Q&A

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Question: 614

A nurse executive is conducting a SWOT analysis and identifies a potential opportunity in the growing demand for telehealth services. How should the organization best capitalize on this opportunity?

A. Relying on traditional in-person visits only
B. Ignoring telehealth as a passing trend
C. Developing a comprehensive telehealth strategy that includes training for nursing staff
D. Reducing staffing levels to cut costs

Answer: C

Explanation: Developing a comprehensive telehealth strategy that includes training for nursing staff allows the organization to effectively capitalize on the growing demand, improving patient access and care delivery.

Question: 615

In a recent performance evaluation, a nurse manager identified that 30% of their team consistently exceeds performance expectations. If the team consists of 20 nurses, how many nurses are recognized for outstanding performance based on this percentage?

A. 6
B. 4
C. 8
D. 10

Answer: A

Explanation: 30% of 20 nurses equals $20 \times 0.30 = 6$ nurses who exceed performance expectations.

Question: 616

During a strategic planning session, you are tasked with leading your team through the ADKAR Model for a new patient safety initiative. What is the primary focus of the "Knowledge" stage in this model?

A. Developing skills to implement change
B. Understanding the need for change
C. Reinforcing the change
D. Creating awareness of the benefits of change

Answer: B

Explanation: The "Knowledge" stage in the ADKAR Model focuses on providing information about how to change, which is essential for ensuring staff understand the need for change and what it entails.

Question: 617

A nurse leader is tasked with evaluating the effectiveness of a new patient care initiative. What financial analysis would best determine whether the initiative is cost-effective?

A. Variance analysis
B. Capital budgeting
C. Cost-benefit analysis
D. Historical performance metrics

Answer: C

Explanation: A cost-benefit analysis will assess the financial returns generated by the initiative against the costs incurred, providing a clear picture of its cost-effectiveness.

Question: 618

A nursing director is analyzing performance improvement plans for underperforming staff. What is the most important aspect to include in these plans to foster a culture of continuous improvement?

A. Clear expectations and measurable goals
B. Documentation of past performance issues
C. Mandatory participation in additional training
D. A timeline for achieving performance milestones

Answer: A

Explanation: Clear expectations and measurable goals are essential for fostering a culture of continuous improvement, as they provide staff with specific targets to strive for and a framework for accountability.

Question: 619

A project manager is assessing risks for a new patient care initiative. If there are 5 identified risks with a probability of occurrence of 20%, what is the combined probability that at least one risk will occur?

A. 72%
B. 64%
C. 80%
D. 84%

Answer: B

Explanation: The probability that none occur is $(0.80)^5 = 0.32768$, so the probability that at least one occurs is $1 - 0.32768 = 0.67232$ or approximately 64%.

Question: 620

In a recent analysis, a healthcare organization found that its average cost per patient for a specific procedure was $15,000. If the organization aims to reduce this cost by 10% while maintaining quality, what is the target cost per patient?

A. $14,000
B. $13,500
C. $15,500
D. $12,000

Answer: B

Explanation: A 10% reduction from $15,000 is calculated as $15,000 - ($15,000 * 0.10) = $13,500.

Question: 621

A nurse executive is leading an initiative to improve community health literacy. Which strategy would be most effective in engaging community partners to support this initiative?

A. Collaborate with community partners to co-create educational materials that address local health issues
B. Develop a plan in isolation and present it to partners for approval
C. Focus solely on online resources without community input
D. Rely on existing materials without tailoring them to the community's needs

Answer: A

Explanation: Collaborating with community partners to co-create materials ensures that the initiative is relevant and addresses specific health issues, fostering stronger engagement and support.

Question: 622

A nurse manager faces a situation where her team is resistant to adopting a new nursing care model. To address this, she decides to actively involve team members in the planning and implementation phases. What leadership style is she utilizing?

A. Servant Leadership
B. Transactional Leadership
C. Situational Leadership
D. Transformational Leadership

Answer: D

Explanation: By involving team members in planning and implementation, the nurse manager is practicing transformational leadership, which focuses on collaboration and shared vision.

Question: 623

A nurse executive is evaluating the organization's approach to patient safety after several near misses. Which of the following actions should be prioritized to foster a culture of safety?

A. Punishing staff for errors to deter future incidents
B. Ignoring minor incidents as they do not impact patient care
C. Encouraging open communication and reporting of near misses without fear of retribution
D. Conducting safety training only during annual evaluations

Answer: C

Explanation: Fostering open communication and encouraging reporting of near misses creates a culture of safety where staff feel empowered to address issues proactively, reducing the likelihood of future errors.

Question: 624

A healthcare organization is preparing for an accreditation survey by The Joint Commission. Which of the following actions should the nurse executive prioritize to ensure compliance with standards related to patient safety and quality of care?

A. Establishing a patient safety reporting system
B. Conducting regular training sessions on new technology
C. Increasing marketing efforts to promote services
D. Reducing staff meetings to focus on patient care

Answer: A

Explanation: Establishing a patient safety reporting system is crucial for compliance with The Joint Commission standards, as it helps identify, report, and address safety issues effectively.

Question: 625

A nursing executive is faced with a situation where a high-performing nurse is considering leaving the organization for a competitor. What should the executive do to retain this valuable employee?

A. Offer a counter-offer without understanding their concerns
B. Initiate a conversation to understand the nurse's motivations and explore potential solutions
C. Ignore the situation and hope the nurse stays
D. Implement stricter policies to prevent staff from leaving

Answer: B

Explanation: Engaging in a conversation to understand the nurse's motivations allows for tailored solutions that address their needs, increasing the likelihood of retention.

Question: 626

A nurse executive is concerned about the implications of recent policy changes on staff morale and patient care. What is the most effective way for her to advocate for her staff during this time of transition?

A. Communicating transparently about the changes and soliciting feedback
B. Focusing on the negative aspects of the changes
C. Implementing changes without discussion to avoid confusion
D. Limiting staff involvement in decision-making processes

Answer: A

Explanation: Communicating transparently about the changes and soliciting feedback fosters a sense of involvement and support among staff, which can enhance morale during transitions.

Question: 627

A hospital is investigating the causes of high patient readmission rates for heart failure. Which data source would provide the most relevant information to inform quality improvement efforts?

A. Patient satisfaction surveys
B. Staff feedback on discharge processes
C. Clinical outcome data related to heart failure management
D. Financial reports related to readmission costs

Answer: C

Explanation: Clinical outcome data related to heart failure management provides relevant insights into the factors contributing to readmissions, enabling targeted quality improvement efforts.

Question: 628

A hospital's budget includes an allocation of $2 million for capital expenses. If the actual capital expenses total $2.5 million, what is the variance in percentage terms?

A. 20% unfavorable
B. 30% unfavorable
C. 25% unfavorable
D. 35% unfavorable

Answer: C

Explanation: The variance percentage is calculated as ($2.5 million - $2 million) / $2 million * 100 = 25% unfavorable.

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