Healthy Work Environment(HWE) Standards and Related Subscale Questions

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| HWE Standard | Subscale question number |
| Skilled Communication | 1, 6, 14 |
| True Collaboration | 2,10, 15 |
| Effective Decision making | 7, 11,16 |
| Appropriate staffing | 3, 8, 12 |
| Meaningful recognition | 4, 9, 17 |
| Authentic Leadership | 5, 13, 18 |

The HWEAT was developed by the AACN as a screening tool to supply a snapshot of hospital work environments. It consists of 18 questions relative to the six standards of a healthy work environment (14). Each standard is assessed by 3 questions. Three of the HWEAT items address Meaningful Recognition (items 4, 9, and 17).