

NEA-BC Exam Quick Prep & New Exam NEA-BC Materials

Nurse Executive NEA BC Practice Tests & Test Prep

1. Leadership Theories: Trait

Behavioral
Contingency
Contemporary

2. Trait Theory: characteristics of the leader

3. Initial set of leadership traits: drive

persistence
creative problem solving
initiative
self-confidence
resilience tolerance
ability to influence others
ability to structure social interactions

4. Expanded set of leadership traits: intelligence integrity

non-conformity
cooperativeness tact

5. Behavioral Theory: focuses more on what leaders DO, or HOW they behave.

6. Autocratic Leader: external control coercion

authority
punishment
power

7. Democratic Leader: participation

involvement of subordinates collaboration

8. Permissive or Laissez-Faire Leader: hands-off

9. Bureaucratic Leader: uses organizational policies and rules to influence subordinates

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample

Questions (Q174-Q179):

NEW QUESTION # 174

Attributes of effective teams include all of the following EXCEPT

- A. Shared leadership.
- **B. Formality.**
- C. Participation.
- D. Clarity of purpose.

Answer: B

Explanation:

Effective teams are crucial for achieving organizational goals and fostering a productive and positive work environment. Key attributes that contribute to the effectiveness of these teams include clarity of purpose, shared leadership, and participation, but notably not formality. Each of these attributes contributes uniquely to the team's success.

****Clarity of Purpose:**** This refers to the understanding and agreement on the objectives and goals of the team. When each team member clearly understands what the team is striving to achieve, it helps in aligning their efforts and fostering a collective drive towards these goals. Clarity of purpose ensures that all members are working towards the same end, reducing conflicts and enhancing cooperation.

****Shared Leadership:**** Effective teams often feature a leadership style that is not centered on a single individual. Instead, leadership roles and responsibilities are distributed among various team members depending on the task at hand. This shared leadership approach encourages all members to take initiative and contribute their unique expertise, thus fostering a sense of ownership and responsibility across the team. It also allows for more flexible and adaptive leadership that can respond to changing situations and team dynamics.

****Participation:**** High participation by all team members is another hallmark of effective teams. When every member actively contributes to discussions, decision-making, and task execution, it not only enriches the team's work with diverse perspectives but also boosts morale and commitment. Active participation ensures that members feel valued and that their inputs have a tangible impact on the team's progress.

In contrast, ****Formality**** is not typically considered an attribute of effective teams. While certain levels of structure are necessary for clarity and coordination, excessive formality can be detrimental. It may hinder open communication and the free exchange of ideas, potentially stifling creativity and innovation. Effective teams often thrive in an environment where there is a degree of informality, allowing for more comfortable interactions and a warmer, more collaborative atmosphere. This sense of informality helps in building trust and rapport among team members, which is crucial for dealing with challenges and achieving collective success. To summarize, while clarity of purpose, shared leadership, and active participation are essential attributes of effective teams, formality usually does not contribute positively to team dynamics. Instead, effective teams benefit from a balance of structured processes and the flexibility of informal interactions, which together foster a productive and supportive environment.

NEW QUESTION # 175

In terms of management tools for measurement issues, which of the following would not be considered a basic type of measurement?

- A. process measures
- **B. patient measures**
- C. outcome measures
- D. balancing measures

Answer: B

Explanation:

In the field of management, particularly when related to healthcare or service delivery, various tools and types of measurements are used to assess, monitor, and improve performance. Understanding these different types of measurements is crucial for effective management. Here, we will discuss why "patient measures" is not considered a basic type of measurement compared to outcome measures, process measures, and balancing measures.

Outcome measures are a key type of measurement used in management. They focus on the results achieved through specific actions or interventions. For instance, in healthcare, an outcome measure could be the reduction in patient readmission rates after implementing a new care protocol. These measures help organizations chart progress towards achieving their ultimate goals, such as improving patient health or increasing customer satisfaction.

Process measures, on the other hand, are used to assess the effectiveness of the procedures or steps taken to reach a particular outcome. They help determine whether the activities or processes put in place are being performed correctly and efficiently, and whether they are contributing to improvements. For example, in a manufacturing setting, a process measure might be the percentage

of products that pass a quality check during the production phase.

Balancing measures are employed to ensure that improvements in one area do not cause problems in another. These measures are crucial when a change made to enhance one aspect of an organization could potentially have negative effects on other aspects. For example, increasing the speed of a production line might improve output but could lead to a decrease in product quality. Balancing measures help identify and mitigate these unintended consequences.

In contrast, "patient measures" refer generally to metrics that are specific to individual patients and their experiences or outcomes.

While important, these are not considered a foundational category of measurement in management itself. Instead, they are often subsumed under outcome measures (when referring to results of patient care) or could be part of process measures (when assessing the care process from the patient's perspective). "Patient measures" as a term does not encompass a broad category of management tools but is more specific and context-dependent.

Therefore, when comparing "patient measures" to the established categories of outcome, process, and balancing measures, it does not fit as a basic type of measurement in management. While patient-specific metrics are vital in contexts like healthcare, they do not represent a separate foundational category on their own but rather are integral components of the other three types of measures.

