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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q182-Q187):

NEW QUESTION # 182

The possible rationing of scarce resources involves which of the following ethical principles?

- A. beneficence
- B. autonomy
- C. respect for persons
- D. justice

Answer: D

Explanation:

The question at hand asks which ethical principle is involved in the possible rationing of scarce resources. The correct answer is "justice." Here, we expand on why this is the appropriate ethical principle.

The principle of justice in ethics concerns the equitable distribution of benefits and burdens among individuals or groups in society. It emphasizes fairness and equality, ensuring that everyone receives what they are due or owed according to the rules and norms of a society. When resources are scarce, decisions must be made about who will receive limited supplies and who will not. These decisions inherently raise questions about fairness and equity, which are central to the principle of justice.

In the context of rationing, the principle of justice requires that this process be conducted in a way that respects the rights of all parties and imposes obligations to treat all parties equitably. This might involve creating criteria for rationing that are impartial and based on relevant needs or contributions, rather than on arbitrary or discriminatory factors. For example, in healthcare, this might mean prioritizing treatment based on medical need rather than on factors like social status or personal wealth.

Ethical dilemmas arise when different interpretations of what is 'just' or 'fair' conflict. For instance, one approach might prioritize saving the most lives, while another might emphasize reducing suffering, and yet another might stress the need to reward social contributions. Each approach reflects a different aspect of justice, such as distributive justice (fair distribution), compensatory justice (compensating for wrongs), or procedural justice (fairness in processes).

Therefore, the principle of justice is crucial when considering the rationing of scarce resources. It guides decision-makers to consider how resources can be allocated in a manner that is not only efficient but also fair and equitable. This principle helps ensure that all individuals are treated with respect and dignity, regardless of their situation, and that the burdens and benefits within a society are shared in a balanced way.

NEW QUESTION # 183

The trait theory of leadership

- A. Attempts to define common characteristics of leaders
- B. Sees leadership as a collaborative effort
- C. Sees leadership as a responsibility rather than a rank
- D. Advocates shared decision-making

Answer: A

Explanation:

The trait theory of leadership focuses on identifying specific qualities that distinguish leaders from non-leaders. This theory posits that certain inherent personality traits and characteristics contribute to effective leadership. Here is a more detailed explanation of the theory:

The trait theory of leadership emerged from the "Great Man" theory of leadership, which suggested that leaders are born with inherent qualities that predispose them to be leaders. Over time, researchers shifted focus from the idea of predetermined leadership to understanding the specific traits that leaders commonly possess. This led to the development of the trait theory, which attempts to systematically identify the personality traits and characteristics common among successful leaders.

The central premise of the trait theory is that effective leaders share a common set of traits, which differentiates them from non-leaders. These traits include, but are not limited to, intelligence, determination, integrity, sociability, and self-confidence. The theory suggests that these traits are relatively stable over time and across different situations, implying that they are inherent in individuals. In practice, trait theory encourages the assessment of individuals based on these key traits to determine their potential for leadership. This approach has been utilized in various settings, such as in hiring practices, where organizations use personality assessments and interviews to gauge leadership potential among candidates.

However, the trait theory has faced criticism for its limitations. Critics argue that the theory fails to account for the situational aspects of leadership. Leadership effectiveness can be highly dependent on contextual factors such as the nature of the task, the work environment, and the team dynamics. Therefore, relying solely on innate traits might not fully predict leadership success in every

situation.

Moreover, the trait theory does not address the development of leadership skills over time. It tends to overlook how individuals can develop and enhance their leadership capabilities through experience, training, and feedback. This aspect is more thoroughly explored in other leadership theories, such as transformational leadership or situational leadership, which consider the dynamic and evolving nature of leadership roles.

In summary, while the trait theory of leadership provides valuable insights into the common characteristics of leaders, it also has its limitations. It is most effective when used in conjunction with other theories that consider situational variables and the potential for personal growth and development in leadership roles.

NEW QUESTION # 184

The conflict resolution style in which one person achieves his or her own goals at the expense of the other person is which of the following?

- A. accommodation
- B. collaboration
- C. force
- D. avoidance

Answer: C

Explanation:

The conflict resolution style where one person achieves his or her goals at the expense of another is known as "force". This style is also referred to as a win-lose approach because one party clearly benefits while the other suffers a setback. This approach can often lead to resentment or further conflict in the future as the losing party may feel mistreated or undervalued.

