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## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q91-Q96):

### NEW QUESTION # 91

Role modeling is an example of which type of mentoring?

- A. Informal.
- B. Career.
- C. Psychosocial.
- D. Formal.

**Answer: C**

Explanation:

Psychosocial mentoring encompasses various interpersonal and supportive dimensions of a mentoring relationship that primarily aim to enhance the personal and emotional development of the mentee. This type of mentoring goes beyond the mere transfer of knowledge and skills that pertains to professional development, focusing instead on the holistic growth of the individual. In psychosocial mentoring, the mentor serves not just as a teacher or advisor but also as a role model, confidant, and supporter. Role modeling is integral to this process as mentors exemplify positive behaviors, attitudes, and values in both professional and personal contexts. Watching and emulating these behaviors helps mentees internalize similar qualities. The effectiveness of role modeling in psychosocial mentoring lies in its non-directive nature. Mentees learn by observation and informal interaction, absorbing lessons on problem-solving, ethical conduct, and interpersonal relationships. This method contrasts with more structured mentoring approaches that might focus on set goals, tasks, and outcomes. Additionally, psychosocial mentoring, including role modeling, tends to foster a deeper connection between the mentor and the mentee. This relationship often leads to greater satisfaction with the mentoring experience, as mentees feel personally and emotionally supported. This support is crucial in helping them navigate complex career landscapes and personal challenges. Overall, role modeling within psychosocial mentoring helps cultivate well-rounded individuals who are prepared not only to excel in their careers but also to lead balanced and fulfilling lives.

### NEW QUESTION # 92

Care plans are considered:

- A. Agreements of care between the medical professional and the insurance company.
- B. Agreements of care between the patient and the medical professional.
- C. Agreements of care between the staff and the main medical professional.
- D. None of the above.

**Answer: B**

Explanation:

Care plans are essential tools in the healthcare sector, primarily serving as formalized agreements between the patient and the medical professional. These plans are tailored to address the specific health needs of a patient, especially those with long-term conditions. The care plan outlines the medical treatments, management strategies, and health goals agreed upon by both the patient and their healthcare provider. This collaborative approach ensures that both parties are aligned on the expectations and objectives of the treatment, promoting more effective and personalized care. The significance of care plans extends beyond mere treatment outlines. They are vital for ensuring that all critical health issues are addressed comprehensively, preventing any oversight that might occur in a more fragmented healthcare approach. For patients with chronic illnesses, care plans provide a structured pathway for managing their conditions effectively. This can include medication management, lifestyle adjustments, routine check-ups, and monitoring of the condition. By having a clear and agreed-upon plan, patients are more likely to adhere to their treatment protocol, which can improve their overall health outcomes. Additionally, care plans facilitate better communication between various healthcare providers who might be involved in a patient's care. By having a documented plan, all professionals—from primary care doctors to specialists and even allied health professionals—have a consistent reference point for the patient's treatment. This cohesive approach helps in providing a more coordinated and efficient healthcare experience for the patient. In summary, care plans are not just administrative documents; they are crucial for ensuring that patients receive well-coordinated, efficient, and personalized care. They embody the agreement between the patient and the medical professional, setting the foundation for a successful healthcare journey tailored to the patient's unique health needs. This collaborative nature of care plans enhances adherence to treatments and improves health outcomes, making them a cornerstone of modern healthcare practices for individuals with long-term health conditions.

### NEW QUESTION # 93

The economic term that refers to a small or insignificant change in some variable is which of the following?

- A. effectiveness
- B. minuscule
- C. marginal
- D. efficiency

**Answer: C**

Explanation:

The correct answer is "marginal." In economics, the term "marginal" refers to a change due to an additional unit of some variable.

This concept is fundamental in understanding how decisions are made in the context of business and economics. A marginal change is essentially the impact of a small or incremental adjustment to an existing set of conditions.

For instance, consider the scenario of a factory producing widgets. If the factory decides to produce one additional widget, the cost of producing that specific widget is called the marginal cost. This is different from the average cost of producing all widgets, as it only considers the cost associated with the incremental unit. Similarly, marginal revenue refers to the additional income earned from selling one more unit of a product.

Marginal analysis is crucial because it helps businesses determine the optimal level of production. By understanding the costs and benefits associated with producing one more unit, a company can decide whether it is profitable to increase production. This decision-making process based on marginal changes helps ensure that resources are allocated efficiently to maximize profits.

