



Become a
Watson Caring Science
Affiliate

“In this era in human history, what is happening demands an expanded, and dramatically different, unitary worldview. New evidentiary models are needed that align traditional empirical data with indicators of human caring and healing health. That’s where Watson’s Caring Science can be of benefit.”

**Jean Watson Ph.D., RN, AHN-BC, FAAN, LL (AAN)
Founder /Director Watson Caring Science Institute**

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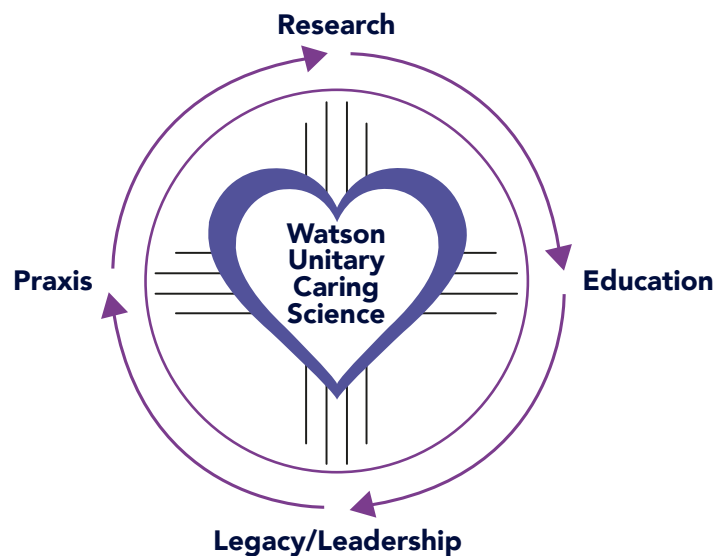


THE 10 CARITAS PROCESSES®

Watson's Caring Science Theory has codified the universals of human caring, transcending language, religion, and borders: those universals are identified and named, manifested or 'lived out' through the 10 Caritas Processes®. They are 10 universal truths or canons in which to live and work by.

1. EMBRACE altruistic values and practice of loving-kindness, compassion and equanimity with self and others.
2. INSPIRE Being authentically present, enabling faith/hope/belief system, honoring subjective inner, lifeworld of self/others.
3. TRUST Being sensitive to self and others by cultivating own spiritual practices; beyond ego-self to transpersonal presence.
4. NURTURE Developing and sustaining loving, trusting-caring relationships.
5. FORGIVE Allowing for expression of positive and negative feelings – authentically listening to another person's story.
6. DEEPEN Creatively problem-solving, solution-seeking through a caring process; full use of self and artistry of caring-healing practices via use of all ways of knowing/being/doing/becoming.
7. BALANCE Engaging in transpersonal teaching and learning within context of caring relationship; staying within other's frame of reference-shift toward coaching model for expanded health/wellness.
8. CO-CREATE Creating a healing environment at all levels; subtle environment for energetic authentic caring presence.
9. MINSTER Reverentially assisting with basic needs as sacred acts, touching mindbodyspirit of other; sustaining human dignity.
10. OPEN Opening to spiritual, mystery, unknowns – allowing for miracles.





WCSI Operational Structure

Watson's Caring Science is a living theory, ever evolving as nursing practice evolves.

Invitation

Hello and welcome to Watson Caring Science Institute's (WCSI) Affiliation program. First and foremost, we are here to support nurses, and our first responsibility is to uphold and uplift the profession. We do this because nurses are critically important to the health and healing of all people, including the nurses themselves, and the profession. The discipline of nursing deserves well designed, and well executed support. We also do this because, as Jean Watson says, "nursing is the paradigm exemplar of caring, the most mature healing practice in the world."



WCSI has developed a distinctive, organizational model based on Dr Jean Watson's Caring Science (also known as Unitary Caring Science). Dr Watson and WCSI Faculty experts, researchers and scholars have worked with nurses and other health care leaders all over the world to develop these indicators for our Affiliation program that embraces humanistic values. These indicators serve as a foundation for leaders and organizations to 'live-out' and showcase the act of caring in an authentic and meaningful way.

The aim of being an Affiliate with Watson's Caring Science is that it will lead to a meaningful organizational cultural transformation. WCSI current Affiliates have shared examples of how their adoption of Watson's Caring Science as their professional practice model can:

- improve patient quality care outcomes
- improve staff care
- create authentic healing environments
- reduce staff turnover
- support Magnet designation/exemplars
- ESG - aligns with Environmental, Social and Governance sustainability

The current healthcare model is awakening to the value of incorporating inner healing, emotional and mental health. This evolving view for humankind returns us to the heart of our humanity; it invites and requires practices to sustain human caring for humanity and the planet for our collective well-being. We appreciate your interest in Watson Caring Science Affiliation.

