

Supplementary table S1

Table S1. The search strategy in databases.

	English Keywords PubMed		English Keywords CINAHL		English Keywords PsycINFO
#1: Target group	Bachelor[Title/Abstract]	Education, Nursing,	Ti	MH Education, Nursing,	Ti.ab.
	Baccalaureate	Baccalaureate [Mesh]	BSN	Research-Based	Evidence based
	Bachelor's	Nursing Education	Advanced nursing	MH Education, Nursing,	practice
	Undergraduate	Research [Mesh]	practice	Theory-Based	BSN
	BSN	Education, Nursing,	MANP	MH Baccalaureate Nurses	MANP
	practitioner *	Graduate [Mesh]	Advanced practice	MH Education, Nursing,	Advanced nursing
	Master *	Education, Nursing,	Baccalaureate	Baccalaureate+	practice
	scientist *	Continuing [Mesh]	Bachelor	MH Education, Nursing,	Advanced practice
	science	Nurses [Mesh]	Bachelor's	Graduate+	Baccalaureate
	MANP	Nurse's Role [Mesh]	Master	MH Advanced Nursing	Bachelor
	advanced practice		Practitioner	Practice	Bachelor's
	advanced nursing		Science	MH Advanced Practice	Master *
	practice		Scientist	Nurses	Practitioner *
	specialist *		Specialist *	MH Gerontological Advanced Science	
	Undergraduate		Undergraduate	Practice Nurses Association	Scientist
	Research-based		Researched-based	MH Masters-Prepared Nurses	Specialist *
	Theory-based		Theory-based	MH Nursing Practice, Evidence-Based	Undergraduate Nurses
	AND		AB	MH Education, Nursing, Masters	Nursing education Nursing
	Nurse		BSN		
	Nurses		Advanced nursing	MH Nursing Researchers	Nurse Nurses
	Nursing		practice		
			MANP	AND	
			Advanced practice	MH Nurses+	
			Baccalaureate	MH Nursing role	
			Bachelor	MH Nurses by role+	
			Bachelor's	MH Nursing Leaders	
			Master	MH Nursing Practice+	

			Practitioner Science Scientist Specialist * Undergraduate Researched-based Theory-based	MH Gerontologic Nurse Practitioners MH Education, Nursing, Continuing MH Nursing Homes+ MH Housing for the elderly MH Long Term Care MH Nursing Home Patients MH Residential care		
#2: Work context	Nursing home * Long term care Long term healthcare Long term health care Elderly care Gerontological nurs * Geriatric nurs * Residential care Residential facilit * Housing for the elderly Retirement home *	Nursing home * [Mesh] Residential Facilities [Mesh] Long-Term Care [Mesh]	Ti en AB Nursing homes Long term care Elderly care Gerontological nursing Residential facility Residential care Housing for the elderly		Geriatric nurs * Gerontological nurs * Housing for the elderly Long term health care Nursing home * Residential care Residential facility * Retirement home *	Exp Nursing homes Residential care institutions Long term care Elder care
#3: Competencies	Competencies Competenc * Clinical competenc * Nurse competenc * Professional competence <u>Translation synonyms</u> Abilit * Expertise	Professional competence [Mesh] Clinical competence [Mesh] Academic success [Mesh] Attitude [Mesh]	Ti en AB Competencies Competetenc * Clinical competenc * Nurse competenc * Professional competence Ability *	MH Professional Competence+ MH Academic Performance MH Attitude MH Attitude of Health Personnel MH Nurse Attitudes MH Attitude to Health MH Cultural sensitivity	Competencies Competence * Clinical competenc * Nurse competenc * Professional competence Abilit * Expertise	Exp Professional competence Exp Performance Exp attitudes Health personnel attitudes Attitudes Cultural sensitivity Cultural change

