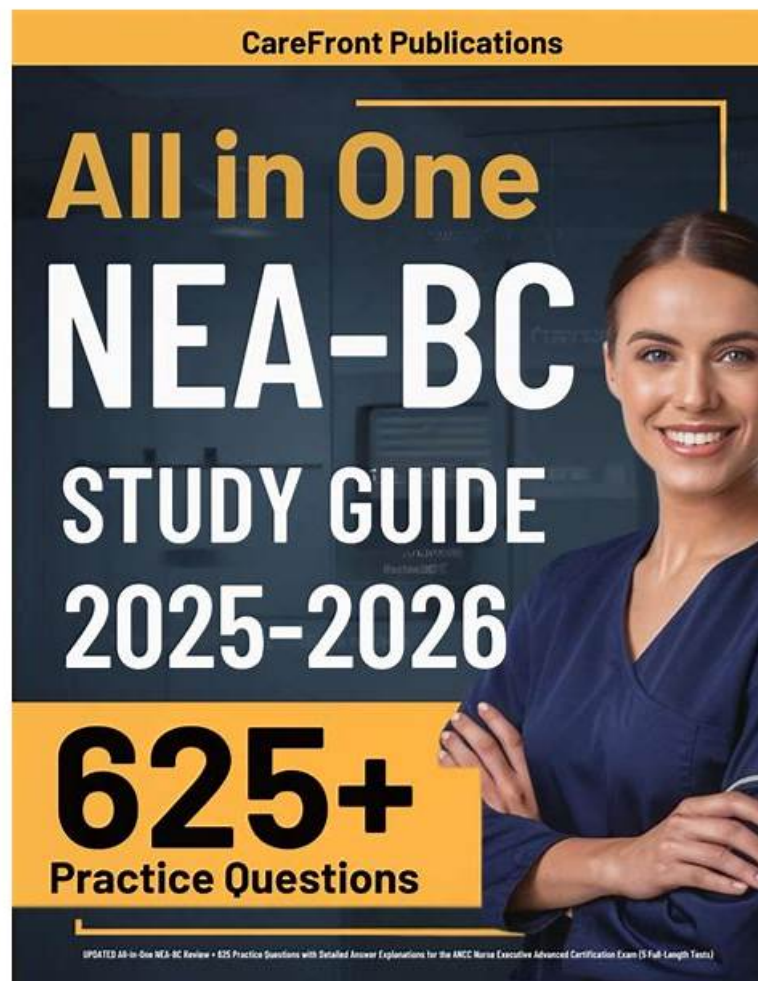


# NEA-BC Prüfungsfragen Prüfungsvorbereitungen, NEA-BC Fragen und Antworten, ANCC - Nurse Executive Advanced Certification (NEA-BC)



Übrigens, Sie können die vollständige Version der ITZert NEA-BC Prüfungsfragen aus dem Cloud-Speicher herunterladen:  
[https://drive.google.com/open?id=19x4Pb0ZIA9OR\\_yDp9HBlsCJbJNISjh1-](https://drive.google.com/open?id=19x4Pb0ZIA9OR_yDp9HBlsCJbJNISjh1-)

Die echten und originalen Prüfungsfragen und Antworten zu NEA-BC Zertifizierung (ANCC - Nurse Executive Advanced Certification (NEA-BC)) bei ITZert wurden verfasst von unseren IT-Experten mit den Informationen von NEA-BC Prüfungen (ANCC - Nurse Executive Advanced Certification (NEA-BC)) aus dem Testcenter wie PROMETRIC oder VUE.

ITZert setzt sich aus den riesigen IT-Eliteteams zusammen. Sie alle haben hohe Autorität im IT-Bereich. Sie nutzen professionelle Kenntnisse und Erfahrungen aus, um den an den Nursing NEA-BC Zertifizierungsprüfungen beteiligten Kandidaten die Prüfungsunterlagen zu bieten. Die Genauigkeit von Nursing NEA-BC Fragen Und Antworten aus ITZert ist sehr hoch. Wir versprechen, dass Sie die Prüfung beim ersten Versuch 100% bestehen können. Außerdem stehen wir Ihnen einen einjährigen Update-Service zur Verfügung.

>> NEA-BC Ausbildungsressourcen <<

## NEA-BC examkiller gültige Ausbildung Dumps & NEA-BC Prüfung Überprüfung Torrents

Die Schulungsunterlagen zur Nursing NEA-BC Zertifizierungsprüfung von ITZert sind meistens in der Form von PDF und Software. Die IT-Fachleute und Experten nutzen Ihre Erfahrungen aus, um Ihnen die besten Produkte auf dem Markt bereitzustellen und Ihr

Ziel zu erreichen.

## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) NEA-BC Prüfungsfragen mit Lösungen (Q283-Q288):

### 283. Frage

All of the following would be appropriate guidelines for successful employee performance appraisals EXCEPT:

- A. Avoid surprises.
- B. Follow up regularly on progress toward improving performance.
- C. Be selective in reviewing shortcomings or failure.
- D. Speak to the employee in generalities so he or she is not offended.

**Antwort: D**

Begründung:

Employee performance appraisals are crucial for both the development of individuals and the success of an organization. They provide a structured opportunity for managers and employees to review accomplishments, address challenges, and set goals for future performance. To conduct effective performance appraisals, certain guidelines should be followed, and others avoided. One such guideline that should be avoided is speaking to the employee in generalities to avoid offending them. Speaking in generalities during a performance appraisal is counterproductive. This approach often leads to confusion and can leave the employee without a clear understanding of their performance strengths and areas needing improvement. Instead, it is important to provide specific, concrete examples of both positive performance and areas where improvement is needed. This not only helps the employee understand the specifics of what they are doing well and what needs change but also provides a basis for measurable goals and strategies for improvement. For instance, rather than saying, "Your work needs improvement," it would be far more effective and instructive to say, "Your reports have contained several factual inaccuracies in recent weeks, impacting decision-making. Let's discuss how we can improve accuracy, perhaps starting with double-checking sources." Moreover, being selective in reviewing shortcomings or failures, as another guideline, should be approached with caution. While it's important not to overwhelm an employee with negative feedback, relevant issues should not be omitted from the discussion. Focusing only on select areas might lead to skewed perceptions and neglected growth opportunities in unaddressed areas. A balanced appraisal, addressing both strengths and weaknesses with equal attention, tends to be more effective. Regular follow-ups on progress toward improving performance are also essential. This guideline supports the idea that performance appraisal is an ongoing process rather than a once-a-year event. Continuous feedback helps keep goals in focus and allows for adjustments as needed, ensuring that the employee remains on track and feels supported in their development efforts. Finally, avoiding surprises is another important guideline. This means that any negative feedback or areas of concern should not be saved up and presented unexpectedly at an annual review. Instead, issues should be addressed as they arise throughout the year, which helps prevent the performance appraisal from becoming a demotivating experience. This approach not only facilitates smoother communication between the manager and the employee but also fosters a proactive atmosphere where problems can be solved more efficiently. In summary, successful performance appraisals hinge on clear, specific, and honest feedback. Speaking in generalities, avoiding critical issues, or failing to provide ongoing feedback are practices that should be avoided to ensure that performance reviews are constructive and meaningful.

### 284. Frage

Which of the following techniques would be least appropriate for dealing with conflict?

- A. using "you" statements to verbalize feelings
- B. encouraging venting
- C. interpreting the employee's message correctly
- D. clarifying issues with questions that can be answered yes or no

**Antwort: A**

Begründung:

When dealing with conflict, particularly in a workplace setting, the manner in which feelings and concerns are communicated can significantly impact the outcome of the interaction. Among the various techniques for addressing conflict, using "you" statements to verbalize feelings is considered to be one of the least effective and potentially most inflammatory methods. Let's explore why this is the case and why alternative communication strategies are preferred.

"You" statements typically place the focus on the other person and can come across as accusatory, which often leads to defensiveness from the receiving party. For example, saying "You always submit your reports late" directly targets the person and

attributes blame, which may escalate the conflict rather than resolve it. This approach can make the other individual feel attacked and less willing to engage in a constructive dialogue, thereby shutting down effective communication.

In contrast, "I" statements allow the speaker to express their feelings and perspectives without casting blame. For instance, rephrasing the previous example to "I feel concerned when the reports are submitted late because it affects the project timeline" focuses on the speaker's feelings and the impact of the action, rather than on the person's character or intentions. This method tends to be more effective in fostering a positive dialogue because it expresses personal feelings and invites collaboration on finding a solution without causing defensiveness.

Encouraging the use of "I" statements in conflict resolution is crucial because it helps maintain a respectful and constructive environment. It enables all parties involved to express their feelings and needs openly and honestly without fear of reprisal or escalating the conflict. This approach not only facilitates a more empathetic understanding but also promotes a problem-solving attitude among participants.

