditions	5.80	1.22	85.2	1	Know
The student understands their role and is able to verbalize this	5.78	1.25	83.3	1	Proff
The student has good verbal and written skills	5.78	1.21	81.5	1	Skills
The student is creative	5.74	1.10	88.9	1	Pers
The student demonstrates time management skills e.g. use of a diary, to do lists	5.74	1.12	83.3	1	Skills
The student displays ability to maintain professional boundaries with patients/clients	5.72	1.16	88.9	1	Proff
The student demonstrates the ability to self reflect on performance, interactions and outcomes	5.72	1.20	87	1	Pers
The student demonstrates a thorough knowledge of therapy practices relevant to the area	5.72	1.28	83	1	Know
The student displays a willingness to take on board any appropriate requested task	5.70	1.04	87	1	Will
The student is prepared for first day having completed pre-reading and bringing learning resources relevant for clinical	5.70	1.41	83.3	1	Proff
The student is willing to try new techniques	5.67	1.20	85.2	1	Will
The student respectfully engages with people from a wide range of cultures and backgrounds	5.67	1.30	83.3	1	Proff
The student is willing to adhere to positive workplace culture and routines e.g. tidying up, cleaning	5.65	1.28	85.2	1	Will
The student demonstrates enthusiasm and interest in the placement	5.65	1.35	81.5	1	Pers
The student has capacity to adjust their interaction style to meet needs of audience, whether it be colleagues or clients	5.63	1.05	87	.5	Com
The student demonstrates social skills e.g. the ability to relate personally	5.63	1.17	83.3	.5	Skills
The student demonstrates the ability to apply oneself	5.61	1.19	84.3	1	Pers
The student is able to communicate professionally with members of multidisciplinary team	5.59	1.31	81.5	1	Com
The student has research skills to find basic information to fill in existing knowledge gaps	5.57	1.41	86.8	1	Skills
The student is self directed	5.56	1.19	77.8	1	Pers
The student demonstrates knowledge of forms of treatment that may be detrimental to a client	5.52	1.37	77.8	1	Know
The student demonstrates organizational skills	5.51	1.33	83	1	Skills
The student makes appropriate contact with facility/educator prior to the placement commencing	5.37	1.55	81.5	1	Proff
The student is willing to stray from their comfort zone	5.26	1.21	75.5	1	Will
The student is able to liaise with key stakeholders, such as organizing appointments	5.02	1.47	70.4	1	Com
The student demonstrates knowledge of other professions and their roles	5.00	1.36	68.5	1	Know
The student demonstrates some understanding about department or organization where they will undertake placement	4.72	1.62	63	1	Know

*Know indicates knowledge and Understanding; will, willingness; Proff, Professionalism; Com, Communication Interaction; Pers, Personal Attributes.

Table 4: Study Participants' Perception for Students' Pre-clinical Readiness' Attributes Across Different Dimension.

