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Question: 663

In a just culture, a nurse educator reviews an incident where a nurse failed to escalate a patient's abnormal INR (4.5) due to unclear protocols. The educator must recommend a system-level change. What is the best approach?

- A. Develop a standardized escalation protocol for abnormal INR results
- B. Require the nurse to complete coagulation training
- C. Increase supervision of INR monitoring
- D. Conduct monthly reviews of INR escalations

Answer: A

Explanation: A just culture prioritizes system fixes. A standardized escalation protocol clarifies responsibilities for abnormal INR results, preventing recurrence. Training doesn't address system gaps, supervision adds burden, and reviews are retrospective.

Question: 664

You are leading a task force to implement a new mentorship program for novice nurses. The program includes a competency framework with weighted criteria (e.g., clinical skills 40%, communication 30%, leadership 20%, professionalism 10%). A mentor reports difficulty scoring mentees consistently. Which leadership strategy improves scoring reliability?

- A. Provide standardized training on the framework's scoring rubric
- B. Simplify the framework by removing weighted criteria
- C. Replace the framework with narrative evaluations
- D. Mandate higher scores to boost mentee confidence

Answer: A

Explanation: Leadership ensures consistency through training and standardization. Providing standardized training on the scoring rubric equips mentors with clear guidelines, improving reliability without sacrificing the framework's structure. Simplifying or replacing the framework reduces rigor, and mandating higher scores undermines validity.

Question: 665

The ----- process is the systematic approach to identifying, analyzing, and utilizing relevant evidence to inform nursing practice and improve patient outcomes.

- A. Evidence-based practice
- B. Research
- C. Data collection and interpretation
- D. Quality improvement

Answer: A

Explanation: The evidence-based practice process is the systematic approach to identifying, analyzing, and utilizing relevant research evidence to inform nursing practice and improve patient outcomes.

Question: 666

In a hospital seeking Magnet® recognition, an Nursing Professional is addressing ethical challenges in resource allocation. A unit with a 1:8 nurse-to-patient ratio (recommended: 1:5) experienced a delay in responding to a patient's chest pain (troponin: 0.5 ng/mL, normal: <0.04 ng/mL), leading to a myocardial infarction. According to the ANA Code of Ethics, Provision 4, what should the Nursing Professional advocate for?

- A. Increased staffing to meet recommended ratios
- B. Legal consultation for resource allocation
- C. Documentation of delays in care
- D. Retraining on cardiac emergency response

Answer: A

Explanation: Provision 4 of the ANA Code of Ethics emphasizes the nurse's authority and accountability for ensuring safe care, including advocating for adequate resources like staffing. The delay in responding to chest pain, linked to an unsafe staffing ratio, contributed to harm. The Nursing Professional should advocate for increased staffing to meet recommended ratios, aligning with Magnet® standards for safe practice environments. Legal consultation, documentation, or retraining do not address the systemic staffing issue.

Question: 667

Which of the following is a key step in the evidence-based practice (EBP) process?

- A. Conducting a comprehensive literature review
- B. All of the above
- C. Evaluating the outcomes of the EBP implementation
- D. Developing a detailed implementation plan

Answer: B

Explanation: All of the listed steps - conducting a comprehensive literature review, developing a detailed

implementation plan, and evaluating the outcomes of the EBP implementation - are key components of the evidence-based practice (EBP) process. The EBP process involves systematically identifying, appraising, and integrating the best available evidence with clinical expertise and patient preferences to improve patient care and outcomes.

Question: 668

A nurse educator is addressing a sentinel event where a patient developed sepsis due to delayed antibiotic administration. The RCA reveals inconsistent documentation of vital signs (e.g., HR 120 bpm, Temp 39°C). What is the most effective intervention?

- A. Increase staffing on critical care units
- B. Require annual sepsis training
- C. Implement an EHR alert for abnormal vital signs
- D. Conduct quarterly audits of vital sign documentation

Answer: C

Explanation: RCA identifies documentation inconsistencies as a cause. An EHR alert ensures timely recognition of abnormal vital signs, preventing delays. Annual training doesn't address real-time issues, staffing increases don't target documentation, and audits are reactive.

Question: 669

Which information management strategy helps prevent data breaches and unauthorized access to sensitive information?

- A. Centralizing data storage
- B. Implementing role-based access controls
- C. Conducting regular backups
- D. Utilizing cloud-based storage solutions

Answer: B

Explanation: Implementing role-based access controls is an effective information management strategy for preventing data breaches and unauthorized access to sensitive information.

Question: 670

A hospital is adopting a new smart IV pump with wireless connectivity and a library of 500 drug profiles. The NPD specialist is creating a training module that simulates programming a pump for vancomycin 1 g IV over 2 hours (concentration: 5 mg/mL). The module must teach nurses to troubleshoot wireless connectivity issues. Which feature is most critical?

