

Supplementary Materials

Table 1. Mapping of competency models and main competencies that are important to nurse managers.

Study	Model	Competencies of nurse manager				
		Communication	Knowledge	Leadership	Business management	Professionalism
AONE, 2015 <sup>21</sup>	The AONE Nurse Executive Competencies	√	√	√		√
Sherman et al, 2007 <sup>16</sup>	Nursing leadership competency model				√	
McCarthy & Fitzpatrick, 2009 <sup>10</sup>	Generic competencies for nurse managers	√				√
Kvas, A., Seljak, J., & Stare, J. (2014). <sup>14</sup>	Comparison of Competency Models		√	√		√
Dawson et al (2015). <sup>17</sup>	Professional Development Needs of Nurse Managers			√	√	√
Munyewende, P. O., Levin, J., &	360 degree evaluation of the job-	√		√	√	

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		Communication	Knowledge	Leadership	Business management	Professionalism
Rispel, L. C. (2016) <sup>22</sup>	related skill perceptions of PHC nursing managers					
Goktepe, N., Turkmen, E., Badir, A., Hayta, O., Yakar, H. K., & Buyukgonen c, L. A. (2018). <sup>11</sup>	Nurse Manager Development Program	√	√		√	
Clemmons-Brown, C. A. (2020).(11) <sup>18</sup>	Application of AONL's Nurse Executive Competencies	√	√	√	√	√
Fisher et al (2020). <sup>23</sup>	Best-fit model of human resource management framework.				√	
Kim & Sim, 2020 <sup>24</sup>	<i>Structure equation model</i>	√				√

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García et al., 2020 <sup>3</sup>	Nurse Manager Core Competencies	√		√	√	
Gottlieb et al., 2021 <sup>25</sup>	<i>SBNH-L Value &amp; Foundation</i>					
González-García et al., 2021 <sup>26</sup>	Middle Nurse Manager Competency model (MCGE-Logistic level)	√	√	√	√	
Bleich, M. R., & Bowles, J. (2021). <sup>19</sup>	Holistic Leadership Post-Pandemic Recovery Model	√	√	√	√	√
Van Orne & Branson, 2022 <sup>27</sup>	Clinical Nurse Leader (CNL)			√		