Capability	Health Knowledge,	Expertise	MH Personal Satisfaction	Capability	Exp employee
Skill *	Attitudes, Practice [Mesh]	Capability	MH Job satisfaction	Skill *	attitudes
Skills mix *	Social Skills [Mesh]	Skill *	MH Social attitudes	Skills mix *	Exp job satisfaction
Skill mix *	Metacognition [Mesh]	Skills mix *	MH Health knowledge	Skill mix *	Social behavior
Skillmix *	Social Networking [Mesh]	Skillmix *	MH Professional knowledge+	Skillmix *	Leadership
Tasks	Communication [Mesh]	Skillmix *	MH Social Skills	Tasks	Leadership style
Role *	Mentoring [Mesh]	Tasks	MH Skill Mix+	Role	Organizational
Knowledge	Self-concept [Mesh]	Role *	MH Personnel Staffing and	Knowledge	behavior
Professional attitude		Knowledge	Scheduling	Professional	Responsibility
Attitude	Emotional Intelligence	Professional	MH Work Assignments+	attitude	Social acceptance
Behaviour	[Mesh]	attitude	MH Skill Acquisition	Behavior	Social networks
Behavior	Creativity [Mesh]	Behaviour	MH Skill Retention	Behaviour	Social perception
Communicati *	Thinking [Mesh]	Behavior	MH Lifelong learning	Communicati *	Social skills
Leadership	Leadership [Mesh]	Communicati *	MH Personal Growth	Leadership	Exp health
Organizational	Communication barriers	Leadership	MH Problem Identification	Organizational	knowledge
Organisational	[Mesh]	Organizational	MH Problem Solving+	Organisational	Professional
Analytic *	Nonverbal	Organizational	MH Transfer	Analytic *	development
Critical thinking	communication [Mesh]	Analytic *	MH Learning+	Critical thinking	Development
Awareness	Verbal behavior [Mesh]	Critical thinking	MH Cognition	Awareness	Exp social skills
Creativity	Mentors [Mesh]	Awareness	MH Consciousness	Creativity	Working conditions
Empathy	Personality development	Creativity	MH Intuition	Empathy	Skill learning
Networking	[Mesh]	Empathy	MH Communication	Networking	Learning
Persuasiveness	Personality [Mesh]	Networking	MH Communication Barriers	Persuasiveness	Learning strategies
Decisiveness	Identity crises [Mesh]	Persuasiveness	MH Communication Skills	Decisiveness	Personality
Coaching	Individuation [Mesh]	Decisiveness	MH Conversation	Coaching	development
Flexibility	Intelligence [Mesh]	Coaching	MH Nonverbal	Flexibility	Exp problem based
Self confidence	Evidence-Based Nursing	Flexibility	communication	Self confidence	learning
Integrity	[Mesh]	Self confidence	MH Social Networking	Integrity	Exp decision making
Vision		Integrity	MH Verbal Behavior+	Vision	Problem solving
Entrepreneur		Vision	MH Body Language	Enerpreneur	Declarative
Conversation		Entrepreneur	MH Presence	Conversation	knowledge
Nonverbal		Conversation	MH Mentorship	Nonverbal	Inductive deductive
communication			MH Personality Development	communication	reasoning

Body language	Nonverbal	MH Self concept+	Body language	Reasoning
Presence	communication	MH Identity Crisis	Presence	Exp knowledge
Mentor *	Body language	MH Individuation	Mentor *	(general)
Personality	Presence	MH Professional Boundaries	Personality	Cognitive processes
development	Mentor *	MH Personal Boundaries+	development	Metacognition
Self concept	Personality	MH Intelligence+	Self concept	Exp intuition
Personal boundaries	development	MH Thinking+	Personal	Communication
Identity crisis	Self concept	MH Personality+	boundaries	skills
Individuation	Personal	MH Reflection	Identity crises	Exp ability
Intelligence	boundaries		Individuation	Exp conversation
Reflect *	Identity crisis		Intelligence	Communication
Evidence based practice	Individuation		Reflect *	Nonverbal
Evidence based nursing	Intelligence		Evidence based	communication
	Reflect *		practice	Persuasive
	Evidence based		Evidence based	communication
	practice		nursing	Verbal
	Evidence based			communication
	nursing			Mentor
				Identity crisis
				Professional
				standards
				Intelligence
				Emotional
				intelligence
				Thinking
				Critical thinking
				Logical thinking
				Rationality
				Reasoning
				Personality
				Self-actualization
				Self-concept
				Self-determination

Self-expression
Self-monitoring
(personality)
Cognitive style
Reflectiveness
feedback

