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## Nursing NEA-BC Exam Questions [2026]

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## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q235-Q240):

### NEW QUESTION # 235

Negotiation is probably the most rapidly growing technique for handling conflict. When negotiators reach a solution that enhances both parties and produces high joint benefits it is known as which of the following?

- A. arbitration
- B. distributive bargaining
- C. mediation
- D. integrative bargaining

**Answer: D**

Explanation:

Negotiation is a dynamic and critical skill used in various aspects of life, especially in conflict resolution. Among the various forms of negotiation, integrative bargaining stands out as a method that not only resolves conflicts but also fosters mutual benefit and collaboration between the parties involved. This form of negotiation is also referred to as "win-win" bargaining.

In integrative bargaining, the focus is not merely on dividing existing resources but on expanding the pie so that all parties benefit more than they would through mere compromise. This approach differs significantly from distributive bargaining, where the parties are involved in a zero-sum game, each aiming to secure the largest piece of the pie, often at the expense of the other party.

Distributive bargaining is competitive, with fixed resources to be divided, and typically ends with a winner and a loser.

Integrative bargaining, on the other hand, involves a collaborative approach. The parties openly share information about their needs, desires, and reasons behind their positions. This transparency allows each party to understand the other's perspective better, fostering empathy and collaboration. By identifying the underlying interests of all parties, integrative bargaining seeks solutions that creatively meet these interests, often leading to innovative outcomes that were not initially apparent.

For instance, in a business negotiation between two companies where one has excess production capacity and the other needs to cut production costs, integrative bargaining might lead to an agreement where one company manufactures additional products for the other at a cost-effective rate. This arrangement would allow both companies to benefit: one increases its production efficiency and market reach, and the other reduces its production costs.

Key to successful integrative bargaining is the development of trust and the commitment to a genuine problem-solving approach.

Negotiators who engage in this type of bargaining must be skilled in communication, open to understanding the other party's needs, and creative in devising solutions that encompass mutual gains.

Thus, when negotiators reach a solution through integrative bargaining, both parties are enhanced, and the joint benefits are maximized. This not only resolves the immediate conflict but often strengthens the relationship between the parties, enabling more effective collaboration in the future.

### NEW QUESTION # 236

An example of a tort case would include what?

- A. A malpractice suit.
- B. Federal violation.
- C. A breach of contract.
- D. Criminal act.

**Answer: A**

Explanation:

Tort law is a branch of civil law that addresses wrongs or injuries that one party inflicts on another, typically through negligence, recklessness, or intentional harm, outside of contractual obligations. When considering examples of tort cases, it is essential to differentiate them from other legal categories such as criminal law or contract law.

One common example of a tort case is a malpractice suit. Malpractice occurs when a professional, such as a doctor, lawyer, or accountant, fails to perform their duties to the standard required by their profession, leading to harm to their client or patient. For instance, if a surgeon performs a procedure negligently, resulting in injury to the patient, that patient might bring a malpractice suit against the surgeon. Malpractice falls under the category of negligence torts, which are based on the premise that individuals must exercise a reasonable standard of care to avoid causing harm to others.

Contrastingly, a breach of contract case is not a tort case because it involves disagreements or failures related to the terms of a contract agreed upon by the parties involved. For example, if one party does not deliver services or goods as promised in a contract, the harmed party would pursue a breach of contract claim, not a tort claim.

Similarly, criminal acts are distinct from torts, as they involve violations of laws that are considered offenses against the state or society at large. Criminal law is handled by the government and can result in penalties like imprisonment or fines. For instance, robbery or assault cases are treated under criminal law. While some actions can be both criminal and involve torts (e.g., an assault leading to a personal injury claim), the legal proceedings and outcomes differ significantly between criminal cases and tort lawsuits.

Understanding these distinctions is crucial in the legal field to ensure that the appropriate type of legal action is pursued depending on the nature of the wrongdoing. Malpractice suits, as a subset of tort law, highlight the responsibilities that individuals and professionals owe to others, and the legal recourse available when those responsibilities are breached.

### NEW QUESTION # 237

The type of monetary compensation that is intended to penalize the wrongdoer in a legal case is which of the following?

- A. making-whole damages
- B. compensatory damages
- C. complete damages
- D. punitive damages

**Answer: D**

Explanation:

In legal contexts, when compensating a victim for losses or injuries, various types of damages can be awarded. These damages are primarily classified into compensatory and punitive damages. Compensatory damages are intended to cover the actual loss or injury suffered by the plaintiff, making them "whole" again. On the other hand, punitive damages serve a different purpose.

