

MULTIPLE CHOICE

1. A nurse manager of a 20-bed medical unit finds that 80% of the patients are older adults. She is asked to assess and adapt the unit to better meet the unique needs of the older adult patient. Using complexity principles, what would be the best approach to take for implementation of this change?
 - a. Leverage the hierarchical management position to get unit staff involved in assessment and planning.
 - b. Engage involved staff at all levels in the decision-making process.
 - c. Focus the assessment on the unit and omit the hospital and community environment.
 - d. Hire a geriatric specialist to oversee and control the project.

ANS: B

Complexity theory suggests that systems interact and adapt and that decision making occurs throughout the systems, as opposed to being held in a hierarchy. In complexity theory, every voice counts, and therefore, all levels of staff would be involved in decision making.

TOP: AONE competency: Communication and Relationship-Building

2. A unit manager of a 25-bed medical/surgical area receives a phone call from a nurse who has called in sick five times in the past month. He tells the manager that he very much wants to come to work when scheduled but must often care for his wife, who is undergoing treatment for breast cancer. According to Maslow's need hierarchy theory, what would be the best approach to satisfying the needs of this nurse, other staff, and patients?
 - a. Line up agency nurses who can be called in to work on short notice.
 - b. Place the nurse on unpaid leave for the remainder of his wife's treatment.
 - c. Sympathize with the nurse's dilemma and let the charge nurse know that this nurse may be calling in frequently in the future.
 - d. Work with the nurse, staffing office, and other nurses to arrange his scheduled days off around his wife's treatments.

ANS: D

Placing the nurse on unpaid leave may threaten the nurse's capacity to meet physiologic needs and demotivate the nurse. Unsatisfactory coverage of shifts on short notice could affect patient care and threaten the needs of staff to feel competent. Arranging the schedule around the wife's needs meets the needs of the staff and of patients while satisfying the nurse's need for affiliation.

TOP: AONE competency: Communication and Relationship-Building

3. A grievance brought by a staff nurse against the unit manager requires mediation. At the first mediation session, the staff nurse repeatedly calls the unit manager's actions unfair, and the unit manager continues to reiterate the reasons for the actions. What would be the best course of action at this time?
 - a. Send the two disputants away to reach their own resolution.
 - b. Involve another staff nurse in the discussion for clarity issues.

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Nursing Leadership Test Bank

Patricia Kelly Vana, Janice Tazbir

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Leadership and Nursing Care Management Diane Huber, 2013-09-24 Research Notes in each chapter summarize relevant nursing leadership and management studies and show how research findings can be applied in practice Leadership and Management Behavior boxes in each chapter highlight the performance and conduct expected of nurse leaders managers and executives Leading and Managing Defined boxes in each chapter list key terminology related to leadership and management and their definitions Case Studies at the end of each chapter present real world leadership and management situations and illustrate how key chapter concepts can be applied to actual practice Critical Thinking Questions at the end of each chapter present clinical

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