*Search for word variations and words that begin with a word stem

PubMed	
	Results
#1 Target group (“Nursing Education Research”[Mesh] OR “Education, Nursing, Baccalaureate”[Mesh] OR “Education, Nursing, Graduate”[Mesh] OR BSN[tiab] OR MANP[tiab] OR advanced nursing practice[tiab] OR ((advanced practice [tiab] OR Baccalaureate[tiab] OR Bachelor [tiab] OR Bachelor’s [tiab] OR Master*[tiab] OR practitioner*[tiab] OR science[tiab] OR scientist*[tiab] OR specialist*[tiab] OR Undergraduate[tiab] OR researched-based[tiab] OR theory-based[tiab])) AND (Nurses [Mesh] OR “Nurse’s Role”[Mesh] OR “Education, Nursing, Continuing”[Mesh] OR nurse[tiab] OR Nurses[tiab] OR Nursing[tiab]))	#1: 79.553
#2 Work context (Nursing home [Mesh] OR Residential Facilities [Mesh] OR “Long-Term Care”[Mesh] OR Elderly care[tiab] OR Geriatric nurs*[tiab] OR Gerontological nurs*[tiab] OR Housing for the elderly[tiab] OR Long term care[tiab] OR Long term health care[tiab] OR Long term healthcare[tiab] OR Nursing home*[tiab] OR Residential care[tiab] OR Residential facilit*[tiab] OR Retirement home*[tiab])	#2: 97.025
#3 Competencies “professional competence”[MeSH Terms] OR “clinical competence”[MeSH Terms] OR “academic success”[MeSH Terms] OR “attitude”[MeSH Terms] OR “health knowledge, attitudes, practice”[MeSH Terms] OR “social skills”[MeSH Terms] OR “metacognition”[MeSH Terms] OR “social networking”[MeSH Terms] OR “communication”[MeSH Terms] OR “mentoring”[MeSH Terms] OR “self concept”[MeSH Terms] OR “emotional intelligence”[MeSH Terms] OR “creativity”[MeSH Terms] OR “thinking”[MeSH Terms] OR “Leadership”[MeSH Terms] OR “communication barriers”[Mesh Terms] OR “nonverbal communication”[Mesh Terms] OR “verbal behavior”[Mesh Terms] OR “mentors”[MeSH Terms] OR “personality development”[Mesh Terms] OR “identity crisis”[Mesh terms] OR “individuation”[Mesh Terms] OR “intelligence”[Mesh Terms] OR “personality” [Mesh Terms] OR “Evidence-Based Nursing”[MeSH Terms] OR	#3: 8,481,999

<p> “Competencies”[Title/Abstract] OR “competenc*”[Title/Abstract] OR “clinical competenc*”[Title/Abstract] OR “nurse competenc*”[Title/Abstract] OR “professional competence”[Title/Abstract] OR “abilit*”[Title/Abstract] OR “Expertise”[Title/Abstract] OR “Capability”[Title/Abstract] OR “skill*”[Title/Abstract] OR “skills mix*”[Title/Abstract] OR “skill mix*”[Title/Abstract] OR “skillmix*”[Title/Abstract] OR “Tasks”[Title/Abstract] OR “role*”[Title/Abstract] OR “Knowledge”[Title/Abstract] OR “professional attitude”[Title/Abstract] OR “Behaviour”[Title/Abstract] OR “Behavior”[Title/Abstract] OR “communicati*”[Title/Abstract] OR “Leadership”[Title/Abstract] OR “organizational”[Title/Abstract] OR “organisational”[Title/Abstract] OR “analytic*”[Title/Abstract] OR “critical thinking”[Title/Abstract] OR “awareness”[Title/Abstract] OR “creativity”[Title/Abstract] OR “empathy”[Title/Abstract] OR “networking”[Title/Abstract] OR “persuasiveness”[Title/Abstract] OR “decisiveness”[Title/Abstract] OR “coaching”[Title/Abstract] OR “flexibility”[Title/Abstract] OR “self confidence”[Title/Abstract] OR “integrity”[Title/Abstract] OR “vision”[Title/Abstract] OR “entrepreneur*”[Title/Abstract] OR “conversation” OR “nonverbal communication” OR “body language” OR “presence” OR “mentor*”[Title/Abstract] OR “personality development”[Title/Abstract] OR “self concept” OR “personal boundaries” OR “identity crisis”[Title/Abstract] OR “individuation”[Title/Abstract] OR “intelligence”[Title/Abstract] OR “reflect*” [Title/Abstract] OR “evidence based practice”[Title/Abstract] OR “evidence based nursing”[Title/Abstract] </p>	
#1 AND #2 AND #3	2.092
Filter by publication date <10 year	1.075
CINAHL	
#1 Target group	<p> (MH “Education, Nursing, Research-Based”) OR (MH “Research, Nursing”) OR (MH “Education, Nursing, Masters”) OR (MH “Education, Nursing, Theory-Based”) OR (MH “Baccalaureate Nurses”) OR (MH “Education, Nursing, Baccalaureate+”) OR (MH “Education, Nursing, Graduate+”) OR (MH “Advanced Nursing Practice+”) OR (MH “Advanced Practice Nurses+”) OR (MH “Gerontological Advanced Practice Nurses Association”) OR (MH “Masters-Prepared Nurses”) OR (MH “Nursing Practice, Evidence-Based+”) OR (MH “Education, Nursing, Masters”) OR (MH “Nurse Researchers”) OR (MH “Advanced Practice Nurses+”) OR (MH “Nurse Researchers”) OR TI (“bsn” OR “advanced nursing practice” OR “MANP”) OR AB (“bsn” OR “advanced nursing practice” OR “MANP”) OR ((TI (“advanced practice” OR “baccalaureate” OR “bachelor” OR “Bachelor’s” OR Master* OR “practitioner*” OR “science” OR “scientist*” OR “specialist*” OR “undergraduate” OR “researched-based” OR “theory-based”) OR AB (“advanced practice” OR “baccalaureate” OR “bachelor” OR “Bachelor’s” OR Master* OR “practitioner*” OR “science” OR “scientist*” OR “specialist*” OR “undergraduate” OR “researched-based” OR “theory-based”)) AND ((MH “Nurses+”) OR (MH “Nursing Role”) OR (MH “Nurses by Role+”) OR (MH “Nursing Leaders”) OR (MH “Nursing Practice+”) OR </p>

