Interprofessional Health Care Team 2nd edition Weiss Test Bank

SKU: 9781284112009-TEST-BANK

Multiple Choice

1. A group defined as:
A. a complex system
B. two or more individuals who are connected by social relationships
C. more than one person
D. none of the answers

Answer: B
A-head: What Distinguishes a Group from a Random Collection of People?

2. To distinguish a group from a random collection of people the members must:
A. have common interests and goals
B. have regular patterns of interaction
C. exert influence among the members
D. all of the answers

Answer: D
A-head: What Distinguishes a Group from a Random Collection of People?

3.Which of the following would be classified as a group?
A. three university students designing a research project
B. committee designing new laboratory space
C. loyal fans at a college basketball game
D. employees working on an assembly line

Answer: C
A-head: What Is the Difference Between an Team and a Group?

4.Which of the following would be classified as a team?
A. loyal fans at a college basketball game
B. strangers communicating via the Internet
C. five people waiting for a bus
D. the eleven pm to seven am shift in an emergency room

Answer: D
A-head: What Is the Difference Between an Team and a Group?

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True/False

5. True or False? A team is a group of people who must work together to achieve a common agreed upon goal or outcome.

Answer: True
A-head: What Is the Difference Between an Team and a Group?

Multiple Choice

6. According to systems theory:
A. an individual member of a team cannot be fully understood in isolation from the team
B. a team cannot be understood without the organizational context in which it exists
C. all social systems are integrated wholes
D. all of the answers

Answer: D
A-head: A Systems Approach to Groups

7. A healthcare organization is a complex, adaptive system because:
A.it is non linear, open to environment, self organizing and evolving
B.there is a variety of third party payers with different regulations
C.there are many stakeholders who compete for resources
D.there are many hierarchies

Answer: A
A-head: A Systems Approach to Groups

8. Information provided by hospital staff, care recipients, suppliers and funding sources is an example of:
A. input
B. throughput
C. output
D. none of the answers

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Answer: A
A-head: A Systems Approach to Groups

9. Treatment provided by the rehabilitation team is an example of :
A. input
B. throughput
C.output
D. none of the answers

Answer: B
A-head: A Systems Approach to Groups

10. Patient satisfaction rates are an example of:
A.throughput
B.input
C.output
D.none of the answers

Answer: C
A-head: A Systems Approach to Groups

True/False

11. True or False: It is very likely that a health care system with a hierarchical interactive pattern will be adaptable in the face of change.

Answer: False
A-head: A Systems Approach to Groups

Multiple Choice

12. Health care organizations that value relationship building among all stakeholders:
A. are able to integrate myriad systems

B. report higher staff retention rates
C. report positive clinical outcome
D. all of the answers

Answer: D
A-head: A Systems Approach to Groups

13. Homeostasis is synonymous with:
A. entropy
B. negentropy
C. optimal systems functioning
D. none of the answers

Answer: C
A-head: A Systems Approach to Groups

14. Giving equal attention to each team members contribution:
A. broadens the perspective of the team
B. takes more time than it is worth
C. undermines the leader's position
D. invites conflict

Answer: A
A-head: A Systems Approach to Groups

15. Successful change agents:
A. are leaders
B.focus on group level of system
C.focus on the organization level of the system
D. address all levels of the system

Answer: D
A-head: Applying Systems Theory

16. The focus of intervention at the individual level of a system is:
A. behaviors, perceptions, emotions
B. team goals, tasks, roles
C. culture, leadership, strategy

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D. none of the answers

Answer: A
A-head: Applying Systems Theory

17. Conflict management, mediation, communication and conflict resolution training are all methods to intervene at:
A.individual level of the system
B.interpersonal level of the system
C.group level of the system
D. organizational level of the system

Answer: B
A-head: Applying Systems Theory

18. The goal of group level system intervention is:
A. clarify the nature of individual contributions
B. clarify the group's purpose
C. facilitate behaviors that will foster goal attainment
D. all of the answers

Answer: D
A-head: Applying Systems Theory

True/False

19. True or False: The goal of community level of system intervention is finding common ground.

Answer: False
A-head: Applying Systems Theory

Multiple Choice

20. Methods to intervene at the organization level of system include:
A. analysis of the organizational culture
B. analysis of organizational strengths
C. leveraging culture change
D. all of the answers

Answer: D
A-head: Applying Systems Theory

True/False

21. True or False: A rehabilitation team is an example of a microsystem within a complex system.

Answer: True
A-head: Applying Systems Theory

Multiple Choice

22. As examples of microsystems, a cardiac team and a pediatric team are differentiated from each other by:
A. purpose, patients, professionals, processes
B. cost, complexity, professional, patterns
C.hierarchical position, cost, productivity
D. reimbursement, patients, rate of recidivism

Answer: A
A-head: Applying Systems Theory

23. High performing microsystems are characterized by:
A. inclusive leaders
B. strong organizational support
C. ongoing staff development
D. all of the answers

Answer: D

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A-head: Applying Systems Theory

24. Patient/community focus, evidence based practice, process improvement and technology enhanced communication are characteristics of:
A. complex systems
B.hierarchical systems
C.closed systems
D. high functioning microsystem

Answer: D
A-head: Applying Systems Theory

True/False

25. True or False: Intervention in complex systems is most effective when problem solvers focus on the organizational level of system.

Answer: False
A-head: Applying Systems Theory

26. True or False: Intervention in complex systems is most effective when problem solvers consider goals in the light of their effect on the whole system.

Answer: True
A-head: Applying Systems Theory

Multiple Choice

27. VUCA is an acronym that has been applied to the complex world of healthcare. It means:
A.vision, unity, compassion, agility
B.value, understanding, collaboration, amity
C.volatile, uncertain, complex, ambiguous
D.variable, underfunded, complicated, ambitious

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Answer: C
A-head: Applying Systems Theory

True/False

28. True or False: Analysis of the purpose of your team and how that purpose fits within the overall context of the health system and community represents the group, organization and community levels of system.
Answer: True

Multiple Choice

29. You would be representing the individual level of system if you were:
A. identifying the members of your team
B. describing your unique professional contribution to the team
C. identifying the clients who are served by your team
D. identifying communication patterns with other teams

Answer: B

True/False

30. True or False: Coaching, training, mentoring and feedback are methods of intervening at the interpersonal level of system.

Answer: False

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