- A. Interactive quizzes on drug profiles
- B. Real-time wireless error simulation

- C. Video tutorials on pump setup
- D. Static diagrams of pump menus

Answer: B

Explanation: The module must simulate real-world pump use, including troubleshooting wireless connectivity issues during vancomycin infusion programming. Real-time wireless error simulation ensures nurses practice resolving network problems, critical for safe administration. Quizzes, video tutorials, and static diagrams are supplementary but do not address dynamic troubleshooting.

Question: 671

In a hospital with a 50% minority patient population, you are addressing low DEI training attendance (20% participation). Which leadership strategy best increases engagement while promoting DEI?

- A. Make DEI training mandatory for all staff.
- B. Use a change management model to engage staff in co-designing training.
- C. Offer financial incentives for attendance.
- D. Reduce training frequency to once a year.

Answer: B

Explanation: A change management model engages staff in co-designing training, increasing buy-in and promoting DEI through inclusion. Mandatory training may breed resentment, incentives do not ensure engagement, and reducing frequency undermines DEI goals.

Question: 672

A nursing professional development practitioner is conducting an educational session on conflict resolution for nursing staff. Which of the following teaching strategies would be most effective for developing the participants' skills in managing conflicts?

- A. Providing theoretical lectures on conflict resolution strategies.
- B. Distributing handouts with written guidelines for conflict resolution.
- C. Facilitating role-plays and simulations of conflict scenarios.
- D. Conducting a panel discussion with experienced conflict resolution practitioners.

Answer: C

Explanation: Role-playing and simulation-based learning are the most effective teaching strategies for developing practical skills in conflict resolution. Hands-on practice in realistic scenarios allows participants to apply conflict management techniques and receive feedback, which is more impactful than solely providing theoretical information or passive learning methods.

Question: 673

A Nursing Professional is managing a \$120,000 budget for a leadership development program, with 50% for workshops, 30% for mentoring, and 20% for assessments. A new requirement adds \$20,000 for diversity training. Which resource management strategy should the specialist adopt?

- A. Eliminate assessments to fund diversity training
- B. Reallocate \$10,000 from workshops and \$10,000 from mentoring
- C. Reduce workshops by \$20,000 to fund diversity training
- D. Use reserve funds to cover diversity training

Answer: B

Explanation: Reallocating \$10,000 from workshops ($\$60,000 - \$10,000 = \$50,000$) and \$10,000 from mentoring ($\$36,000 - \$10,000 = \$26,000$) funds the \$20,000 diversity training while maintaining all program components. Eliminating assessments removes a critical evaluation tool, reducing workshops disproportionately impacts access, and reserve funds may not be available.

Question: 674

A nurse is developing a new evidence-based practice initiative to improve patient outcomes. Which step of the process should the nurse focus on first?

- A. Implementing the practice change
- B. Evaluating the impact of the practice change
- C. Conducting a literature review
- D. Translating the research into practice

Answer: C

Explanation: The first step in developing an evidence-based practice initiative is to conduct a thorough literature review. This involves searching for and critically appraising the available research evidence to inform the development and implementation of the practice change.

Question: 675

As the NPD specialist, you are tasked with ensuring compliance with a 2024 regulation requiring 80% of oncology nurses to hold OCN certification by 2026, with a \$15,000 fine per noncompliant nurse. A survey shows 50% of nurses cite time constraints as a barrier (mean study time = 60 hours, SD = 10). Which leadership approach should you take?

- A. Propose a hospital-funded study program with flexible scheduling for exam preparation.
- B. Advocate for mandatory certification with hospital-covered exam fees.
- C. Develop a voluntary certification program with paid time off for studying.
- D. Recommend delaying implementation until 2026 to assess nurse availability.

Answer: A

Explanation: A hospital-funded study program with flexible scheduling addresses time constraints while ensuring compliance, leveraging hospital resources efficiently. Mandatory certification with fee coverage doesn't address study time, a voluntary program risks noncompliance, and delaying ignores the 2026 deadline.

Question: 676

An Nursing Professional is designing a program on glycemic control, using Bandura's Social Learning Theory. Nurses observe a case with a patient's glucose readings (fasting: 180 mg/dL, HbA1c: 8.5%). Which activity best incorporates Bandura's concept of observational learning?

- A. Providing a lecture on insulin administration
- B. Assigning a quiz on glycemic control guidelines
- C. Having nurses watch an expert nurse demonstrate insulin titration
- D. Teaching nurses to document glucose readings

Answer: C

Explanation: Bandura's Social Learning Theory emphasizes learning through observing others' behaviors. Having nurses watch an expert demonstrate insulin titration allows them to model the behavior, aligning with observational learning. Lectures, quizzes, or documentation tasks do not involve direct observation of a role model.

