

## IM8\_B Leadership Assessment

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1. A charge nurse notes that a staff nurse delegates an unfair share of tasks to the assistive personnel (AP) and the nurses on next shift report the staff nurse frequently leaves tasks uncompleted. Which of the following statements should the charge nurse make to resolve this conflict?
  - A. "I need to talk to you about unit expectations regarding delegating and completing tasks."
  - B. "Several staff members have commented that you don't do your fair share of the work."
  - C. "If you don't do your share of the work, I will have to inform the nurse manager."
  - D. "You have been very inconsiderate of others by not completing your share of the work."

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2. When planning delegation of tasks to assistive personnel (AP), a nurse considers the five rights of delegation. Which of the following should the nurse consider when using one of the five rights of delegation?
  - A. The AP's ability to prioritize
  - B. The AP has the knowledge and skill to perform the task
  - C. The AP's rapport with clients
  - D. The AP's ability to complete the task without assistance

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3. A nurse is teaching a class on torts. The nurse should include which of the following situations as an example of negligence?
  - A. A nurse identifies the absence of peripheral pulsation in a casted extremity in the early morning and reports it to the provider in the early afternoon.
  - B. A client who is competent refuses an antidepressant medication. The nurse dissolves the medication in food and administers it to her without her knowledge.
  - C. A client who is alert and oriented makes an informed decision to leave the hospital against medical advice. The nurse applies restraints to the client to prevent him from leaving.
  - D. A nurse finds a client who is on a low-sodium diet eating salted potato chips. The nurse tells the client that she will apply wrist restraints if he does not stop eating the potato chips.

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4. A charge nurse allows two nurses who are arguing about who gets to go to lunch first to go together. The charge nurse agrees to take care of both of the nurses' clients while they are at lunch. The charge nurse is demonstrating which of the following types of conflict management?
  - A. Avoiding
  - B. Competing

## IM8\_B Leadership Assessment

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- C. Compromising
  - D. Cooperating
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5. A nurse is teaching a newly licensed nurse about methods to reduce costs of client care. Which of the following statements by the newly licensed nurse indicates understanding of the teaching?

- A. "I should wait to empty my client's drainable colostomy until it is three-fourths full."
  - B. "I should delegate providing closed irrigation to the assistive personnel (AP)."
  - C. "I should encourage clients to receive an annual flu immunization."
  - D. "I should recommend that my clients who have an established tracheostomy use sterile technique at home to provide ostomy care."
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6. A nurse manager is preparing an inservice program about managing conflict for the nurses on the unit. The nurse manager should identify which of the following examples as interpersonal conflict?

- A. Nurses on the unit disagree about what time of day daily client weights should be obtained
  - B. A nurse is uncertain about joining a professional nursing organization
  - C. A nurse who just lost his spouse does not want to be assigned to care for a terminally ill client
  - D. An experienced nurse is uncivil to a newly licensed nurse
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7. A nurse on an obstetrics-gynecology unit is planning care for four clients after receiving change of shift report. Which of the following clients should the nurse assess first?

- A. A client who is a 1 day postpartum after a late term miscarriage
  - B. A client who had a bilateral tubal ligation 12 hr previously
  - C. A client who is 4 days postpartum and has mastitis
  - D. A client admitted 1 hr ago for an ectopic pregnancy
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8. A nurse manager observes an unknown man in a laboratory coat making copies of a client's medical record. Which of the following actions should the nurse plan to take first?

- A. Notify hospital security.
  - B. Approach the man and ask why he is making copies.
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## IM8\_B Leadership Assessment

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- C. Inform the nursing supervisor.
  - D. Report the observation to the nurse caring for that client.
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9. A nurse is supervising a licensed practical nurse (PN) who is providing care to a client who is postoperative. Which of the following statements by the client requires the nurse to follow up with the PN?

- A. "I do not know how to make the remote control work."
  - B. "Do you know when I will be going home?"
  - C. "My dressing was changed earlier this morning."
  - D. "I have not received any of my medications today."
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10. A nurse is preparing to administer a prescribed medication to a client. Which of the following actions should the nurse plan to take to demonstrate client advocacy?

- A. Encourage the client to verbalize questions.
  - B. Insist the client take prescribed medications.
  - C. Inform the client that the medication is the same as taken at home.
  - D. Tell the client that refusal of the medication is considered noncompliance.
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11. A nurse is caring for four clients who are postoperative from surgery 24 hr ago. At 1200 the nurse assesses the clients. Which of the following clients is the nurse's priority?