DIMENSIONS	Mean	SD	IQD	%> 4
Knowledge and Understanding				
The student demonstrates sound theoretical knowledge in basic sciences	6.06	1.08	1	92.5
The student demonstrates a thorough knowledge of therapy practices relevant to the area	5.72	1.28	1	83
The student knows how to access information when a gap in knowledge or need for further information is identified	5.98	1.02	1	90.7
The student demonstrates basic knowledge of the key features of common conditions	5.80	1.22	1	85.2
The student demonstrates some understanding about department or organization where they will undertake their placement	4.72	1.62	1	63
The student demonstrates knowledge of basic treatment principles for common conditions	5.87	1.21	1	88.9
The student demonstrates knowledge of forms of treatment that may be detrimental to a client	5.52	1.37	1	77.8
The student demonstrates knowledge of other professions and their roles	5.00	1.36	1	68.5
The student has an understanding of own learning style	5.83	1.19	1	88.7
The student demonstrates knowledge of the clinical assessment tools their educator is using to assess them	5.96	1.33	1	87
Willingness				
The student is willing to work as a team with peers, colleagues and other health professionals	6.17	1.02	.5	90.7
The student is willing to ask questions and clarify to ensure understanding	6.28	0.89	.5	96.3
The student is willing to try new techniques	5.67	1.20	1	85.2
The student is willing to discuss and exchange ideas to maximize patient care	5.89	1.06	1	88.9
The student is willing to receive feedback/constructive criticisms	6.09	0.92	1	96.3
The student displays a willingness to take on board any appropriate requested task	5.70	1.04	1	87
The student is willing to stray from their comfort zone	5.26	1.21	1	75.5
The student is willing to adhere to positive workplace culture and routines e.g. tidying up, cleaning	5.65	1.28	1	85.2
The student is willing to take responsibility for their own learning	6.06	1.09	1	90.7
The student is willing to self evaluate	5.85	1.17	1	86.8
Professionalism				
The student has a thorough understanding of the code of conduct and ethics for their profession	6.02	1.24	1	87
The student understands their role and is able to verbalize this	5.78	1.25	1	83.3
The student arrives at the placement on time	6.20	1.19	.5	88.9
The student's appearance is appropriate for the workplace and placement (e.g. hair, fingernails, jewellery)	6.09	1.28	1	92.6
The student is dressed appropriately for the placement (e.g. closed in shoes, uniform if appropriate, visible ID badge)	6.20	1.25	1	92.6
The student complies with professional matters such as confidentiality	6.43	0.84	.5	98.1
The student makes appropriate contact with facility/educator prior to the placement commencing	5.37	1.55	1	81.5
The student attends each day having demonstrated appropriate follow up from previous day	6.04	0.88	1	98.1
The student is prepared for the first day having completed pre-reading and bringing learning resources relevant for clinical area	5.70	1.41	1	83.3
The student displays ability to maintain professional boundaries with patients/clients	5.72	1.16	1	88.9
The student respectfully engages with people from a wide range of cultures and backgrounds	5.67	1.30	1	83.3
Communication and Interaction				
The student demonstrates effective communication and interpersonal skills with clients across the lifespan	6.06	0.96	1	90.7
The student is able to liaise with key stakeholders, such as organizing appointments	5.02	1.47	1	70.4
The student is able to communicate professionally with members of multidisciplinary team	5.59	1.31	1	81.5
The student demonstrates respectful and non-judgmental communication	5.89	1.27	1	83.5
The student has the capacity to adjust their interaction style to meet needs of the audience, whether it be colleagues or clients	5.63	1.05	.5	87
The student demonstrates effective written communication skills, in charts, letters and information for clients	5.80	1.16	1	87
Personal Attributes				
The student demonstrates enthusiasm and interest in the placement	5.65	1.35	1	81.5
The student shows initiative	5.89	1.07	1	90.6
The student is sensitive/empathetic to client's needs and concerns	5.85	1.09	1	88.9
The student has the ability to manage stress levels	5.81	1.08	1	90.7
The student demonstrates a desire to learn	6.07	1.08	1	92.6
The student demonstrates the ability to self reflect on performance, interactions and outcomes	5.72	1.20	1	87
The student has self awareness of own limitations and is honest about current level of knowledge & skills	5.80	1.12	1	87
The student demonstrates the ability to apply oneself	5.61	1.19	1	84.3
The student is attentive	6.06	0.93	1	96.2
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The student is self directed	5.56	1.19	1	77.8
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The student is polite	6.04	0.95	1	94.4
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The student is assertive	5.94	0.99	1	94.4
Skills				
The student demonstrates time management skills e.g. use of a diary, to do lists	5.74	1.12	1	83.3
The student demonstrates organizational skills	5.51	1.33	1	83
The student has good verbal and written skills	5.78	1.21	1	81.5
The student demonstrates good observational skills	6.09	1.04	1	92.5
The student has research skills to find basic information to fill in existing knowledge gaps	5.57	1.41	1	86.8
The student has foundation skills for the area of practice	5.93	1.16	1	87
The student demonstrates social skills e.g. the ability to relate personally	5.63	1.17	.5	83.3
The student demonstrates problem-solving skills	6.02	1.12	1	92.6

Table 5: ANOVA Analysis for Mean Differences among Students' Required Pre-clinical Professional Attributes as Perceived by Study Participants according to their Work Related Characteristics.

Variable Dimensions	Knowledge & Understanding			Willingness			Professionalism			Communication & Interaction			Personal Attributes			Skills		
	Mean	SD	Sig.	Mean	SD	Sig.	Mean	SD	Sig.	Mean	SD	Sig.	Mean	SD	Sig.	Mean	SD	Sig.
Years in teaching																		
• 0-10	5.83	.91	.10	5.97	.85	.43	6.00	.91	.28	5.88	.89	.02*	6.00	.81	.41	6.02	.90	.14
• 11-20	5.38	.92		5.75	.80		5.89	.88		5.64	.99		5.68	.99		5.65	.93	
• 21-30	5.19	.85		5.74	.78		5.46	1.31		4.69	1.3		5.43	.85		5.20	1.27	
• 31-40	6.40	.20		6.53	.32		6.67	.37		6.33	.60		6.15	1.21		6.42	.71	
Qualification																		
• Baccalaureate	5.95	.75	.07	6.11	.81	.45	6.21	.77	.33	6.00	.73	.05	6.09	.78	.25	6.20	.78	.08
• Master	5.81	.96		5.75	.84		5.88	.92		5.86	.90		5.87	.86		5.90	.85	
• PhD	5.29	.93		5.86	.80		5.73	1.11		5.24	1.25		5.60	.96		5.46	1.13	
Academic Position																		
• CTA	6.01	.75	.38	6.01	.83	.52	6.24	.73	.20	6.01	.75	.04*	6.10	.75	.29	6.16	.78	.14
• Faculty	5.35	.95		5.81	.80		5.68	1.06		5.39	1.18		5.61	.938 55		5.54	1.06	
Specialty																		
• Medical/surgical	6.09	.75	.02*	6.24	.68	.09	6.20	.78	.23	6.09	.77	.19	6.23	.77	.31	6.22	.88	.33
• Critical care	6.06	.57		6.12	.67		6.17	.68		5.76	.96		5.82	.95		5.67	1.02	
• Pediatric	5.45	.27		5.50	.84		6.04	.85		5.33	.46		5.81	.72		6.00	.62	
• Maternity	5.22	.59		5.08	.36		5.75	.51		5.80	.56		5.52	.53		5.56	.46	
• Community	5.10	.78		5.54	.89		5.31	1.56		4.77	1.33		5.38	.64		5.13	.82	
• Psychiatry	5.50	.91		5.86	.76		5.98	.74		5.53	1.75		5.87	.86		5.33	1.53	
• Nursing Administration	4.83	1.51		5.70	1.20		5.17	1.44		5.19	1.37		5.34	1.35		5.56	1.14	