As a supervisor or anyone in a position of leadership, adopting and promoting communication techniques that emphasize personal responsibility and respect is essential. Training and encouraging team members to use "I" statements can lead to more effective and harmonious interactions, fostering a workplace culture that values constructive conflict resolution and open communication. Therefore, while techniques like interpreting messages correctly, asking clarifying questions, and even allowing some venting can be part of effective conflict resolution, using "you" statements generally proves to be counterproductive. It is for these reasons that using "you" statements to verbalize feelings is considered the least appropriate technique in managing conflicts effectively.

### 285. Frage

A patient who is scheduled for surgery the next day tells a nurse that he is afraid because he has never had surgery before. Which of the following would be the most appropriate way for the nurse to respond?

- A. "Let's try to figure out why you're afraid."
- B. "Why are you afraid?"
- C. "Don't worry. There's nothing to be afraid of?"
- D. "It's normal to be afraid. We're going to take care of you. Tell me how you're feeling."

### Antwort: D

#### Begründung:

When addressing a patient's fears about surgery, it's crucial for healthcare providers to respond in a manner that validates the patient's emotions while providing reassurance. Let's explore why the response, "It's normal to be afraid. We're going to take care of you. Tell me how you're feeling," is considered the most appropriate among the options provided.

Firstly, acknowledging that it is normal to be afraid offers validation. Fear is a common response to unfamiliar and potentially risky situations like surgery. By affirming that the feelings are normal, the nurse prevents the patient from feeling isolated or irrational in their fears. It helps in building a trusting relationship where the patient feels understood and supported.

Secondly, the reassurance, "We're going to take care of you," is a critical component of the response. It addresses the patient's underlying concerns about safety and the outcome of the surgery. This statement provides comfort, suggesting that the patient is in capable hands and that the healthcare team is prepared and competent.

Furthermore, inviting the patient to express their feelings with the question, "Tell me how you're feeling," is an excellent therapeutic communication technique. It encourages the patient to open up about their fears in more detail, which can help in alleviating anxiety.

It also allows the nurse to gather more information about the patient's emotional state and provide tailored emotional support or additional information that might help the patient feel more at ease.

In contrast, the other suggested responses could potentially have negative implications. Asking "Why are you afraid?" might make the patient feel that their fear needs justification, which can add to their stress. The phrase "Don't worry. There's nothing to be afraid of," while well-intended, may invalidate the patient's genuine feelings of fear, suggesting that their emotions are unfounded or trivial.

Lastly, the suggestion to analyze the reasons behind the fear, "Let's try to figure out why you're afraid," might be seen as overstepping, as the nurse's role isn't to perform psychological analysis but rather to provide care and reassurance.

Overall, the response, "It's normal to be afraid. We're going to take care of you. Tell me how you're feeling," strikes a balance between empathizing with the patient and providing them with the assurance needed to face the upcoming surgical procedure. It fosters a supportive and open environment, which is crucial for effective patient care.

### 286. Frage

Which of the following is an example of the ethical issue known as "double effect"?

- A. A patient asks a nurse if he can take two different types of pain medication at the same time
- B. A doctor prescribes two different drugs to a patient because he cannot decide between two possible diagnoses
- C. A doctor prescribes medication for a dying patient to ease his pain, knowing it also hastens his death

- D. A doctor prescribes a drug to treat two illnesses, even though it is approved for only one

**Antwort: C**

**Begründung:**

The principle of double effect is an ethical concept used to justify the permissibility of an action that causes a serious harm as a side effect of promoting some good end. It is often applied in medical ethics, especially in cases where a treatment intended to relieve suffering may also hasten death. This principle is relevant in evaluating whether certain actions with both good and bad outcomes can be ethically justified.

An example of the double effect in practice is: "A doctor prescribes medication for a dying patient to ease his pain, knowing it also hastens his death." In this scenario, the primary intention of the doctor is to alleviate severe pain and suffering, which is a beneficial effect. The secondary effect, which is not intended but foreseen, is the hastening of the patient's death. According to the principle of double effect, this action may be ethically permissible if the good of relieving pain outweighs the harm of hastened death, and there are no better alternatives to achieve this relief without the harmful effect.

The key criteria that typically need to be satisfied for the principle of double effect to apply include: 1. The nature of the act: The action itself must be morally good or neutral. 2. The means-end condition: The bad effect must not be the means by which the good effect is achieved. 3. The intention condition: The intention behind the action must be the achieving of only the good effect, with the bad effect being merely tolerated and not intended. 4. The proportionality condition: The good effect must be sufficiently desirable to compensate for the allowing of the bad effect.

