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NEA BC Test 1 Exam Questions With 100% Correct Answers

assertive communication - Correct Answer-
a communication style characterized by confidence and consideration for others

Fogging - Correct Answer-
Assertive skill in which a person responds to a criticism by making noncommittal statements that cannot be argued against

passive communication - Correct Answer-
A form of communication in which the individual fails to say what is meant

cybernetic model - Correct Answer-
Nurse executive who wants to implement a program

1. needs assessment
2. program implementation
3. results assessment (program obj., costs, and impact are evaluated).

Collegial Model - Correct Answer-Decision making model
involves collaboration and consensus of a group of peers and is often used in the education settings where professions share similar values and benefit from individual expertise

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q30-Q35):

NEW QUESTION # 30

Mitchell describes five major requirements for every executive, implying that being an effective executive requires the attributes of a leader. Which of the following is one of these requirements?

- A. adjustment to a complex social environment of several or many units
- B. ability to influence and guide subordinates
- C. all of the above
- D. emotional and intellectual maturity as a preparation for leadership

Answer: C

Explanation:

The question asks to identify one of the major requirements for every executive as described by Mitchell, suggesting that these requirements align closely with leadership attributes. The correct answer is "all of the above," indicating that each listed option is considered a major requirement for an effective executive.

The options provided in the question cover various aspects of executive capabilities: 1. **Adjustment to a complex social environment of several or many units** - This requirement emphasizes the executive's ability to navigate and manage complex organizational structures and dynamics. Effective executives must understand and effectively interact within varied social contexts and organizational units, aligning them towards common goals. 2. **Ability to influence and guide subordinates** - Leadership fundamentally involves the ability to steer others, and this requirement underscores the necessity for executives to inspire, motivate, and direct their teams. The capacity to influence is crucial for implementing strategies and achieving organizational objectives. 3. **Emotional and intellectual maturity as a preparation for leadership** - This highlights the need for personal development as a precursor to effective leadership. Emotional maturity allows executives to handle stress, conflicts, and setbacks with composure, whereas intellectual maturity equips them with the foresight and decision-making skills required at higher levels of management. The other two requirements listed in the explanation, though not explicitly mentioned in the question, are equally critical: 4. **Ability to think through and make decisions and to translate decisions into effective action** - This points to the cognitive aspects of leadership involving decision-making and the practical implementation of those decisions. An effective executive must not only make sound decisions but also ensure they are carried out effectively. 5. **The capacity to see beyond the immediate or surface indications and, with experience, to acquire perspective** - This requirement refers to strategic vision and the ability to understand deeper implications and long-term outcomes. It involves looking beyond the present to anticipate future challenges and opportunities. Collectively, these five requirements define a framework for what it entails to be an effective executive. They blend interpersonal, cognitive, and strategic skills, all of which are essential for leadership and management success in any complex organization. Thus, understanding and cultivating these attributes can significantly enhance an executive's effectiveness and leadership capabilities.

NEW QUESTION # 31

_____ should not be delegated.

- A. Assessments.
- B. Control functions.
- C. Research.
- D. Authority to discipline.

Answer: D

Explanation:

Authority to discipline is a critical managerial function that is deeply tied to the role of a nurse executive or any other leadership position within an organization. This form of authority involves the power to enforce rules, correct behaviors, and implement disciplinary measures when necessary. The reason it should not be delegated is rooted in the principles of accountability and leadership.

Delegating the authority to discipline can lead to a dilution of accountability. When a leader delegates this authority, it can create confusion about who is responsible for maintaining order and standards within the team or department. This can undermine the leader's effectiveness and the respect they command among their team. Furthermore, inconsistent disciplinary actions resulting from multiple individuals having the authority to discipline can lead to unfair or unequal treatment of staff members, which can damage team morale and trust.

Moreover, the authority to discipline is often associated with intimate knowledge of organizational goals, team dynamics, individual

employee histories, and the specific circumstances surrounding potential disciplinary issues. A nurse executive is likely to possess a comprehensive understanding of these elements, which is crucial for making fair and effective disciplinary decisions. Delegating this responsibility could result in decisions that are not aligned with the broader organizational culture or goals.

In conclusion, while it is practical and often necessary to delegate various tasks and lower-level responsibilities, the authority to discipline should remain with the nurse executive or the leader. This ensures consistent, fair, and effective management of staff behavior and upholds the leader's role as the ultimate authority within the team or department.