NEW QUESTION # 176

Strategy converts theory into performance. Strategy is based on all of the following five certainties EXCEPT:

- A. shifts in the distribution of disposable income
- B. defining performance
- C. global competitiveness
- D. exploding birthrate in the developed world

Answer: D

Explanation:

The question "Strategy converts theory into performance. Strategy is based on all of the following five certainties EXCEPT:" invites you to identify which option listed does not align with identified certainties upon which strategic decisions are based.

In strategic planning, especially in the context of business and economics, certain global trends and demographic shifts are considered to be "certainties" or highly probable future scenarios that can be anticipated and planned for. These certainties form a foundational basis for developing robust strategies that can withstand future challenges and leverage upcoming opportunities.

The correct answer to this question is "exploding birthrate in the developed world." This option is listed as a certainty that does not conform to the actual trends observed and predicted by demographers and economists. In reality, many developed countries are experiencing the opposite trend—a collapse or significant decline in birthrates. This demographic shift has profound implications for various sectors including labor markets, healthcare, social security systems, and consumer behavior patterns. Strategies based on an incorrect assumption of an exploding birthrate in these regions would likely be flawed and ineffective.

The other listed certainties, such as "shifts in the distribution of disposable income" and "global competitiveness," are based on observable trends that can be substantiated with economic data and market analysis. These factors directly influence business environments and are crucial for strategic planning. Disposable income distribution affects consumer spending and saving habits, which in turn impacts economic growth and corporate earnings. Global competitiveness is essential for understanding a company's position in the international market and for making strategic decisions regarding outsourcing, expansion, and innovation.

The mention of a certainty regarding the "growing incongruence between economic globalization and political splintering" further highlights the complex environment in which modern businesses operate. Economic globalization refers to the increased interconnectedness and interdependence of global markets and businesses, while political splintering points to the rise of nationalism and regionalism that can influence trade policies and international relations. Effective strategies must navigate these contradictory forces.

In conclusion, understanding these certainties is pivotal for converting theoretical frameworks into actionable and successful strategies. A misinterpretation of demographic trends, such as assuming an increasing birthrate in developed countries, can lead to strategic missteps. Therefore, it is crucial for strategists to base their plans on accurate, evidence-based certainties that truly reflect the global economic and political landscape.

NEW QUESTION # 177

A patient has delayed wound healing, poor cognitive function, and insulin is not as effective as it should be. What would the case manager assume?

- A. Poor social support.
- B. Poor emotional status.
- C. All of the above.
- D. Poor nutritional status.

Answer: D

Explanation:

The correct answer is "Poor nutritional status." This diagnosis is based on the symptoms exhibited by the patient: delayed wound healing, poor cognitive function, and reduced effectiveness of insulin. Each of these symptoms can be significantly influenced by nutritional deficiencies, making poor nutritional status a plausible underlying cause.

Delayed wound healing is often linked to deficiencies in essential nutrients such as protein, vitamin C, and zinc, all of which are crucial for the skin's repair processes. A lack of these nutrients can impair the body's ability to form new tissue and repair damaged skin effectively.

Cognitive function is also highly dependent on good nutrition. Nutrients like omega-3 fatty acids, antioxidants, vitamins B12 and D, and minerals such as iron and magnesium play critical roles in brain health and cognitive function. Deficiencies in these can lead to decreased cognitive performance and are associated with neural degenerative diseases and poor mental function.

Insulin resistance and its effectiveness can be adversely affected by poor nutrition as well. Diets high in refined sugars and fats can contribute to the body's decreased ability to respond to insulin, a key hormone in glucose metabolism. Conversely, a balanced diet rich in fiber, lean proteins, and complex carbohydrates can enhance insulin sensitivity.

Given these connections, a case manager would likely prioritize a thorough nutritional assessment to address and correct potential deficiencies. This would not only target the direct symptoms but also improve the overall health and well-being of the patient.

Nutritional interventions might include dietary adjustments, supplementation, and possibly consultation with a dietitian or nutrition specialist. Addressing the patient's nutritional status can lead to improved outcomes in wound healing, cognitive function, and insulin effectiveness, thereby enhancing the quality of life and medical management of the patient.

NEW QUESTION # 178

Which of the following federal agencies is devoted to research that helps to promote patient safety?

- A. IOM
- B. ANA
- C. None of the above
- **D. AHRQ**

Answer: D

Explanation:

The question asks which federal agency is focused on research that promotes patient safety. AHRQ, which stands for the Agency for Healthcare Research and Quality. This agency is specifically devoted to enhancing the quality, safety, efficiency, and effectiveness of health care for all Americans. They achieve this by supporting research that helps improve the outcomes of health care services, making them safer and more accessible, equitable, and affordable.

The options provided include ANA, IOM, and "None of the above," along with AHRQ. ANA refers to the American Nursing Association, which is a professional organization representing the interests of registered nurses but is not a federal agency. IOM, now known as the National Academy of Medicine (NAM), plays a significant role in shaping health policy and research but is not a federal agency with a direct mandate to promote patient safety through research like AHRQ.

The role of AHRQ is crucial in the context of patient safety because it is tasked with improving the protocols and quality of medical and healthcare practices. It does this by developing guidelines based on evidence gathered through extensive research. These guidelines help healthcare providers adopt best practices that enhance patient safety and care quality.

In summary, among the options given, AHRQ is the appropriate answer as it is the only federal agency dedicated explicitly to healthcare research aimed at promoting patient safety. Its initiatives and programs are central to advancing safety practices within the healthcare system in the United States.

NEW QUESTION # 179

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