“By integrating the WCSI ethos of Caring Science into everything we do shows we are committed to providing outstanding caring science for patients, family and staff.”

Kelly Irving, MSN, RN, Associate Director Patient Care Services,
Michael E. DeBakey VA Medical Center, Houston TX





“Nurses and carers are being re-oriented toward indicators such as self-love, self-care, self-knowledge, self-control, and self-healing approaches. These address not only the individual, but also our collective humanness, and what it means to be human...”



Jean Watson
Ph.D., RN, AHN-BC, FAAN, LL (AAN)
Founder/Director Watson Caring Science Institute



To become a Watson Caring Science Affiliate, an organization must demonstrate a sustainable commitment to integrate the values, philosophy, and theory of Watson’s Caring Science. WCSI will offer ongoing support and resources, including customized training programs and consulting, with priority access to Dr. Watson, WCSI Faculty, experts, and scholars. This supports transformation to embed a caring-healing culture.

Watson Caring Science Affiliate / Distinguished Affiliate

We have identified **two levels** of designation: **Affiliate**, and **Distinguished Affiliate**. Both levels showcase and celebrate a commitment to Watson’s Caring Science, to broaden a caring healing environment for staff, patients and families, organizational culture, and communities.

- **Affiliation** – demonstrating the required indicators
- **Distinguished Affiliation** – for more advanced organizations; demonstrating required plus additional exemplary indicators.

Both Affiliate & Distinguished Affiliate organizations will demonstrate commitment to Watson’s Caring Science using the indicators described under four categories: Legacy/Leadership, Education, Praxis & Research. Affiliate leaders are encouraged to disseminate their Watson Caring Science practice model and outcomes through scholarly publications, research, and international workshops and conferences, thereby contributing to the nursing field.

*“So glad Magnet highlighted our Watson Caring Science
Integration as one of our 7 exemplars!”*

Grissel Hernandez, PhD, MPH, RN, HNB-BC, Caritas Coach®,
Executive Director, Center for Education and Professional Development,
Stanford Health Care





Watson Caring



Science Institute

Watson Caring Science Affiliate Required Indicators

To apply, please use the following required indicators to guide your application for affiliate success. These have been created to help you identify authentic practices of Watson's Caring Science theory and 'living out' the 10 Caritas Processes.[®] Required indicators are grouped under: Legacy/Leadership; Education; Praxis, and Research. Please provide an example addressing each bullet point.

Legacy/Leadership

Sustaining the healing environment culture of caring for staff, colleagues, patients and their family, and communities.

- Evidence of alignment of organization mission, vision, values with Watson Caring Science (WCS) philosophy and theory
- A minimum of 2 Caritas Coaches[®], Caritas Leader[®] (completed, currently enrolled, or accepted onto program) or other Caring Science Scholar/Champion appointed within your system
- Evidence of budget/time allocation for staff attendance in integrated medicine/WCSI programs to support ongoing human caring culture
- Presence of Watson's Caring Science branding, logos, and language to promote a whole system consciousness and intentionality



Education

Evidence of Watson Caring Science theory, values and philosophy in learning/teaching methodologies

- Design or provide examples of Watson's Caring Science curricula and pedagogies in professional development and training programs
- Visible evidence of caring language, art, and artistry for staff, colleagues, and communities in professional development led by Caritas Coaches®
- Evidence of staff attendance/participation at WCSI presentations, programs, workshops

Praxis

Exemplary practice of informed loving kindness using Watson Caring Science theory, values, morals, and philosophy

- Evidence of one or more example how Caritas Processes® is utilized as a theoretical philosophical guide to patient family care
- Evidence of caring-healing modalities that promote healing and self-care for staff or patients/clients (e.g. intentional touch, reflexology, music, aromatherapy, sound, visualization, imagery, and relaxation, etc.)
- Presence of staff wellness and self-care options that align with Watson's Caring Science theory (e.g. 'Watson Rooms' healing space, sanctuaries, quiet spaces for staff renewal)
- Visible evidence of Staff Caritas Practices that celebrates and honors their uniqueness such as through language, art, artistry

Research/Inquiry

Participation in Clinical Caring Scholarship

- Use of Watson's Caring Science theory and framework to guide scholarship and research
- Conduct or participate in research projects with WCSI (e.g. Caritas Coach®; Caritas Nurse®/Partner™ projects)



Distinguished Affiliate Recognition

Watson Caring Science Affiliates who have met the required indicators may submit **additional examples** to be recognized as a Distinguished Caring Science Affiliate. Please choose one or more from each category.