	(MH "Gerontologic Nurse Practitioners") OR (MH "Education, Nursing, Continuing") OR TI ("nurse" OR "nurses" OR "nursing") OR AB ("nurse" OR "nurses" OR "nursing"))	
#2 Work context	(MH "Nursing Homes+") OR (MH "Housing for the Elderly") OR (MH "Long Term Care") OR (MH "Nursing Home Patients") OR (MH "Residential Facilities") OR (MH "Residential Care") OR TI ("Nursing homes" OR "long term care" OR "elderly care" OR "gerontological nursing" OR "residential facility" OR "residential care" OR "housing for the elderly") OR AB ("Nursing homes" OR "long term care" OR "elderly care" OR "gerontological nursing" OR "residential facility" OR "residential care" OR "housing for the elderly")	#2: 76,363
#3 Competencies	(MH "Professional Competence+") OR (MH "Academic Performance") OR (MH "Attitude") OR (MH "Attitude of Health Personnel") OR (MH "Nurse Attitudes") OR (MH "Attitude to Health") OR (MH "Cultural Sensitivity") OR (MH "Personal Satisfaction") OR (MH "Job Satisfaction") OR (MH "Social Attitudes") OR (MH "Health Knowledge") OR (MH "Professional Knowledge+") OR (MH "Social Skills") OR (MH "Skill Mix+") OR (MH "Personnel Staffing and Scheduling") OR (MH "Work Assignments+") OR (MH "Skill Acquisition") OR (MH "Skill Retention") OR (MH "Lifelong Learning") OR (MH "Personal Growth") OR (MH "Problem Identification") OR (MH "Problem Solving+") OR (MH "Transfer (Psychology)") OR (MH "Learning+") OR (MH "Cognition") OR (MH "Consciousness") OR (MH "Intuition") OR (MH "Communication") OR (MH "Communication Barriers") OR (MH "Communication Skills") OR (MH "Conversation") OR (MH "Nonverbal Communication") OR (MH "Social Networking+") OR (MH "Verbal Behavior+") OR (MH "Body Language") OR (MH "Presence") OR (MH "Mentorship") OR (MH "Personality Development") OR (MH "Self Concept+") OR (MH "Identity Crisis") OR (MH "Individuation") OR (MH "Professional Boundaries") OR (MH "Personal Boundaries+") OR (MH "Intelligence+") OR (MH "Thinking+") OR (MH "Personality+") OR (MH "Reflection") OR TI ("Competencies" OR "competenc*" OR "clinical competenc*" OR "nurse competenc*" OR "professional competence" OR "abilit*" OR "Expertise" OR "Capability" OR "skill*" OR "skills mix*" OR "skill mix*" OR "skillmix*" OR "Tasks" OR "role*" OR "Knowledge" OR "professional attitude" OR "Behaviour" OR "Behavior" OR "communicati*" OR "Leadership" OR "organizational" OR "organisational" OR "analytic*" OR "critical thinking" OR "awareness" OR "creativity" OR "empathy" OR "networking" OR "persuasiveness" OR "decisiveness" OR "coaching" OR "flexibility" OR "self confidence" OR "integrity" OR "vision" OR "entrepreneur*" OR "conversation" OR "nonverbal communication" OR "body language" OR "presence" OR "mentor*" OR "personality development" OR "self concept" OR "personal boundaries" OR "identity crisis" OR individuation OR "intelligence" OR "reflect*" OR "evidence based practice" OR "evidence based nursing")	#3: 1,709,068