- A. A client who has a prescription for insulin and his premeal capillary blood glucose was 110 mg/dL and his post-meal capillary blood glucose is now 160 mg/dL
  - B. A client whose wound drainage at 0800 was sanguineous and now it is serosanguineous
  - C. A client who reports pain as 4 on a scale of 1 to 10 at 0800 now reports pain as 6
  - D. A client whose blood pressure at 0800 was 138/86 mm Hg and at 1200 is 106/60 mm Hg
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12. A nurse manager is observing the care provided by a nurse who is in orientation to the unit. Which of the following actions by the nurse indicates the nurse manager should intervene?

- A. The nurse uses clean gloves when discontinuing a client's intravenous infusion.
  - B. The nurse empties a client's drainable colostomy pouch when it is one-third full.
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## IM8\_B Leadership Assessment

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- C. The nurse uses the client's telephone number as one form of identification when administering medications to a client.
  - D. The nurse opens the top flap of a sterile tray toward the body when assisting the provider with a thoracentesis.
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13. A nurse manager received a client request not to have a specific staff nurse care for her while at the acute care facility. Which of the following is the appropriate action by the nurse manager?

- A. Ask other staff nurses about the level of care the specific staff nurse provides.
  - B. Address the concern with the specific staff nurse.
  - C. Recommend the specific staff nurse be transferred to another unit.
  - D. Notify the human resources department about the request.
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14. A nurse notes a provider frequently arrives to the unit with bloodshot eyes and smells like alcohol after lunch. Which of the following actions should the nurse take?

- A. Counsel the provider to determine the cause of the substance abuse.
  - B. Encourage clients to change to a different provider.
  - C. Inform the state medical board for an immediate investigation.
  - D. Notify the nursing supervisor of the concerns.
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15. A nurse is planning to assign tasks for a group of clients. Which of the following tasks should the nurse plan to assign to an assistive personnel (AP)? (Select all that apply.)

- A. Ambulate an older adult client who has hypertension.
  - B. Provide discharge instructions for a client who has a new skin graft.
  - C. Perform an admission assessment on a client.
  - D. Check a blood product with another nurse prior to administration.
  - E. Weigh a client who has heart failure.
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16. A nurse is obtaining informed consent from a client who is preoperative. Which of the following actions should the nurse take? (Select all that apply.)

- A. Establish that the client is able to pay for the surgical procedure.
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## IM8\_B Leadership Assessment

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- B. Explain the surgical procedure to the client.
  - C. Validate the signature is authentic.
  - D. Verify the client understands the surgical procedure.
  - E. Confirm that the consent is voluntary.
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17. A nurse is caring for an older adult client who is disoriented and has a history of falls. Which of the following actions should the nurse take? (Select all that apply.)

- A. Raise all side rails on the client's bed.
  - B. Obtain a prescription to restrain the client PRN.
  - C. Check on the client hourly.
  - D. Instruct the client in the use of the call light.
  - E. Apply an ambulation alarm to the client's leg.
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18. A nurse finds that a client did not receive a scheduled dose of furosemide (Lasix). Which of the following should the nurse include in the incident/variance report? (Select all that apply.)

- A. The date of the incident
  - B. The name of the provider who prescribed the medication
  - C. The potential adverse effects of the medication
  - D. The time the client was to receive the medication
  - E. The client's vital signs
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19. A nurse in a provider's office is collecting a health history from a client who has a new prescription for glyburide to treat type 2 diabetes mellitus. Which of the following statements by the client indicates a contraindication for taking this medication?