Moreover, the concept of marginality is not limited to economics but can also be applied to various fields such as environmental policy, where analysts assess the marginal benefit of reducing pollution by a single unit, or in health economics, where the focus might be on the marginal effect of an additional treatment in a medical regimen.

In summary, the term "marginal" is a cornerstone of economic theory, emphasizing the importance of small or incremental changes and their impact on the larger system. Understanding these changes helps in making informed and effective decisions in both business and public policy.

### NEW QUESTION # 94

A nurse is caring for a patient who is recovering from hip surgery. Which everyday task should the nurse delegate to the nursing assistant on the nursing unit?

- A. Instructing the patient how to use their new crutches.
- B. Monitoring the patient's breathing and blood flow to the legs.
- C. Administer the patient's daily medicines.
- D. Helping to transfer the patient to and from the bathroom.

**Answer: D**

Explanation:

When a nurse is caring for a patient recovering from hip surgery, it is important to understand the delegation of responsibilities within the healthcare team. In the scenario where a patient needs assistance with daily tasks, certain responsibilities can be delegated to a nursing assistant.

One such task that can be safely assigned to a nursing assistant is helping the patient to transfer to and from the bathroom. Nursing assistants receive specific training which equips them to handle various everyday patient care needs. This includes assisting patients with mobility, as well as helping with feeding, bathing, and dressing. Since transferring a patient involves guiding and supporting them in moving from one location to another-such as from the bed to the bathroom-nursing assistants are well-prepared for this role. Their training typically covers techniques for safe patient handling and mobility, which are critical in preventing falls and ensuring patient safety, especially after surgery like hip replacement.

In contrast, tasks that involve clinical judgment or specialized knowledge, such as instructing a patient on how to use new crutches, monitoring the patient's breathing and blood flow to the legs, or administering medications, should not be delegated to nursing assistants. These responsibilities require the expertise of a registered nurse or a physical therapist, who have received higher education and training in assessing patient needs, adjusting care plans, and handling complex clinical tasks.

Thus, the correct delegation of helping the patient to transfer to and from the bathroom to a nursing assistant ensures that the task is performed by a trained individual, while allowing the nurse to focus on more clinically demanding aspects of patient care. This efficient use of staff skills helps maintain high standards of patient care and safety in the healthcare setting.

### NEW QUESTION # 95

To gain fuller understanding of how to adapt to the changes that are occurring, leaders must create an environment that fosters learning. In doing this, all of the following would be appropriate guidelines EXCEPT:

- A. People must be led to the leader's design of how they should learn.
- B. Learning must be oriented to the actual experience of the learners in their own environment.
- C. The purpose of learning is to ensure growth, improvement, and adaptability.
- D. People should be made to feel like they are growing and improving.

**Answer: A**

Explanation:

The question addresses the concept of how leaders can best facilitate a learning environment that adapts to changes effectively. Here, the guidelines provided suggest different approaches to fostering learning within an organization or group setting. Among the options, the one that stands out as inappropriate is: "People must be led to the leader's design of how they should learn." To understand why this guideline is inappropriate, it is essential to consider the nature of effective learning environments. Effective learning is often self-directed and experiential rather than purely structured or imposed. This means that learners benefit more when they have the autonomy to explore, experiment, and determine how they learn best, rather than strictly following a pre-designed learning path set by someone else, even if that someone is a leader.

Leaders who impose their own designs on how others should learn might inadvertently stifle creativity, decrease motivation, and limit the potential for innovative solutions that can arise from more organic learning processes. In contrast, when individuals are empowered to take charge of their learning, they are more likely to engage deeply with the material, apply it innovatively in their contexts, and adapt more fluidly to changes.

Moreover, adult learning theories such as Andragogy suggest that adults benefit from being involved in the planning and evaluation of their instruction. This involvement helps to create a sense of ownership and relevance to what they are learning, thereby enhancing the learning experience and its applicability.

The correct answer highlights a critical aspect of adaptive learning environments: empowerment and self-direction. By focusing on creating a culture where learners are encouraged to discover, design, and modify how they learn based on their roles, responsibilities, and changes in their environment, leaders can foster a more resilient and adaptable organization.

In summary, the guideline that "People must be led to the leader's design of how they should learn" is not appropriate because it contradicts the principles of effective, adaptive learning environments where empowerment, self-direction, and experiential learning are key. Instead, leaders should focus on facilitating a learning culture where individuals are encouraged to explore and tailor their learning experiences to best suit their needs and the evolving demands of their environments.

### NEW QUESTION # 96

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