College of Registered Nurses of Manitoba

CCP Reflection FAQs

How do I know if I was selected for the reflection process?

RNs and RN(NP)s selected for CCP Reflection will receive an email notification in December, followed by instructions in January. These emails will explain how to participate and guide you through the process.

If I am selected for CCP Reflection, how will I know what to do?

Your notification email will explain the steps to follow.

Once you log in to the database, you will receive guidance as you work through each step.

The CCP Team is available to answer questions and support you throughout the process. Contact us at ccp@crnm.mb.ca.

What does the CCP Reflection consist of?

In January, you will receive instructions for logging in to the database and beginning CCP Reflection. The process includes self-assessment, multi-source feedback, and Learning Plan development. Some participants will also be invited to a reflection discussion.

January to April: Self-Assessment and Multi-Source Feedback

Between **January 1 and April 30, 2027**, you must:

- Complete an online self-assessment.
- Distribute multi-source feedback (MSF) surveys to individuals who can provide feedback on your practice.

You can access your feedback once a **minimum of three survey responses** has been received. We encourage you to seek six or more responses to gain a broader perspective on your practice.

Seek feedback from colleagues and, where appropriate for your practice setting, clients. You do not need a specific number of responses from each group; the requirement is at least three responses in total.

May to September: Learning Plan Development

The Learning Plan module opens on **May 1, 2027.**

CCP Reflection includes an artificial intelligence (AI) tool that reviews your self-assessment and multi-source feedback to support you in:

- Identifying areas for professional growth
- Developing learning goals based on identified opportunities
- Creating meaningful SMART goals
- Supporting deeper engagement in the reflective process

College of Registered Nurses of Manitoba

The AI tool also helps the College identify instances where meaningful engagement with the reflection process may not be evident.

Complete your Learning Plan by **September 30, 2027**, before annual registration renewal.

October and November: Reflection Discussions

During **October and November 2027**, some nurses who have completed CCP Reflection will be randomly selected for a reflection discussion.

If selected, you will be invited to a telephone learning conversation with a **Quality Practice Advisor**. This is an opportunity to discuss:

- Your experience with CCP Reflection.
- Insights you gained through self-assessment and feedback.
- Learning that resulted from your reflection and Learning Plan activities.

These conversations support continuous quality improvement and help the College evaluate the effectiveness of CCP Reflection.

Key Dates at a Glance

Date	Activity
December 7, 2026	Official notification email sent to selected participants
January 2027	Instructions and login information distributed
January 1 - April 30, 2027	Self-assessment and multi-source feedback period
May 1, 2027	Learning Plan module opens
September 30, 2027	Learning Plan completion deadline
October - November 2027	Randomly selected participant discussions with Quality Practice Advisors

How can I invite clients to complete a feedback survey?

A brief script can help you explain CCP Reflection and invite clients to share feedback. For guidance, see *Sample Script for Asking Clients* in the *CCP Workbook*.

Why is multi-source feedback (MSF) important?

Multi-source feedback brings together different perspectives on your professional behaviour, teamwork, and communication. It can help you recognize strengths, identify opportunities for growth, and reflect on your practice. This reflection supports professional development and lifelong learning.

What if client feedback is not feasible or appropriate in my practice setting?

Clients can offer valuable insight into their care experience and your nursing practice. We encourage you to seek their feedback when appropriate. We also recognize that this may not be feasible in every setting, including corrections, care involving trauma, or care for people living with dementia.

College of Registered Nurses of Manitoba

You do not need a specific number of responses from clients or colleagues. You can access your feedback once at least three survey responses have been received in total. Where your practice setting allows, aim for six or more responses to gain a broader range of perspectives.

What should I do if I have fewer than three survey responses by April 30, 2027?

Contact the CCP Team at ccp@crnm.mb.ca for guidance on your next steps.

Is CCP Reflection graded?

CCP Reflection is a supportive, developmental process — not a graded assessment. The CCP Team does not grade your reflection. The purpose is to help you recognize learning opportunities and support your ongoing professional growth and lifelong learning.

Where can I find resources and support?

- CCP Workbook
- CCP Journey Page
- CCP Reflection
- Continuing Competency Program
- What makes a learning plan a great one?
- Learning Plan video

If you have questions or need guidance at any stage, contact the CCP Team at ccp@crnm.mb.ca. We are here to support you.