

# NEA-BC Demotesten & NEA-BC Prüfungs

## Test 1 - NEA BC

0.5 FTE - ANS a nurse who works part time through out the year is what FTE based on a 40 hour work week

accelerate rapid cycle change - ANS goal is to modify and accelerate methods in order to respond quickly

accommodation - ANS an approach to conflict in which a person gives in to other group members, even at the expense of his or her own goals

Accountable Care Organization (ACO) - ANS An organization of healthcare providers accountable for the quality, cost, and overall care of Medicare beneficiaries who are assigned and enrolled in the traditional fee-for-service program patients will have some health info shared to ensure coordination of care and prevent duplication of services if enrolled cannot participate in medicare advantage plans such as HMO/PPO

Act - ANS PDSA identify necessary changes, adopt, and continue to monitor

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Nicht alle Unternehmen können die volle Rückerstattung beim Durchfall garantieren, weil die Nursing NEA-BC nicht leicht zu bestehen ist. Aber wir ZertPruefung vertrauen unbedingt unser Team. Ihre sorgfältige Forschung der Nursing NEA-BC Prüfungsunterlagen macht die Nursing NEA-BC Prüfungssoftware besonders zuverlässig. Sie können zuerst unsere Demo einmal probieren. Irgendwelche Vorbereitungsstufe bleiben Sie jetzt, können unsere Produkte Ihnen helfen, sich besser auf die Nursing NEA-BC Prüfung vorzubereiten!

>> NEA-BC Demotesten <<

## NEA-BC Prüfungs & NEA-BC Testfragen

Man soll stets Maßnahmen für Erfolg, sondern keine Ausreden für Misserfolg finden. Die Schulungsunterlagen zur Nursing NEA-BC Zertifizierungsprüfung von ZertPruefung enthalten Testaufgaben und Antworten, die von unseren erfahrenen IT-Experten durch ihre

ständige Praxis und Erforschung entworfen sind. Sie verfügen über hohe Genauigkeit und große Reichweite. Sie werden Ihr bester Helfer sein, während Sie die Nursing NEA-BC Zertifizierungsprüfung vorbereiten.

## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) NEA-BC Prüfungsfragen mit Lösungen (Q338-Q343):

### 338. Frage

Political actions taken at the local level to influence policymakers is known as which of the following?

- A. none of the above
- B. lobbying
- C. informed voting
- D. grassroots strategy

**Antwort: D**

Begründung:

The term "grassroots strategy" refers to a political approach that originates from the local or community level, aiming to influence decision-makers and policymakers. Unlike top-down strategies initiated by those in higher echelons of power, grassroots strategies begin among the general populace. This method relies on the power of the collective voice of ordinary citizens to bring about change in government policies and practices.

Grassroots strategies typically involve a wide range of activities including rallies, community meetings, petition drives, and social media campaigns. These efforts are designed to increase awareness about specific issues and mobilize local populations to advocate for their interests and rights. By engaging in grassroots activities, individuals and communities can exert direct pressure on their representatives and other policymakers to address their concerns.

For example, nurses can use grassroots strategies to influence health policy at local, state, or national levels. By organizing and participating in campaigns, they can highlight issues such as patient safety, staffing ratios, and healthcare reforms. Nurses, as key stakeholders in the healthcare system, have unique insights and experiences that can inform and improve health policy decisions. Through grassroots efforts, they can ensure that their professional perspectives and the needs of their patients are considered in the policymaking process.

Ultimately, grassroots strategies empower individuals and communities, giving them a voice in the political arena. This approach not only helps in addressing specific local issues but also strengthens democratic processes by encouraging active participation and engagement in governance.

### 339. Frage

The tone of a letter or email message will have a major effect on the reader's response. Which of the following is the best way for writers to choose an appropriate tone?

- A. Use short sentences and simple vocabulary
- B. Avoid words that might be misinterpreted or misunderstood
- C. Imagine how they would feel if they received the message they are composing
- D. Avoid jargon and business "buzz words"

**Antwort: C**

Begründung:

The tone of a letter or email is crucial because it greatly influences how the reader perceives the message and, consequently, how they respond. Often, the challenge lies in ensuring the tone is appropriate, respectful, and aligned with the intended message.