Legacy/Leadership

- Joint collaboration with WCSI on grants/funding opportunities for program development
- Disseminate the return on investment, value and metrics of Watson's Caring Science as professional practice model with peers and colleagues

Education

- Evidence of progression routes for staff to develop their caring science knowledge and integration (e.g. Caritas Coaches® become Caritas Leaders® or mentor colleagues/ share integrated medicine modalities with others)
- Co-create new innovative programs to authentically advance Watson's Caring Science within the organizational culture (e.g. Caritas Nurse®, Caritas Partner™)



Praxis

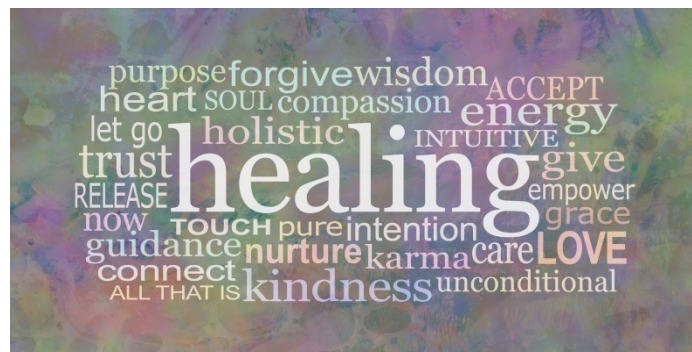
- Documentation of patient/nursing caritas moments in medical health records
- Identify and share patient stories of exceptional caring (e.g., Lotus Recognition™, DAISY Awards, case studies etc.)
- Advance Watson's Caring Science as an interdisciplinary practice model with peers
- Organization encourages and values staff to advance their expertise in Watson's Caring Science and /or healing modalities (e.g., integrative nursing such as Healing Touch, reiki, aromatherapy, etc.)

Research/Inquiry

- Evidence of staff presentation of Watson's Caring Science scholarship/research through publications, speaking engagements and workshops
- Participation in clinical caring research and scholarship to assess outcomes of the patient care experience (e.g. Watson Caritas Measures®)

“Our Shared Leadership Councils have chosen the Theory of Caring Science to guide our professional practice. Every Cedars-Sinai nurse is a Caritas nurse.”

Dr. Anita Girard, DNP, CPHQ, NEA-BC, VP and CNO,
Cedars-Sinai.



Privileges and Benefits for Watson Caring Science Affiliates

WCSI is dedicated to supporting your Watson Caring Science journey. We celebrate your successes and achievements nationally and internationally. Privileges include:

- Priority access to Dr. Jean Watson and WCSI faculty to co-create customized programs. This can be virtual or onsite
- Discounted consultation fees to engage Dr. Jean Watson/WCSI Faculty. This can include both formal and informal programs, such as observational feedback, and consultation on program/process/organizational strategy and research
- Permission to use, without cost, Jean Watson LLC Registered IP Trademarks. WCSI will provide you with certificates & logos
- Virtual access to Jean Watson/WCSI Faculty such as webinars and conference calls twice yearly
- Tuition waived annually for 1 place for *Distinguished Affiliates* on our Caritas Coach Education Program®, certified by the American Nurses Credentialing Center (ANCC). (1 per year)
 - o In addition, significant discount cost for all other participants
- 20% discount on bulk orders (50+) from the WCSI Caring Store
- Public recognition on WCSI's website as a Watson Caring Science Affiliate
- Opportunities for joint marketing with WCSI; sponsorship of International Caritas Consortium (ICC) and other activities
- Publicity and promotion: WCSI will actively collect and collaborate with your organization to highlight best practices, exemplars, and models for this work for our world



Fees and Application

To apply, please reach out to Dr. Jean Watson in the first instance to WCSI indicating your commitment: **jean@watsoncaringscience.org**

Thereafter, Dianne Reid, WCSI Program Enrichment Director will act as your main point of contact: **dianne@watsoncaringscience.org**

We will work with you to ensure you have the right processes in place to succeed.

- Once successful, WCSI will create joint press info and supply you with branding, logos and other ‘welcome basket items.’
- Once designated, Affiliates will be asked to submit a ‘light touch’ Annual Report. This is an opportunity to share your successes with the WCSI community.
- Affiliation is a recommended (optional) 3-year commitment. The fee is determined based on the size and scope of the organization and ranges from 25k to 100k annually.

Benefits and fees subject to change without notice.

WCSI is a 501c3 non-profit organization. Tax ID# 26-0803334



Watson Science Caring Institute
www.watsoncaringscience.org

Updated 4.10.2023 Version 3.3