NEW QUESTION # 32

You are part of a community health initiative that draws on partnerships with academic, health care, and social service agencies. Which of the following is likely to contribute to miscommunication among partner agencies?

- A. Agreeing upon clearly defined roles for each organizational partner.
- **B. Use of organization or discipline specific jargon by each partner.**
- C. Working in a community that is primarily non-English speaking.
- D. Agreeing upon a common language to be used among partners.

Answer: B

Explanation:

The use of organization- or discipline-specific jargon by each partner in a community health initiative involving multiple agencies is a significant factor that can contribute to miscommunication. When agencies from academic, healthcare, and social service sectors collaborate, each one often comes with its own set of terminologies and professional languages that are specific to their field of expertise.

Jargon refers to specialized or technical language that is used by a particular group or profession and may not be understood outside that group. For example, medical professionals use terms that are quite specific to healthcare, while academics might use language that is specific to their research fields. Social service agencies also have their own sets of terms that might be unfamiliar to those outside their specific area of work.

When these different sets of terminologies are used in cross-disciplinary meetings or communications without proper translation or explanation, misunderstandings can occur. This is because not all participants may be familiar with the jargon used by other partners. Miscommunication can lead to errors in implementing programs, misalignment of objectives, and inefficiencies in managing resources and activities.

Furthermore, reliance on discipline-specific jargon not only obstructs clear communication but can also undermine trust among partners. When participants do not fully understand discussions or the implications of what is being communicated, it may lead to feelings of exclusion or skepticism regarding the intentions or capacities of others. This can weaken the collaborative spirit essential for the success of community health initiatives.

To mitigate these risks, it is crucial for all partners involved in a community health initiative to agree upon and use a common language that is clear and accessible to everyone involved. This might involve consciously avoiding or clearly defining technical terms, and perhaps even developing a glossary of terms that all partners agree to use. Through these efforts, all parties can ensure that communication is effective, thereby fostering a cooperative and trusting environment conducive to achieving shared goals.

NEW QUESTION # 33

Under FMLA (Family and Medical Leave Act), if an employee requests leave, which of the following statements would be correct?

- A. Upon return, the employee has the right to return to their original position or one that is equivalent, including same pay and same benefits.
- **B. Both A and C**
- C. The employee has up to 12 work weeks of unpaid leave in a 12 month period.
- D. The employee has up to 2 work weeks of unpaid leave in a 12 month period.

Answer: B

Explanation:

Under the FMLA (Family and Medical Leave Act), when an employee requests leave, understanding their rights and entitlements is crucial for both employees and employers. According to FMLA guidelines, eligible employees are entitled to up to 12 workweeks of unpaid leave within a 12-month period for certain family and medical reasons. These reasons may include the birth and care of a newborn child, placement with the employee of a child for adoption or foster care, to care for an immediate family member (spouse, child, or parent) with a serious health condition, or when the employee is unable to work due to their own serious health condition. Furthermore, upon the conclusion of the FMLA leave, the employee has specific job restoration rights. The Act mandates that employees returning from FMLA leave must be restored to their original job or to an "equivalent job". An equivalent job means a

job that is virtually identical to the original job in terms of pay, benefits, and other employment terms and conditions (including shift and location). This ensures that the employee does not suffer any adverse employment consequences as a result of taking their lawful leave.

The incorrect statement in the question options suggests that an employee has up to 2 work weeks of unpaid leave, which is not aligned with the provisions of the FMLA. The correct entitlement is up to 12 work weeks. This discrepancy points out the importance of accurate knowledge regarding FMLA rights, as misunderstanding these provisions can lead to potential conflicts or legal issues between the employer and the employee.

It is also important for both parties to understand that while FMLA leave is unpaid, employees may choose or employers may require the use of accrued paid leave, such as vacation or sick leave, for some or all of the FMLA leave period. Furthermore, maintaining health insurance coverage under any group health plan on the same terms as if the employee had continued to work is a critical part of the FMLA's protections, which is designed to reduce the stress and burden on employees during their leave period. In conclusion, the correct statement regarding FMLA leave is that an employee is entitled to up to 12 workweeks of unpaid leave in a 12-month period, with the right to return to the same or an equivalent position, including the same pay and benefits. This understanding is crucial for the proper implementation of FMLA and for ensuring that the rights of employees are protected while also maintaining the integrity and operational needs of the workplace.

NEW QUESTION # 34

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

Answer: A

Explanation:

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.

NEW QUESTION # 35

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