



NURSE AI OS • READ ALONGSIDE THE QUIZ

The SOUL Quiz Companion Guide

Every question, interpreted for every reader — students, staff nurses, leaders, educators, and the people who love a nurse. What to skip, which button to press, and how to hand the result to Hermes.

Agents propose. Humans judge. Nurses steward.

Free for nurses and nursing students • Founding Year 2026 • nurse-ai-os.org

Two truths that take the pressure off

Complete answers are worth the extra minutes

Your SOUL file is Hermes' admission assessment of *you*. The richer the intake, the better the care plan from day one — a full identity sentence and honest values save you weeks of correcting a stranger. If a question makes you pause, the pause usually means the answer matters.

And nothing here is carved in stone

Hermes keeps getting to know you as your interactions deepen — every "make that correction permanent" adds to what the quiz began. Skip what you're unsure of, come back, retake, re-download. The quiz is a first conversation, not a final exam.

The rule of thumb for every question: answer for the *season you're in*, not the title on your badge. The quiz lives entirely in your browser — nothing you answer is ever sent to us.

Stage 1 — Who are you?

"Which best describes you right now?" REQUIRED

Pick the closest — right now, not your whole history. Educators choose "Nurse leader / manager / educator." Not a healthcare professional? Choose **"Other"** with pride — this system was built for a nurse's whole household.

"Which spheres do you want Hermes to support?" AT LEAST ONE

Student	Personal + Professional. School lives in Professional — that's your study support.
Staff nurse	Personal + Professional to start; add Side Gig or Interest when the basics feel steady.
Leader / Manager	Personal + Professional; add Community if you mentor or serve outside the walls.
Educator	Personal + Professional; Community is a natural third.
Not a clinician	Personal is your anchor; Professional works for any career — it isn't nurses-only.

Two or three spheres is the sweet spot for a first pass. "How much time today?" — honesty is triage; 15 minutes is a real answer, and your progress stays in your browser between sessions.

Stage 2 — Core SOUL: worth your best ten minutes

This becomes **Core-SOUL.md**, the base layer Hermes always loads. Four things are required; everything else can grow later.

"In one sentence, who are you and what are you about right now?" **REQUIRED**

The most misread question in the quiz — it asks about *this season*, not your resume:

Student	"A second-year nursing student trying to pass pharm, keep my job, and still be a person."
Staff nurse	"An ICU nurse of eight years chasing my CCRN while rebuilding my energy after nights."
Leader / Manager	"A new unit manager learning to lead former peers without losing my family's evenings."
Educator	"A clinical instructor redesigning my courses for the AI era without giving up my weekends."
Not a clinician	"A nurse's husband running our household logistics and slowly building my woodworking business."

"3-5 non-negotiable values" **REQUIRED**

Not what sounds noble — what you actually refuse to trade. If "rest" is a value you keep breaking, listing it tells Hermes to protect it. Single words are perfect: dignity, honesty, evidence, family, rest.

"One thing Hermes should always remember about you"

Student	"I learn best by explaining things out loud."
Staff nurse	"I work nights — never suggest morning routines."
Leader / Manager	"Nothing gets scheduled before school drop-off."
Educator	"I say yes too often; help me notice."
Not a clinician	"I'm the primary caregiver for my aging mother."

Voice & communication — length, formality, pushback, words to avoid

Length and formality: how you like to *receive* information. **Pushback is the one that matters:** "Always push back" gives you a colleague; "when stakes are high" gives you a diplomat; "stay agreeable" gives you a mirror — choose the first or second unless you have a real reason.

The two boundary checkboxes REQUIRED — THE STEWARDSHIP GATE

The quiz will not continue until you check both: *no PHI*, and *Hermes does not make clinical decisions*. Not a clinician? Check them anyway and read them as: no private data about other people's health, and the AI advises — humans decide. The one non-negotiable, for everyone.

"Wellbeing rule when I'm tired, overwhelmed, or unsafe"

Slow down, suggest rest, refer to human support, or pause entirely. Nurses are famously bad at answering this honestly — answer as the nurse you'd want caring for you.