Misjudging the tone can lead to misunderstandings or negative reactions, even if the content itself is accurate and well-intentioned. One effective strategy for choosing an appropriate tone is to put oneself in the recipient's shoes. This involves imagining how you would feel if you were on the receiving end of the message you are composing. This empathetic approach helps writers assess the emotional impact of their words and adjust the tone accordingly. It encourages a thoughtful consideration of the language and style used, aiming to communicate in a way that is considerate and clear.

When imagining receiving your own message, consider aspects such as: - **Respectfulness**: Does the tone show respect for the reader and their perspective? - **Clarity**: Is the message expressed clearly without room for misinterpretation? - **Empathy**: Does the tone acknowledge and respect the reader's feelings or situation? - **Professionalism**: For business communications, is the tone suitably formal or informal?

This introspective approach is particularly useful because it promotes mindfulness about how certain words or phrases might be perceived differently than intended. It helps in identifying any elements that might come across as harsh, condescending, or overly casual. By evaluating the potential emotional response that the message might elicit, writers can revise their message to ensure it

conveys respect and consideration, thereby enhancing the effectiveness of their communication.

In summary, the best way to select an appropriate tone for letters or email messages is to imagine how you would react if you received your own message. This method fosters a greater awareness of the impact of tone and encourages the cultivation of positive, respectful, and effective written communications. This not only helps in avoiding miscommunications but also in building better relationships through thoughtful and empathetic engagement.

### 340. Frage

The credentialing process for a physician should not include the following?

- A. The process of validating the licensed independent with the licensing board of the state in which they took their tests.
- B. The gathering of information about the physician's experience.
- C. Phone calls are adequate, no paperwork will be required.
- D. Establishing the physician's qualifications.

**Antwort: C**

Begründung:

The credentialing process for a physician is a critical procedure that ensures they meet all the necessary qualifications and standards to provide medical care. This process involves several components, each designed to verify different aspects of a physician's professional background and abilities. Let's break down the elements listed in the question to determine which one should not be included in the credentialing process.

**\*\*Establishing the Physician's Qualifications\*\*** - This is a fundamental part of the credentialing process. It involves checking the physician's educational background, training, residency, and any specialty certifications. Ensuring that a physician has the necessary qualifications is crucial for maintaining high standards of care in medical facilities.

**\*\*Phone Calls are Adequate, No Paperwork Will Be Required\*\*** - This statement suggests that verbal communication alone is sufficient for credentialing. However, this approach is inadequate because it lacks the necessary documentation and formal verification of a physician's credentials. Credentialing requires thorough documentation, including copies of diplomas, certificates, and letters of recommendation, which cannot be replaced by phone calls alone. Thus, this statement represents a practice that should not be included in the credentialing process.

**\*\*Each Facility Will Have Their Own Policies and Procedures for the Physicians Credentialing Process\*\*** - This is a true statement and reflects the reality that different healthcare facilities may have varying requirements and procedures for credentialing. However, all should adhere to fundamental standards that ensure thorough vetting of a physician's qualifications and background.

**\*\*The Gathering of Information About the Physician's Experience\*\*** - Collecting detailed information about a physician's professional experience, including previous positions and specific areas of practice, is another crucial element of credentialing. This helps to assess the physician's capability and suitability for the specific roles they are expected to perform.

**\*\*The Process of Validating the Licensed Independent with the Licensing Board of the State in Which They Took Their Tests\*\*** - Verifying a physician's licensure with the appropriate state medical boards is essential. This confirms the legal standing and validity of the physician's license to practice medicine, ensuring they are recognized and permitted by state authorities to provide healthcare services.

In summary, all elements listed, except for the assertion that "Phone calls are adequate, no paperwork will be required," are essential components of the credentialing process. Effective credentialing must be comprehensive and rely on detailed documentation and formal procedures, not merely verbal confirmations, to ensure that all medical staff are qualified and competent to provide safe and effective care.