Punitive damages, also known as exemplary damages, are not primarily concerned with compensating the plaintiff. Instead, these damages are awarded to punish the defendant for particularly egregious, reckless, or malicious misconduct. They are intended to serve as a deterrent to prevent the defendant and others from engaging in similar behavior in the future. The rationale behind punitive damages is rooted in both punishment and deterrence, reflecting a societal interest in discouraging wrongful conduct.

The question identifies punitive damages as the type of monetary compensation that aims to penalize the wrongdoer. This is distinct from making-whole or compensatory damages, which simply aim to restore the financial state of the victim as if the harm had not occurred. The term "punitive" clearly indicates the nature of these damages: they are punitive in the sense that they impose a penalty on the wrongdoer.

Legal systems that allow for punitive damages typically do so under stringent conditions, where the behavior of the defendant must meet certain criteria of willfulness or gross negligence. Not all legal systems or cases qualify for punitive damages, as their application is meant to address only the most severe misconduct.

Therefore, when considering the type of monetary compensation intended specifically to penalize rather than compensate, punitive damages are the correct answer. They uniquely address the need for punishment and deterrence, beyond mere compensation for losses.

### NEW QUESTION # 238

With the RBRVS (Resource Based Relative Value Scale), which of the three components would account for the highest percentage of the cost?

- A. All of the above
- B. Physicians work
- C. Practice expense
- D. Malpractice insurance

**Answer: B**

Explanation:

The Resource-Based Relative Value Scale (RBRVS) is a system used to determine the amount of reimbursement for medical services that physicians provide in the United States. The RBRVS assigns procedures performed by physicians a relative value which is adjusted by geographic location. This system is significant as it helps standardize payments to physicians and control costs in the Medicare system.

The RBRVS is composed of three main components: 1. **Physician Work**: This component accounts for the time, skill, effort, and judgment required by a physician to perform a medical service. It also considers the stress associated with providing the patient care. 2. **Practice Expense**: This includes the overhead costs associated with maintaining a practice such as office rent, equipment, supplies, and non-physician staff salaries. 3. **Malpractice Insurance**: This reflects the cost of malpractice insurance premiums that physicians need to pay.

Among these components, the 'Physician Work' typically accounts for the highest percentage of the cost in the RBRVS. On average, it constitutes approximately 54% of the total value. This is because the system places a significant emphasis on compensating physicians for their professional expertise and effort directly involved in patient care.

Following 'Physician Work', the 'Practice Expense' is the next significant component, making up about 41% of the RBRVS. This reflects the substantial costs associated with running a medical practice and ensuring that facilities and staff are adequate for providing patient care.

Lastly, 'Malpractice Insurance' constitutes the smallest portion, around 5%. Although crucial, the cost of malpractice insurance is significantly lower than the direct costs of physician work and practice expenses.

In summary, within the RBRVS system, 'Physician Work' typically represents the largest component of the cost, acknowledging the

central role of the physician's direct engagement and expertise in patient care.

### NEW QUESTION # 239

Which of the following is a theory of leadership that from a conceptual perspective considers the whole, integration, synthesis, relatedness, and team action?

- A. quantum leadership
- B. headship
- C. none of the above
- D. behavioral leadership

**Answer: A**

Explanation:

Quantum leadership is a contemporary theory of leadership that emphasizes a holistic and integrative approach to management. Unlike traditional leadership models that often focus on linear, hierarchical methods, quantum leadership draws inspiration from the principles of quantum physics, which examine the interconnectedness and dynamic interactions within systems.

At its core, the quantum leadership model considers the entire organization as a complex system where all parts are interconnected. This approach is crucial in today's rapidly changing business environment, as it allows leaders to be more flexible and responsive to changes. By focusing on integration, quantum leadership seeks to synthesize various elements of the organization, ensuring that different departments and functions work together seamlessly.

Furthermore, quantum leadership emphasizes the importance of relatedness and team action. This perspective is grounded in the belief that relationships within the organization can significantly enhance its overall performance. Effective quantum leaders foster a culture of collaboration and teamwork, encouraging employees to connect and engage with one another to achieve collective goals. Another key aspect of quantum leadership is its focus on transformation and the dynamic flow of organizational processes. This involves managing transitions smoothly, whether they pertain to changes in work tasks, organizational rules, or even navigating through periods of chaos and uncertainty. Quantum leaders are adept at guiding their teams through these transitions, leveraging both creativity and resilience to maintain stability and drive progress.

In summary, quantum leadership is suited for the modern, interconnected world, where adaptability, holistic understanding, and collaborative efforts are more crucial than ever. This leadership style not only addresses the immediate needs of an organization but also prepares it to thrive in the face of future challenges.

### NEW QUESTION # 240

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