Force as a conflict resolution strategy often involves the use of power or authority to satisfy one's own needs without considering the welfare of others. This could manifest in various forms such as intimidation, coercion, or assertiveness that borders on aggression. Typically, the person using force believes that their needs or opinions are more important or valid than the other person's, leading them to push through their agenda at the other's expense.

This approach contrasts sharply with other conflict resolution styles like collaboration, where both parties work together to find a mutually satisfying solution, or accommodation, where one party willingly steps back to meet the needs of the other. While force might provide a quick resolution, it generally doesn't contribute to a healthy or sustainable relationship between the parties involved. In environments such as the workplace, frequent use of force as a conflict resolution style can lead to a toxic atmosphere, reducing morale and increasing turnover. It is generally recommended to use more cooperative and integrative approaches to conflict resolution to build stronger teams and interpersonal relationships.

NEW QUESTION # 185

In managed care, prescriptions for medication are:

- A. Filled by the patient using another form of insurance or healthcare funding.
- B. Not covered usually.
- C. Filled by using formularies to manage pharmacy care.
- D. Are provided by using independent pharmacies operating outside the managed care system.

Answer: C

Explanation:

In managed care systems, the process of prescribing and dispensing medications is typically structured around the use of formularies. A formulary is a list of medications that are approved for use and coverage under the managed care plan. This approach is employed to manage both the quality and the cost of pharmacy care.

The primary purpose of a formulary is to ensure that patients receive medications that are both safe and cost-effective. Managed care organizations (MCOs) work with pharmacists and physicians to develop these formularies based on clinical evidence and economic factors. Medications included in a formulary are typically those that are considered to offer the most benefit in terms of health outcomes and value for money.

When a doctor prescribes medication, they generally select from the list provided by the formulary. If a prescribed medication is not included in the formulary, the patient may have to either pay out-of-pocket or the physician might need to request an exception from the managed care organization, which involves providing justification for the necessity of the non-formulary medication. This process helps to control costs while ensuring that patients receive appropriate treatment.

Formularies are regularly updated to include new drugs and to remove those that are no longer deemed cost-effective or that have been surpassed by more effective alternatives. This dynamic aspect of formularies helps to keep the managed care approach

responsive to changes in the medical field and pharmaceutical advancements.

Overall, the use of formularies in managed care helps to streamline the prescription process, maintain high standards of care, and control healthcare expenses. This system contrasts with approaches where medications might be chosen without such structured oversight, potentially leading to higher costs and variable patient outcomes.

NEW QUESTION # 186

Obstacles to adult learning include all of the following, EXCEPT:

- A. Institutional barriers.
- B. Family responsibilities.
- C. Time constraints.
- D. High self-confidence.

Answer: D

Explanation:

Obstacles to adult learning can be numerous and varied, but typically include institutional barriers, situational barriers, time constraints, and family responsibilities. Each of these factors contributes in different ways to the challenges faced by adults seeking education or training.

Institutional barriers often refer to the policies and practices of educational institutions that may inadvertently hinder the participation of adult learners. These can include inflexible scheduling, lack of appropriate courses, high costs, or bureaucratic hurdles that complicate enrollment and participation.

Situational barriers are those related to the learner's personal situation. This might include geographical location, access to transportation, health issues, or technology limitations that prevent them from engaging fully with educational opportunities.

Time constraints are a common issue for many adults, who often have to balance learning with other responsibilities such as full-time employment, caregiving, or other personal commitments. This balancing act can limit the time they have available to dedicate to their education.

Family responsibilities also play a significant role as an obstacle in adult learning. Adults, particularly those in mid-life, often have significant responsibilities towards their children, spouses, or even aging parents, which can restrict their ability to pursue educational goals.

Conversely, high self-confidence does not serve as an obstacle to adult learning; in fact, it generally supports the learning process. Adults with high self-confidence are more likely to engage in learning activities, believe in their capability to succeed, and persist through challenges. Confidence can bolster motivation and resilience, enabling learners to overcome other barriers they might face. Therefore, high self-confidence is an asset rather than a hindrance in the context of adult education and should be nurtured and encouraged to help adult learners achieve their educational and personal development goals.

NEW QUESTION # 187

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