"Decisions I always make myself" / "Work Hermes may draft without asking"

Student	Mine: anything graded, money, health. Draftable: study guides, flashcards, schedules.
Staff nurse	Mine: clinical, license, family, finances. Draftable: prep checklists, summaries, emails.
Leader / Manager	Mine: personnel, budget, evaluations. Draftable: agendas, communication drafts, plans.
Educator	Mine: grades and academic judgments. Draftable: rubric drafts, fictional case scenarios.
Not a clinician	Mine: money, parenting, health, legal. Draftable: meal plans, itineraries, business drafts.

"People or projects never written about externally" CAN GROW LATER — blank today is fine; add names the first time Hermes drafts something public.

Stage 3 — Sphere passes

ALL SKIPPABLE

Nothing in Stage 3 blocks you. Leave any field blank and keep moving — a thin sphere file today beats an abandoned quiz. The questions most often read two ways:

Personal • "What does a good week look like outside work/school?"

Describe the week you *want to protect*, not your survival pattern. "Two real dinners with my kids, one run, in bed by eleven twice" — specificity is what lets Hermes defend it.

Personal • "How should Hermes show up?" (Coach / Planner / Journal partner / Quiet helper)

Coach nudges, Planner organizes, Journal partner reflects, Quiet helper waits to be asked. When in doubt: Quiet helper — you can promote it later.

Professional • "What CANNOT enter Hermes from work?"

Student	Everything from clinical placements — the no-PHI rule covers clinicals exactly like employment.
Staff nurse	PHI, internal policies, incident details, anything from the EHR.
Leader / Manager	All of the above plus staffing data, personnel issues, anything HR-adjacent.
Educator	Student records and grades — FERPA is your PHI.
Not a clinician	Your employer's confidential data — same principle, different building.

Community • "Voice you want here"

Pastoral comforts, Professional informs, Prophetic challenges, Peer walks alongside, Organizer mobilizes. Pick the voice your community needs from you — not the one that feels safest.

Side Gig • "Your stewardship boundary"

The line your business never crosses even when it would sell: no exploitative copy, no medical claims, no clinical authority you don't hold.

Interests • "The anti-goal"

The most quietly important question in the quiz: what you do *not* want the hobby to become. "Don't let baking become a business." It tells Hermes when to stop helping.

Stage 5 — EDENA tiers

The conscience layer asking how much rope each sphere gets. **Green:** low-risk help proceeds. **Yellow:** Hermes drafts, you approve. Onboarding keeps everyone in Green and Yellow — higher tiers are earned later. **The defaults are well-chosen; accepting them is a complete answer.**

Stage 6 — Many buttons. Here is the map.

1

Press this one: "Download all (bundle .md)"

One click, every SOUL file — Core-SOUL.md plus one per sphere. **This is the button.** Everything else on the screen is optional.

2

Safely ignore: "Export OS Config (naio-soul.json)"

A machine-readable config for the advanced NAIO installer. If you don't know you need it, you don't need it yet.

3

Optional: the tier-map card + "Share on LinkedIn"

A shareable image made entirely in your browser. Download the card first, then attach it manually — LinkedIn won't attach it for you.

4

Then: "Back to Start Here — step 3"

Your route onward — the Starter Kit, then the handoff below.

Uploading to Hermes — the handoff

1

Put the files where they live

Unzip your Starter Kit (Documents is perfect). Move the SOUL files into **My-Nurse-AI-OS/01-SOUL/**. One governed home, everything findable.

2

Hand Hermes the Core file

Drag **Core-SOUL.md** into the Hermes chat (or paste its contents), then say:

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This is my SOUL file. Treat it as my standing instructions for how to support me.  
Confirm what you understood about my values and boundaries.
```

3**Read the summary back — and correct it**

Fix anything wrong, then say "*make that correction permanent.*" The quiz starts the relationship; the corrections grow it.

Skipped things? Perfect — that's a feature. Everything you left blank, every name you didn't list, every sphere you didn't choose: add them in conversation whenever they come up, or retake the quiz and re-download. A SOUL file is a living chart, not a stone tablet.

Agents propose. Humans judge. Nurses steward. · The quiz and this guide are free · Not medical advice · No PHI · nurse-ai-os.org/soul-quiz-guide.html