### 341. Frage

Appreciative inquiry is the opposite of problem solving in the sense that

- A. It treats problems as opportunities rather than threats
- B. It attempts to leverage problems rather than solve them
- C. It focuses on what is right in an organization rather than what is wrong
- D. It treats problems as a normal part of business life

**Antwort: C**

Begründung:

Appreciative Inquiry (AI) is a change management approach that contrasts significantly with traditional problem-solving methods. The core philosophy of AI hinges on identifying and amplifying the positive aspects of an organization's functioning, rather than focusing primarily on the negatives or issues that need fixing. This approach is based on the belief that organizations can achieve more sustainable and creative outcomes by exploring and building on their strengths.

Traditional problem-solving techniques typically involve identifying problems, analyzing their causes, and finding solutions to fix them. This method often views issues as hindrances that prevent an organization from functioning efficiently. While effective in many scenarios, this approach can lead to a culture that is overly focused on deficiencies and limitations, potentially overlooking the organization's existing strengths and opportunities for growth.

In contrast, Appreciative Inquiry begins by asking questions to uncover the best of "what is" in an organization. This involves conducting appreciative interviews and discussions that help to identify the unique strengths and successes of an organization. By understanding these positive aspects, AI aims to envision what could be, thereby inspiring stakeholders to dream of a future where these positive elements are maximized and become the norm rather than the exception.

Following the discovery phase, AI moves into the 'Dream' phase where stakeholders imagine the organization at its best possible future state. This is followed by the 'Design' phase, where participants collaboratively design concrete ways to achieve this envisioned future. Finally, the 'Destiny' phase focuses on implementing the proposed design and sustaining the change. This whole process not only strengthens the organization's positive core but also fosters a more collaborative and optimistic organizational culture.

Appreciative Inquiry fundamentally shifts the focus from problems to potentials. It treats existing strengths and successes as the foundation for future growth, rather than merely addressing shortcomings. This approach encourages organizations to leverage their best attributes, leading to a more motivated workforce and innovative solutions that are rooted in what already works well. As a result, AI can lead to transformative changes that are deeply embedded within the organizational culture, promoting a cycle of continuous improvement and positive reinforcement.

### 342. Frage

The Nurse Executive encourages staff nurses, team leaders, and Nurse Managers to utilize a computer system that allows for anonymous communication and holds regular staff meetings for employees to discuss issues and concerns. Which Standard, of The Standards of Practice and Professional Performance, is she adhering to?

- A. Standard Thirteen, Collaboration
- B. Standard Eleven, Communication
- C. Standard Nine, Evidence-based Practice and Research
- **D. Standard Twelve, Leadership**

### Antwort: D

#### Begründung:

The nurse executive is adhering to Standard Twelve, Leadership. This standard emphasizes the importance of demonstrating leadership both within the professional practice setting and the broader nursing profession. By encouraging the use of an anonymous communication system and holding regular staff meetings, the nurse executive is fostering an environment where open communication is valued and promoted.

Leadership in nursing involves more than just overseeing the work of others. It includes the ability to create an environment that promotes professional growth, enhances the quality of care, and supports collaboration among staff. The implementation of an anonymous communication system allows staff to voice concerns and provide feedback without fear of reprisal. This tool not only helps in identifying issues but also encourages a culture of transparency and trust.

Furthermore, regular staff meetings are a critical aspect of effective leadership as they provide a platform for open dialogue and problem-solving. These meetings allow the nursing team to discuss any concerns, share ideas, and strategize on improving patient care and workflow processes. By conducting these meetings, the nurse executive ensures that all team members, including staff nurses, team leaders, and nurse managers, are aligned with the organization's goals and are actively involved in the decision-making process.

By adhering to Standard Twelve, the nurse executive demonstrates a commitment to leadership that goes beyond mere management. It encompasses fostering a supportive and collaborative environment, promoting professional development, and ensuring that communication channels are open and effective. This approach not only enhances the functioning of the nursing team but also positively impacts the overall quality of patient care provided.

### 343. Frage

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