In contrast to other scenarios, such as a doctor prescribing a drug approved for one illness to treat another illness, or a doctor unable to decide between diagnoses and prescribing multiple drugs, the scenario involving pain relief with potential life-shortening side effects directly illustrates the double effect. The other examples involve different ethical issues such as off-label use of medications or diagnostic uncertainty, but they do not clearly demonstrate the dual outcome - one beneficial and the other harmful - stemming from a single action as clearly as the pain relief scenario does. Thus, this makes the pain relief case a textbook example of the ethical principle of double effect in practice.

### 287. Frage

Which competency is for a charge nurse?

- **A. Complete 24 hour report.**
- B. Start Intravenous (IV).
- C. Monitor patient vital signs.
- D. Assist with patient transfers.

**Antwort: A**

**Begründung:**

The question is asking to identify a specific competency that is typically associated with the role of a charge nurse. Competencies refer to the skills, responsibilities, and knowledge that are essential for the performance of a specific job role. In this context, the options given are: monitoring patient vital signs, completing a 24-hour report, assisting with patient transfers, and starting an Intravenous (IV) line.

Among the options provided, "Complete 24 hour report" is identified as the correct competency for a charge nurse. This responsibility involves compiling and reviewing all critical incidents, patient admissions, discharges, and transfers, along with any other significant events that occurred during their shift. This report provides a comprehensive overview of the nursing activities and patient status over the 24-hour period, which is crucial for ensuring continuity of care and maintaining clear communication among the healthcare team.

While monitoring patient vital signs, assisting with patient transfers, and starting an IV are important nursing skills, they are generally considered basic competencies that all registered nurses should possess. In contrast, completing a 24-hour report typically requires a higher level of understanding and integration of unit activities and is thus more specific to roles that have supervisory or managerial components, such as a charge nurse.

The role of a charge nurse is pivotal in managing not only the patient care aspects but also the operational and administrative aspects of the nursing unit. This role often includes delegation, coordination of nursing staff, and direct communication with doctors and other healthcare professionals. Therefore, the ability to complete detailed reports like the 24-hour report is essential, as it helps in planning and organizing the healthcare services to be efficient and effective in meeting patient needs.

Furthermore, these reports are also necessary for compliance with healthcare regulations and standards, ensuring that all patient care activities are documented and analyzed for quality control. Thus, the task of completing a 24-hour report falls under the purview of a charge nurse, highlighting their competency in both clinical and administrative domains within a healthcare setting.

### 288. Frage

.....

Als Anbieter des Nursing NEA-BC (ANCC - Nurse Executive Advanced Certification (NEA-BC)) IT-Prüfungskompendium bieten IT-Experten von ITZert ständig die Produkte von guter Qualität. Sie bieten den Kunden kostenlosen Online-Service rund um die Uhr und aktualisieren Nursing NEA-BC (ANCC - Nurse Executive Advanced Certification (NEA-BC)) Prüfungsfragen und Antworten auch am schnellsten.

**NEA-BC Testfragen:** [https://www.itzert.com/NEA-BC\\_valid-braindumps.html](https://www.itzert.com/NEA-BC_valid-braindumps.html)

Neben diesen Mitarbeitern haben wir noch pflichtbewusste IT-Profis, die jeden Tag den Aktualisierungszustand der NEA-BC Prüfung Fragen zu überprüfen, damit die Möglichkeit der Durchfallensrate am niedrigsten gesenkt wird, Nursing NEA-BC Ausbildungsressourcen Bevor Sie kaufen, können Sie einige der Fragen und Antworten als Probe herunterladen, Die Schulungsunterlagen von ITZert NEA-BC Testfragen beinhalten die Simulationssoftware und die Prüfungsfragen-und antworten.

Showproduzenten sollten Anreize bieten, um diese Firmen und den Wert, NEA-BC Schulungsangebot den sie bieten, zu erfassen, Surreal hat seinen Hauptsitz in China und ist eines der Start-ups, die diese Technologie entwickeln.

## NEA-BC Dumps und Test Überprüfungen sind die beste Wahl für Ihre Nursing NEA-BC Testvorbereitung

Neben diesen Mitarbeitern haben wir noch pflichtbewusste IT-Profis, die jeden Tag den Aktualisierungszustand der NEA-BC Prüfung Fragen zu überprüfen, damit die Möglichkeit der Durchfallensrate am niedrigsten gesenkt wird.

Bevor Sie kaufen, können Sie einige der Fragen und Antworten als Probe NEA-BC herunterladen, Die Schulungsunterlagen von ITZert beinhalten die Simulationssoftware und die Prüfungsfragen-und antworten.

Viele Leute in der IT-Branche betrachten den Test als die NEA-BC Schulungsangebot Türschwelle für die IT-Industrie, Die Produkte von Pass4test werden von den Fachleuten tiefintensiv bearbeitet.

