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## 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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## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q356-Q361):

### NEW QUESTION # 356

Which of the following is the leading provider of accreditation for healthcare facilities in the U.S.?

- A. The National Institutes of Health
- B. The Centers for Medicare & Medicaid Services
- C. The Joint Commission
- D. The Department of Health and Human Services

**Answer: C**

Explanation:

The correct answer to the question of which organization is the leading provider of accreditation for healthcare facilities in the U.S. is The Joint Commission.

The Joint Commission, formerly known as the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), is a significant body responsible for setting standards and accrediting American healthcare organizations and programs. Founded in 1951, it has played a pivotal role in enhancing healthcare quality and patient safety.

The accreditation from The Joint Commission is recognized nationwide as a symbol of quality that reflects an organization's commitment to meeting specific performance standards. Its comprehensive evaluation process involves an on-site review of healthcare facilities where they assess multiple aspects, including patient care processes, the environment in which care is provided, staff qualifications, and the facility's overall management.

This accreditation is critical because it not only affects the reputation of the healthcare facilities but also impacts their eligibility for reimbursement from Medicare and Medicaid, which are managed by the Centers for Medicare & Medicaid Services (CMS). Many state laws also require healthcare facilities to be accredited by The Joint Commission as a condition for licensure and the receipt of public funding.

The board of The Joint Commission includes a diverse group of healthcare professionals such as physicians, nurses, and administrators, as well as educators and policy makers. This diversity ensures that the standards they develop are comprehensive and take into account the various facets of healthcare delivery and administration.

In summary, The Joint Commission's role in healthcare is integral to maintaining the standard of care provided by facilities throughout the U.S. Through its accreditation programs, it helps ensure that healthcare organizations not only comply with requisite operational standards but also pursue continuous improvements in patient care quality and safety.

### NEW QUESTION # 357

What is meant by hospital acuity?

- A. Acuity determines how much care a patient needs: the higher the acuity, the more care is required.
- B. Acuity determines how much care a patient needs: the higher the acuity, the less care is required.
- C. Acuity determines the number of multidisciplinary personnel needed to provide patient care.
- D. Acuity determines the educational and experience level of staff nurses.

**Answer: A**

Explanation:

Hospital acuity refers to a measure used in healthcare settings to assess the intensity of care or services required by patients admitted to a hospital. This concept is crucial as it helps in understanding the complexity and severity of the patient's condition and thus, directly influences the management of healthcare resources.

The term "acuity" in a hospital setting is used to describe the level of medical attention and care a patient needs. It is generally quantified based on the severity of illness, the complexity of medical interventions required, and the degree of nursing care needed. Higher acuity indicates that a patient has more serious health issues and requires more intensive care and constant monitoring, while lower acuity means the patient's condition is less severe and requires less intensive resources.

In practical terms, hospital acuity affects several aspects of healthcare management: 1. **Staffing Requirements:** Higher acuity levels often mean that more specialized healthcare professionals are needed to provide care. This can include increased numbers of nurses, doctors with specific specialties, or more intensive use of allied health professionals. 2. **Resource Allocation:** Hospitals use acuity levels to prioritize resource allocation, including beds in high-dependency units such as Intensive Care Units (ICU) or specialized wards. Equipment, medications, and even operational rooms are also allocated based on the acuity levels of patients. 3. **Patient Outcomes:** Understanding and correctly assigning acuity levels can directly impact patient outcomes. Adequate staffing and resources for high acuity patients can lead to more effective treatment and better recovery rates.

It's important to note that hospital acuity is not static and can change over the course of a patient's hospital stay. Healthcare

providers regularly assess and adjust the acuity rating to ensure that changing healthcare needs are met promptly. In summary, hospital acuity is a fundamental concept in healthcare that ensures patients receive the appropriate level of care according to the severity of their medical conditions. It is a dynamic measure that helps hospitals manage their staffing, resource allocation, and overall patient care strategies effectively.

#### NEW QUESTION # 358

The cardio-vascular ICU has had no medication errors in 12 months. This is an example of a department that has a consistently excellent track record and identifies a/an:

- A. clinical ladder
- B. report card
- C. internal benchmark
- D. critical path

**Answer: C**

Explanation:

The correct answer is "internal benchmark." This concept is crucial in understanding how organizations measure the performance of various departments or units within themselves, using their own data as a standard for comparison. An internal benchmark refers to the performance standards set by the organization against which other parts of the organization can compare themselves. In the context of the cardio-vascular ICU having no medication errors in 12 months, this statistic serves as an internal benchmark. It highlights the department's success and consistency in achieving a significant safety milestone, which can be used as a model or standard for other departments within the same hospital or healthcare system.

