Leadership in Nursing Practice 4th edition Weberg Test Bank

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Import Settings:
Base Settings: Brownstone Default
Information Field: Complexity
Information Field: Ahead
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Information Field: Taxonomy
Highest Answer Letter: D
Multiple Keywords in Same Paragraph: No
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Chapter: Chapter 01 - Quiz

Multiple Choice

1. In your role, you are expected to anticipate and predict future expectations and translate them to those around you and assisting others in accepting and engaging in change. Which of the following roles are you performing?
A) Manager
B) Leader
C) Administrator
D) Physician
Ans: B
Complexity: Difficult
Ahead: In the Era of Health Transformation
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Application

2. Now, more than ever before, patients are taking responsibility for their own healthcare decisions. Which of the following healthcare reforms does this trend represent?
A) Value-driven service
B) Volume-driven service
C) User-driven service
D) Provider-driven service
Ans: C
Complexity: Difficult
Ahead: The Context of Healthcare Policy
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Application

3. Which of the following statements about conflict and conflict management is true?
A) Principles of conflict management are useful options for navigating the landscape of transformation and change.
B) Conflict is a non-normative dynamic.

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C) A good conflict process includes identifying conflict in middle stages.
D) Conflict resolution and mediation is a learned and developed skill that comes with practice and application.
Ans: D
Complexity: Moderate
Ahead: The Management of Conflict
Subject: Chapter 1
Title: Integrated Learning: Applying the Practices of Leadership
Taxonomy: Recall

4. Accountability is:
A) the cornerstone of professional expression.
B) the same as responsibility.
C) to be avoided by professionals.
D) based on legality.
Ans: A
Complexity: Moderate
Ahead: The Centrality of Accountability – Becoming a Professional Nurse
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Recall

5. As a nurse leader, you have been given the freedom to make decisions and take action when you feel the need to do so. This freedom is an example of which of the following?
A) Autonomy
B) Authority
C) Accountability
D) Responsibility
Ans: A
Complexity: Difficult
Ahead: The Centrality of Accountability – Becoming a Professional Nurse
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Application

6. All of the following statements about accountability are true except:
A) accountability can be delegated.
B) accountability is invested in individuals, not groups.
C) accountability is about the products of work, not the processes of work.
D) accountability implies change.
Ans: A
Complexity: Moderate
Ahead: The Centrality of Accountability – Becoming a Professional Nurse
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Recall

7. All of the following essentials evidence a good fit between supporting infrastructure and the capacity for sustainable professional practice except:
A) professionals organize around decisions, not positions.
B) decisions are never driven from the point of service.
C) a grid of accountability demonstrates the locus of control for all decisions in the system and clearly identifies where decisions should be made and by whom.
D) clarification and distinction of decisions that are *a priori* management driven and owned and those that are staff owned is an important distinction of accountability in professional organizations.
Ans: B
Complexity: Moderate
Ahead: Structure, Organizations, and Professionals: Creating the Context for Practice
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Recall

8. As a leader, it is your responsibility to ensure that the proper decision is made by the proper person, in the proper place, at the proper time, and for the proper purpose. This responsibility is the central principle for which of the following?
A) Accountability
B) Shared decision-making
C) Critical thinking
D) Boundary determination
Ans: B
Complexity: Difficult
Ahead: Structure, Organizations, and Professionals: Creating the Context for Practice
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Analysis

9. Approaches to staffing decisions include:
A) nurse-to-administrator ratios.
B) patient payment systems.
C) legislative requirements.
D) uniform skill levels.
Ans: C
Complexity: Moderate
Ahead: Staffing Effectiveness
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Recall

10. All of the following statements about change are true except:
A) learning how to thrive in the presence of continual change requires both art and science in the healthcare environment.
B) all change is urgent.
C) not all change is value laden.
D) some good ideas do not need to be implemented unless there is evidence and a rationale for the change.
Ans: B
Complexity: Moderate

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Ahead: Change and Innovation
Subject: Chapter 1
Title: Integrating Learning: Applying the Practices of Leadership
Taxonomy: Recall

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