	OR AB ("Competencies" OR "competenc*" OR "clinical competenc*" OR "nurse competenc*" OR "professional competence" OR "abilit*" OR "Expertise" OR "Capability" OR "skill*" OR "skills mix*" OR "skill mix*" OR "skillmix*" OR "Tasks" OR "role*" OR "Knowledge" OR "professional attitude" OR "Behaviour" OR "Behavior" OR "communicati*" OR "Leadership" OR "organizational" OR "organisational" OR "analytic*" OR "critical thinking" OR "awareness" OR "creativity" OR "empathy" OR "networking" OR "persuasiveness" OR "decisiveness" OR "coaching" OR "flexibility" OR "self confidence" OR "integrity" OR "vision" OR "entrepreneur*" OR "conversation" OR "nonverbal communication" OR "body language" OR "presence" OR "mentor*" OR "personality development" OR "self concept" OR personal boundaries" OR "identity crisis" OR individuation" OR "intelligence" OR "reflect*" OR "evidence based practice" OR "evidence based nursing")	
	#1 AND #2 AND #3	1.862
	Filter by publication date <10 year	1.098
	PsyINFO	
#1 Target group	evidence based practice/ OR (BSN OR MANP OR advanced nursing practice).ti,ab. OR (((advanced practice OR Baccalaureate OR Bachelor OR Bachelor's OR Master* OR practitioner* OR science OR scientist* OR specialist* OR Undergraduate).ti,ab.) AND (nurses/ OR nursing education/ OR nursing/ OR (nurse OR Nurses OR Nursing).ti,ab.))	34.418
#2 Work context	exp Nursing Homes/ or residential care institutions/ or long term care/ or elder care/ OR (Elderly care OR Geriatric nurs* OR Gerontological nurs* OR Housing for the elderly OR Long term care OR Long term health care OR Long term healthcare OR Nursing home* OR Residential care OR Residential facilit* OR Retirement home*).ti,ab.	35.291
#3 Competencies	exp Professional Competence/ OR exp Performance/ OR exp Attitudes/ OR health personnel attitudes/ OR attitudes/ OR exp Cultural Sensitivity/ OR culture change/ OR exp employee attitudes/ OR exp job satisfaction/ OR social behavior/ OR leadership/ OR leadership style/ OR organizational behavior/ OR responsibility/ OR social acceptance/ OR social networks/ OR social perception/ OR social skills/ OR exp Health Knowledge/ OR professional development/ OR development/ OR exp Social Skills/ OR working conditions/ OR skill learning/ OR learning/ OR learning strategies/ OR personality development/ OR exp problem based learning/ OR exp decision making/ OR problem solving/ OR declarative knowledge/ OR inductive deductive reasoning/ OR reasoning/ OR exp "knowledge (general)"/ OR cognitive processes/ OR metacognition/ OR exp Intuition/ OR communication skills/ OR exp ability/ OR exp conversation/ OR communication/ OR nonverbal communication/ OR persuasive communication/ OR verbal communication/ OR mentor/ or identity crisis/ OR professional standards/ OR intelligence/ OR emotional intelligence/ OR thinking/ OR critical thinking/ OR logical thinking/ OR rationality/ OR reasoning/ OR personality/ OR self-actualization/ OR self-concept/ OR	2.791.172

self-determination/ OR self-expression/ OR “self-monitoring (personality)”/ OR cognitive style/ OR reflectiveness/ OR feedback/

OR

(Competencies OR competenc* OR clinical competenc* OR nurse competenc* OR professional competence OR abilit* OR Expertise OR Capability OR skill* OR skills mix* OR skill mix* OR skillmix* OR Tasks OR role* OR Knowledge OR professional attitude OR Behaviour OR Behavior OR communicati* OR Leadership OR organizational OR organisational OR analytic* OR critical thinking OR awareness OR creativity OR empathy OR networking OR persuasiveness OR decisiveness OR coaching OR flexibility OR self confidence OR integrity OR vision OR entrepreneur* OR conversation OR nonverbal communication OR body language OR presence OR mentor* OR personality development OR self concept OR personal boundaries OR identity crisis OR individuation OR intelligence OR reflect* OR evidence based practice OR evidence based nursing). ti,ab.

#1 AND #2 AND #3

799

Filter by publication date <10 year

473

Total number of articles [PubMed, CINAHL and PsycINFO]

2,646

Removing duplicates via Endnote

1978