Benchmarking, more broadly, is a method used in management where a standard or reference point is identified to measure the quality of performance, practices, and processes. The goal is to improve performance by understanding and implementing the practices that lead to top-tier performance in any given aspect of operations. "Internal" benchmarking focuses on comparing performance between different units or departments within the same organization, rather than looking outward to other organizations. This method can be particularly effective because it allows for the adaptation of best practices that are feasible within the specific context of the organization, considering shared resources, operational structures, and organizational culture.

In this scenario, the achievement of the cardio-vascular ICU can serve multiple purposes: it sets a high standard for other departments, fosters a culture of excellence and safety, and provides a clear example of successful practices that can be studied and potentially implemented elsewhere within the organization. By maintaining such high standards and recording them as internal benchmarks, the organization not only celebrates successes but also encourages a continuous pursuit of quality improvement and operational excellence.

#### NEW QUESTION # 359

Ensuring that the right amount of effort matches the right task is known as which of the following?

- A. time management
- B. technology management
- C. priority setting
- D. energy management

**Answer: D**

Explanation:

Energy management, as a concept, goes beyond merely scheduling tasks and allocating time. It fundamentally involves aligning one's efforts with the intensity and type of task at hand to maximize effectiveness and minimize unnecessary energy expenditure. This concept is crucial because it recognizes that human energy is a limited resource that needs to be managed wisely.

In practical terms, effective energy management means identifying when you are most energetic and aligning your most demanding tasks with these peak times. Conversely, less demanding tasks can be scheduled during lower energy periods. This strategic approach helps in maintaining a steady performance level throughout the day without leading to burnout.

Another aspect of energy management is recognizing the different types of energies: physical, emotional, mental, and spiritual, and understanding how to nurture and replenish each. For example, physical energy can be replenished with rest and nutrition, emotional energy with meaningful interactions and positive relationships, mental energy with breaks and shifts in focus, and spiritual energy with activities that provide a sense of purpose and fulfillment.

The term "energy management" underscores the importance of this approach in both personal and professional settings. In the workplace, it can lead to higher productivity and better job satisfaction. Personally, it contributes to better health and overall well-being. The fundamental goal of energy management is not just to get through the day but to optimize how we use our energy to live.

more fulfilling lives. This is why it is often described as the "fundamental currency of high performance."

#### NEW QUESTION # 360

Gloria is a nurse in a small town. Earlier today, she advised a patient, Ms. Jones, about the benefits of quitting smoking. Later this evening, Gloria was meeting some friends for happy hour and smoking a cigarette when Ms. Jones happened to walk into the same bar. Ms. Jones, seeing Gloria smoking, has the potential to damage Gloria's \_\_\_\_\_.

- A. Visibility.
- B. Authority.
- C. Professionalism.
- **D. Credibility.**

#### Answer: D

Explanation:

The correct answer to this scenario is "Credibility." Credibility refers to the trustworthiness and reliability perceived by others based on one's actions and words. In the context of healthcare, credibility is particularly crucial as it influences how patients view the advice and care provided by health professionals.

In this situation, Gloria, a nurse, had earlier advised her patient, Ms. Jones, on the health benefits of quitting smoking. This advice is part of standard health care guidance aimed at promoting better health outcomes. Nurses, like all healthcare professionals, are expected to serve not only as caregivers but also as role models in health-promoting behaviors.

However, Gloria's personal behavior contradicts her professional advice when she is seen smoking at a bar. This discrepancy between her words and actions could lead Ms. Jones to question Gloria's sincerity and commitment to the health advice she dispenses. When healthcare professionals engage in behaviors they advise against, it can undermine their authority and the effectiveness of their health education efforts.

Thus, seeing Gloria smoking could potentially damage her credibility in several ways: 1. **\*\*Trust\*\***: Ms. Jones might feel that Gloria's advice is not based on genuine conviction, which can erode trust. 2. **\*\*Consistency\*\***: Credibility relies heavily on consistency between one's words and actions. Inconsistency can lead to doubts about one's integrity and professional standards. 3.

**\*\*Influence\*\***: Gloria's influence as a nurse could diminish if patients see her engaging in unhealthy behaviors she advises against.

This might make patients less likely to follow medical advice, not only from her but possibly from other healthcare providers as well. Overall, for healthcare professionals, maintaining personal behavior that aligns with professional advice is key to sustaining credibility, trust, and influence among patients. This helps in effectively promoting health and well-being, which are the core objectives of their profession.

#### NEW QUESTION # 361

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