Table S1: Scales for evaluating study variables in factor analysis

	Items	Cronbach's Alpha
	Factor 1: Research Professionalism	
1	Design nursing research of a high standard	**0.844**
2	Conduct research to solve clinical problems	
3	Aware of the trends and issues in nursing research	
4	Use research findings to inform nursing practice	
5	Have management skills	
6	Supervise newly enrolled nurses effectively	
7	Contribute to the application of new techniques	
8	Be able to communicate in English (reading and writing)	
9	Coach nursing students as needed	
10	Search and retrieve information through electronic databases	
11	Serve as a coordinator among the healthcare team members	
12	Improve standards of care based on new techniques	
	Factor 2: Direct Treatment	
13	Undertake basic nursing skills safely and confidently	**0.877**
14	Carry out medical orders correctly	
15	Being aware of and sensitive to changes in the patient's condition and notify doctors in time as needed	
16	Effectively perform basic life support skills	
17	Perform overall care for critically ill patients	
18	Provide nursing care according to standard procedure	
19	Make ethically and legally appropriate decisions	
20	Evaluate the effects of nursing interventions	
21	Revise nursing care plans based on the assessment data and provide individualized care	
22	Provide suggestions about patients' treatment programs from a nursing perspective	
	Factor 3: Support and Communication	
23	Provide psychological support	**0.853**
24	Educate patients about healthy lifestyle and help them to change unhealthy behaviors	
25	Provide education to patients about health promotion and disease prevention	
26	Gain support from patients' family and friends to facilitate patient's recovery	
27	Provide patients with a comfortable environment	
28	Be concerned and supportive when caring for patients	
29	Facilitate patients in getting support and resources from social organizations	
30	Communicate effectively with patients and families	
	Factor 4: Professional Knowledge	
31	Explain to patients the meaning of various diagnostic test results	**0.855**
32	Explain to patients the meaning of routine blood and urine tests	
33	Perform physical examination of patients	
34	Know the treatments for common diseases	
35	Evaluate the effects of medical treatments	
36	Make nursing diagnoses	
37	Respond effectively in rapidly changing situations	
	Factor 5: Personal Abilities	

38	Respond confidently and swiftly, remaining composed in every situation	**0.822**
39	Express self with aptness or propriety	
40	Decent appearance and gracious demeanor	
41	Emotional self-control	
42	Highly accountable and sympathetic when caring for patients	
43	Have keen insight	
44	Comply strictly with the regulations and standards of care at any time	
	Factor 6: Critical Thinking and Innovation	
45	Be able to analyze and explore problems with an open mind and creativity	**0.733**
46	Recognize the need and undertake professional self-development to update oneself with new information and techniques	
47	Consider feedback from colleagues for critical reflection on nursing practice	