Management and Leadership for Nurse Administrators 9th edition Roussel Test Bank

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Multiple Choice

1. According to Collins (2001), a Level 4 leader is a(n) _____, able to stimulate teams to high-performance standards by demonstrating commitment to aggressive pursuit of a compelling vision.
A) contributing team member
B) competent manager
C) executive
D) effective leader
Ans: D

2. The two characteristics that are needed to move a Level 4 leader to a Level 5 leader are:
A) competence and efficiency.
B) humility and resolve.
C) team player and sense of humor.
D) experience and motivation.
Ans: B

3. With the help of the NHSN, rates of _____ decreased by 44% from 2008 to 2012.
A) accidental falls
B) central line infections
C) preventable adverse events
D) unnecessary surgeries
Ans: B

4. According to the report *The New Science of Personalized Medicine: Translating the Promise to Practice*, the enormous market for personalized medicine:
A) is a fad that will soon fade.
B) will remain stagnant over the next several years.
C) is projected to grow 11% per year.
D) is expected to double by next year.
Ans: C

5. The future trend of consumerism in health care is about:
A) high-quality care, regardless of cost.
B) protection of consumers' rights.

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C) in-patient care.
D) finding the lowest-cost provider.
Ans: B

6. Needleman notes that *nursing-sensitive indicators* is a term focusing on the relationship of nursing with:
A) adverse patient outcomes.
B) all patient outcomes.
C) positive patient outcomes.
D) physicians.
Ans: A

7. According to Porter and Teisberg (2006), the current healthcare system has fallen victim to _____ competition, or winning at the expense of another.
A) cost-shifting
B) positive-sum
C) value-based
D) zero-based
Ans: D

8. In Collins's leadership levels, Level 1 leaders are _____, demonstrating productive activity through talent, knowledge, and skills.
A) highly capable individuals
B) competent managers
C) executives
D) effective leaders
Ans: A

9. In the past several years, focus on patient safety:
A) has saved Medicare millions of dollars.
B) has translated into greater patient satisfaction.
C) has not translated into positive patient outcomes or cost savings.
D) has decreased.
Ans: C

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10. The paradigm shift to consumer as partner rather than patient will be necessary with the advent of:
A) technology.
B) personalized health care.
C) automation.
D) complex adaptive systems.
Ans: B

True/False

1. True or False? In positive-sum competition, the incentives for improved results are based on clinical outcomes rather than volume or length of stay.
Ans: True

2. True or False? In a complex adaptive system, analysis and long-term planning are paramount, and consensus among management is key.
Ans: False

3. True or False? Studies have shown that uninsured individuals with chronic diseases are less likely to seek information regarding their health on the Internet than are insured individuals.
Ans: False

4. True or False? Health care is defined by facility care and consumer health status.
Ans: True

Short Answer

1. The _____ is patient-centered care focused on prevention, health promotion, and coordinated care across the life span.
Ans: medical home

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Essay

1. Name four of the Picker Institute's eight characteristics of care that indicate quality and safety.
Ans: Answers may include: (1) respect for the patient's values, preferences, and expressed needs; (2) coordinated and integrated care; (3) clear, high-quality information and education; (4) physical comfort/pain management; (5) emotional support and alleviation of anxiety; (6) involvement of family and friends as appropriate; (7) continuity; (8) access to care.

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