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Question: 1

The primary purpose of role clarification in a team is to:

- A. prevent conflict
- B. control uncooperative members
- C. improve functioning
- D. establish leadership

Answer: C

Explanation:

The primary purpose of role clarification in a team is to improve functioning. The steps to role clarification include (1) write a role description, (2) write comments/advice on each other's role descriptions, (3) share descriptions and comments/advice, (4) provide feedback to each other regarding what the other person should do, (5) review and summarize the comments/advice, (6) negotiate what can and cannot be done, and (7) document agreements.

Question: 2

For American Nurses Credentialing Center (ANCC) NPD certification renewal, how many continuing education hours (CEHs) must be completed?

- A. 75
- B. 50
- C. 30
- D. 15

Answer: A

Explanation:

For ANCC certification renewal, 75 CEHs must be completed in addition to at least one of the other ANCC renewal categories in the specialty area of the certification. Renewal categories include (1) CEHs, (2) academic credits, (3) presentations, (4) evidence-based practice, quality improvement project, publication, or research, (5) preceptor hours, (6) professional service, (7) practice hours, and (8) assessment (if available).

Question: 3

A mission statement of an organization should include:

- A. future goals rather than what has already been achieved
- B. lists of achievable aims and anticipated outcomes
- C. measurable steps taken to achieve goals
- D. a reflection of the current status, its purpose, and its role

Answer: D

Explanation:

The mission statement of an organization should include a reflection of the current status, its purpose, and its role. The mission statement should identify the organization or program, state its function, and outline the purpose and strategy of the organization or program. The mission statement should also reflect the vision statement, which reflects where the organization sees itself in the future, and it may include a detailed explanation with statements of the organizational values, philosophy, and history. Goals and objectives should be developed in support of the vision and mission statements.

Question: 4

Before instituting changes, the NPD practitioner identifies champions within the organization, expecting that they will:

- A. advocate for and promote change
- B. become barriers to change
- C. assist with the logistics of change
- D. provide financial support

Answer: A

Explanation:

Before instituting changes, the NPD practitioner identifies champions within the organization, expecting that they will advocate for and promote change. Staff are often resistant to change, sometimes expecting that change will result in more work, so identifying positive voices to counter the negative ones can help to facilitate change. In some cases, champions are part of the leadership, but champions can be found at all levels of an organization, and people may respond better to peers.

Question: 5

If using Zoom or a similar application for virtual classes, and the audio and visual keep lagging, the initial troubleshooting should be to:

- A. check the service status
- B. update the Zoom software
- C. check the internet connection
- D. restart the program

Answer: C

Explanation:

If using Zoom or a similar application for virtual classes, and the audio and visual keep lagging, the initial troubleshooting step should be to check the internet connection because this is generally where the problem lies. In some cases, a drain on the internet connection may be occurring from background downloads or concurrent streaming from a computer somewhere in the same network. It is important to keep the software updated, and Zoom, like other similar companies, sends update reminders.

Question: 6

According to Patricia Benner's stages of clinical competence (novice to expert), the "competent" stage requires:

- A. 1-2 years of experience
- B. 2—3 years of experience
- C. 3-4 years of experience
- D. 4-5 years of experience

Answer: B

Explanation:

According to Benner's stages of clinical competence, the competent stage requires 2-3 years of experience. The nurse at this stage has some mastery of new situations and goals and can cope well but may require time for planning and may lack flexibility. The five stages that Benner outlines include: novice (little experience, rule dependent), advanced beginner (some experience coping with new situations and formulating action plans), competent (able to function independently), proficient (looks at situations holistically), and expert (able to provide intuitive care based on much experience).

Question: 7

When carrying out research, if the method of selecting subjects results in a cohort that is not representative of the target population, this is an example of:

- A. sampling bias
- B. confirmation bias
- C. nonresponse bias
- D. information bias

Answer: A

Explanation:

When carrying out research, if the method of selecting subjects results in a cohort that is not

representative of the target population, this is an example of sampling (or selection) bias. For example, if all patients who develop urinary infections are evaluated per urine culture and sensitivities for microbial resistance, but only those patients with clinically evident infections are included, a number of patients with subclinical infections may be missed, skewing the results. Sampling/Selection bias is only a concern when participants in studies are specifically chosen for a study.

Question: 8

Which type of organizational culture is exemplified by a workplace in which people have valued skills that are easily transferable to other organizations?

- A. Stable learning
- B. Group
- C. Independent
- D. Insecure

Answer: C

Explanation:

Independent. Organizational culture involves shared assumptions about behavior and working together in an organization. Basic types of organizational cultures include:

- Stable learning cultures in which people exercise skills and advance over time.
- Independent cultures in which people have valued skills that are easily transferable to other organizations.
- Group cultures in which there is strong identification and an emphasis on seniority.
- Insecure cultures with frequent staff layoffs and reorganization.

Question: 9

Which of the following is a module included in the transition to practice model for newly licensed nurses?

- A. Quality improvement
- B. Multidisciplinary collaboration
- C. Compliance issues
- D. Malpractice and negligence

Answer: A

Explanation:

The transition to practice model for newly licensed nurses includes five modules:

1. Communication and teamwork.
2. Patient-centered care.
3. Evidence-based practice.

4. Quality improvement.

5. Information systems.

According to this model, the newly licensed nurse should learn through experiential practice. This model provides training for preceptors and requires preceptors to help guide newly hired nurses. The modules are available online for study.

Question: 10

According to National Institute of Standards and Technology (NIST) guidelines, which one of the following password examples best meets current guidelines for passwords?

- A. m3d3c1n3
- B. 12161982
- C. Browser\$2
- D. Goattreepencil

Answer: D

Explanation:

According to NIST guidelines, the recommended password type example is Goattreepencil because these are three unrelated words that are easy for the user to remember but difficult to uncover, and the password is at least eight characters in length. NIST no longer recommends routinely changing passwords or the use of complex passwords with symbols because they are difficult to remember. Anniversary dates or birthdates, such as 12161982, should be avoided as should names of pets or children. Passwords that are easily deciphered, such as m3d3c1n3 (i.e., "medicine"), are not safe.

Question: 11

If the NPD practitioner designs a new type of protective gear, the design can be protected through:

- A. trademark
- B. patent
- C. copyright
- D. trade secret

Answer: B

Explanation:

If the NPD practitioner designs a new type of protective gear, the design can be protected through a patent. Most patents last for 20 years after the date of filing. Copyright, on the other hand, typically lasts for 70 years. There are many different avenues used to protect intellectual property, depending on the type of property, including trademarks, patent, copyright, industrial design, trade secrets, database, and unfair competition.

Question: 12

An effective strategy in committees to deal with "squashers," who are averse to any change and criticize all suggestions and possible solutions, is to:

- A. tell the individuals directly to stop criticizing others' suggestions
- B. interrupt the individuals each time they make a negative comment
- C. remove the individuals from the committee altogether
- D. ask to hold all comments and criticisms until all suggestions are made

Answer: D

Explanation:

An effective strategy in committees to deal with squashers, who are averse to any change and criticize all suggestions and possible solutions, is to begin the meeting by telling members to hold all comments and criticisms until all suggestions are made. This may require repeatedly reminding people to hold comments until a new pattern of behavior is established, but meetings will be more productive with members being less afraid to contribute.



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