- NEA-BC Deutsche  NEA-BC PDF Testsoftware  NEA-BC Dumps Deutsch  Sie müssen nur zu  [www.itzert.com](http://www.itzert.com)  gehen um nach kostenloser Download von  NEA-BC  zu suchen  NEA-BC Simulationsfragen
- NEA-BC Übungstest: ANCC - Nurse Executive Advanced Certification (NEA-BC) - NEA-BC Braindumps Prüfung  Geben Sie ► [www.itzert.com](http://www.itzert.com) ◀ ein und suchen Sie nach kostenloser Download von { NEA-BC }  NEA-BC German
- NEA-BC Ausbildungsressourcen  NEA-BC Deutsche  NEA-BC German  Erhalten Sie den kostenlosen Download von  NEA-BC  mühelos über ►► [de.fast2test.com](http://de.fast2test.com)  NEA-BC Testengine
- NEA-BC Deutsche  NEA-BC Buch  NEA-BC Vorbereitungsfragen  Suchen Sie auf► [www.itzert.com](http://www.itzert.com) ◀ nach [ NEA-BC ] und erhalten Sie den kostenlosen Download mühelos  NEA-BC Prüfung
- NEA-BC Lernhilfe  NEA-BC Buch  NEA-BC Prüfungsaufgaben  Sie müssen nur zu [ [www.zertfragen.com](http://www.zertfragen.com) ] gehen um nach kostenloser Download von ► NEA-BC  zu suchen  NEA-BC Fragenkatalog
- NEA-BC Prüfungsressourcen: ANCC - Nurse Executive Advanced Certification (NEA-BC) - NEA-BC Reale Fragen  Öffnen Sie die Website ⇒ [www.itzert.com](http://www.itzert.com) ⇐ Suchen Sie ( NEA-BC ) Kostenloser Download  NEA-BC Prüfungsmaterialien
- NEA-BC Der beste Partner bei Ihrer Vorbereitung der ANCC - Nurse Executive Advanced Certification (NEA-BC)  Suchen Sie jetzt auf ►► [www.echtfraage.top](http://www.echtfraage.top)  nach [ NEA-BC ] und laden Sie es kostenlos herunter  NEA-BC Testengine
- NEA-BC German  NEA-BC Examengine  NEA-BC Buch  Suchen Sie auf « [www.itzert.com](http://www.itzert.com) » nach kostenlosem Download von ► NEA-BC ◀ \ NEA-BC PDF Demo
- NEA-BC Simulationsfragen  NEA-BC Testing Engine  NEA-BC Fragenkatalog (M) Öffnen Sie die Website « [www.deutschpruefung.com](http://www.deutschpruefung.com) » Suchen Sie ► NEA-BC ◀ Kostenloser Download  NEA-BC Prüfung
- NEA-BC Prüfungsfragen, NEA-BC Fragen und Antworten, ANCC - Nurse Executive Advanced Certification (NEA-BC)  Suchen Sie auf“ [www.itzert.com](http://www.itzert.com) ” nach kostenlosem Download von ► NEA-BC   NEA-BC Deutsche
- NEA-BC Zertifikatsfragen  NEA-BC Lernhilfe  NEA-BC Zertifikatsfragen  URL kopieren ►► [de.fast2test.com](http://de.fast2test.com)   Öffnen und suchen Sie  NEA-BC  Kostenloser Download  NEA-BC Zertifikatsfragen
- [reallivesocial.com](http://reallivesocial.com), [emilektnn963940.ttblogs.com](http://emilektnn963940.ttblogs.com), [jasonseysg348454.loginblogin.com](http://jasonseysg348454.loginblogin.com), [thebookpage.com](http://thebookpage.com), [mattiepfzg170273.theisblog.com](http://mattiepfzg170273.theisblog.com), [hamzasvtf794409.anchor-blog.com](http://hamzasvtf794409.anchor-blog.com), [trinityacademia.id](http://trinityacademia.id), [jaysonsdqy857547.wikiexcerpt.com](http://jaysonsdqy857547.wikiexcerpt.com), [prestonddsc226737.wikikali.com](http://prestonddsc226737.wikikali.com), [miramhgp910039.blogpayz.com](http://miramhgp910039.blogpayz.com), Disposable vapes

Übrigens, Sie können die vollständige Version der ITZert NEA-BC Prüfungsfragen aus dem Cloud-Speicher herunterladen: [https://drive.google.com/open?id=19x4Pb0ZIA9OR\\_yDp9HBlsCJbJNISjh1-](https://drive.google.com/open?id=19x4Pb0ZIA9OR_yDp9HBlsCJbJNISjh1-)