- A. "I had strep throat about one year ago."
  - B. "I plan to continue nursing my baby until he is at least a year old."
  - C. "I got my flu shot at the pharmacy two weeks ago."
  - D. "I am allergic to shellfish."
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## IM8\_B Leadership Assessment

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20. A nurse is caring for a client who is dying of metastatic breast cancer. She has a prescription for an opioid pain medication PRN. The nurse is concerned that administering a dose of pain medication might hasten the client's death. Which of the following ethical principles should the nurse use to support the decision not to administer the medication?
- A. Utilitarianism
  - B. Nonmaleficence
  - C. Fidelity
  - D. Veracity
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21. A nurse suspects that a coworker is diverting opioid analgesics. Which of the following is an adverse effect of opioid medications?
- A. Euphoria
  - B. Rhinorrhea
  - C. Hallucinations
  - D. Dilated pupils
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22. A nurse is caring for a client who has advanced lung cancer. The client's provider has recommended hospice services for the client. Which of the following statements by the client indicates a correct understanding of hospice care?
- A. "I will have to be admitted to a long-term care facility in order to receive hospice care."
  - B. "I should expect the hospice team to help me manage my dyspnea."
  - C. "Hospice care services are available to patients who are terminally ill regardless of their life expectancy."
  - D. "My oncologist will continue to look for a cure for my cancer while I am receiving hospice care."
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23. A nurse in the emergency department is caring for a client who has a compression fracture of a spinal vertebra. During transport to the facility, the client was medicated with intravenous morphine. On arrival, the neurosurgeon determined urgent surgical intervention is indicated for the fracture. Staff members have been unable to reach the client's family. Which of the following actions should the nurse anticipate the neurosurgeon taking?
- A. Invoking implied consent
  - B. Delaying the surgery until a member of the client's family is reached
  - C. Asking the client to sign the surgical consent form
  - D. Prescribing naloxone to reverse the effects of the morphine

## IM8\_B Leadership Assessment

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24. A charge nurse is delegating tasks to nursing personnel on a 10-bed medical-surgical nursing unit. Which of the following assignments is an example of overdelegation?

- A. Assigning two assistive personnel (AP) to ambulate all clients
  - B. Assigning a new graduate nurse to perform a wet-to-dry dressing change
  - C. Assigning the most efficient AP to perform glucometer monitoring for each client
  - D. Assigning the most competent RN to perform a central line dressing change
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25. A nurse is working with a limited staff because of a severe storm in the area. The facility incident commander has initiated disaster protocols. Which of the following actions should the nurse take?

- A. Focus on providing care that prevents life-threatening emergencies.
  - B. Reinforce discharge teaching to clients.
  - C. Instruct the assistive personnel (AP) to focus on clients' ADLs.
  - D. Stock additional unit supplies.
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26. A charge nurse delegates to a licensed practical nurse (LPN) the task of changing a client's dressing. Several hours later the client reports the dressing has not been changed. Which of the following actions should the charge nurse take?

- A. Change the client's dressing.
  - B. Reassign the task to another nurse.
  - C. Verify the LPN knows how to do a dressing change.
  - D. Report the issue to the unit manager.
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27. A nurse on the pediatric unit is providing room assignments for children who are to be admitted to the unit. The nurse should plan to place a child who is postoperative from an appendectomy with which of the following clients?

- A. A child who is experiencing sickle cell crisis
- B. A child who has streptococcal pharyngitis
- C. A child who has a head injury
- D. A child who has a new diagnosis of type 1 diabetes mellitus

## IM8\_B Leadership Assessment

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28. A nurse manager is preparing an inservice program for the nurses on the unit about the use of a new infusion pump. Which of the following teaching strategies is the most effective way to ensure that the staff can use the device correctly?
- A. Provide a written procedure for the use of the device for the staff to review.
  - B. Demonstrate using the device and observe the staff returning the demonstration.
  - C. Remind the staff to review the procedure manual prior to using the new pump.
  - D. Identify the differences and new features of the device in a written brochure.
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29. A nurse tells another nurse that she thinks he did not provide adequate care for a client who underwent hip arthroplasty. Which of the following responses by the nurse demonstrates assertiveness?
- A. "I feel as though I met the standard of care. Would you tell me more about your concerns?"
  - B. "You shouldn't make accusations. Your nursing care doesn't always set a good example."
  - C. "I am at a loss for words. I always do my best to give good care to my clients."
  - D. "What do you have against me? It must be something or you wouldn't be criticizing my care."
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30. A nurse is serving on a continuous quality improvement (CQI) committee that has been assigned to develop a program to reduce the number of medication administration errors following a sentinel event at the facility. Which of the following strategies should the committee plan to initiate first?
- A. Provide an inservice on medication administration to all the nurses.
  - B. Require staff nurses to demonstrate competency by passing a medication administration examination.
  - C. Review the events leading up to each medication administration error.
  - D. Develop a quality improvement program for nurses involved in medication administration errors.
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