Question: 677

A nurse educator is planning a virtual training session for a group of nurses. Which learning technology principle should the nurse consider when designing the session?

- A. Incorporation of multimedia elements
- B. Facilitation of synchronous learning
- C. All of the above
- D. Promotion of collaborative learning

Answer: C

Explanation: When designing a virtual training session, the nurse educator should consider incorporating multimedia elements, facilitating synchronous learning, and promoting collaborative learning. These principles align with effective virtual learning practices and can enhance the overall learning experience for the participants.

Question: 678

A nursing professional development (NPD) practitioner is designing an educational program for a hospital's nursing staff on handling protected health information (PHI) under the Health Insurance

Portability and Accountability Act (HIPAA). During the planning phase, the practitioner discovers that a case study intended for the training includes real patient data from a recent hospital admission, including the patient's name, date of birth, and diagnosis of congestive heart failure (ejection fraction: 30%, serum BNP: 950 pg/mL). The practitioner must ensure compliance with HIPAA regulations before using this case study. What is the most appropriate action to take to adhere to legal and ethical standards?

- A. De-identify the patient data by removing all 18 HIPAA identifiers, such as name and date of birth, before using the case study.
- B. Use the case study as is, since it is for educational purposes within the hospital.
- C. Obtain verbal consent from the patient to use their data in the training program.
- D. Replace the case study with a fictional scenario to avoid any risk of HIPAA violation.

Answer: A

Explanation: HIPAA requires that PHI be de-identified by removing all 18 identifiers, such as name, date of birth, and other specific data points, to protect patient privacy before using such information for educational purposes. Using real patient data without de-identification violates HIPAA, even within the hospital setting. Obtaining verbal consent is insufficient, as HIPAA mandates written authorization for such uses. Creating a fictional scenario is a cautious approach but unnecessary if de-identification is properly executed, as de-identified data can be used without breaching confidentiality.

Question: 679

You are addressing psychological safety in a medical-surgical unit where 50% of nurses report hesitancy to speak up about unsafe staffing levels (per a survey). Which leadership strategy best promotes a healthy work environment?

- A. Implement a confidential reporting system for staffing concerns.
- B. Offer stress management workshops for nurses.
- C. Increase staffing ratios across all shifts.
- D. Train charge nurses in transformational leadership to encourage open dialogue.

Answer: D

Explanation: Training charge nurses in transformational leadership fosters a culture of open dialogue, empowering nurses to voice concerns and enhancing psychological safety. A reporting system may not change culture, increasing staffing does not address hesitancy, and workshops focus on stress, not safety.

Question: 680

Which of the following is a key component of the research process in nursing professional development?

- A. Implementing a new training program.
- B. Conducting a focus group.
- C. Developing a research proposal.

D. Disseminating research findings.

Answer: C

Explanation: Developing a research proposal is a key component of the research process in nursing professional development. The research proposal typically includes the study purpose, research questions or hypotheses, literature review, methodology, and a plan for data collection and analysis. Other components of the research process include conducting data collection (e.g., focus groups, surveys), analyzing the data, and disseminating the research findings.

Question: 681

A nursing professional development specialist is facilitating an interprofessional team meeting. Which of the following strategies would be most effective for promoting active participation and collaboration among the team members?

- A. Encouraging team members to share their personal opinions and experiences
- B. Providing a structured agenda with clearly defined roles and responsibilities
- C. Maintaining strict adherence to the meeting schedule and time allotments
- D. Allowing one or two dominant team members to guide the discussion

Answer: B

Explanation: Providing a structured agenda with clearly defined roles and responsibilities is the most effective strategy for promoting active participation and collaboration in an interprofessional team meeting. This helps ensure that all team members have the opportunity to contribute and that the meeting stays focused on the key objectives.

Question: 682

A Nursing Professional is creating a computer-based module for oncology nurses to practice using a networked chemotherapy pump with real-time flow rate monitoring (e.g., cisplatin 100 mg/m² over 4 hours, BSA 1.9 m²). The module simulates detecting flow rate errors. Which feature is most critical?

- A. Real-time flow rate error detection
- B. Animated tutorials on pump mechanics
- C. Multi-language interface options
- D. Static drug administration protocols

Answer: A

Explanation: The module's effectiveness depends on simulating real-world pump use, including detecting flow rate errors for cisplatin administration. Real-time flow rate error detection ensures nurses practice safe interventions, critical for patient safety. Animated tutorials, multi-language options, and static protocols are secondary to error detection.

Question: 683

An Nursing Professional is validating competency for nurses using a new infusion pump for vancomycin administration. The protocol requires a loading dose of 15 mg/kg for a 60-kg patient, followed by 1 g every 12 hours. What is the loading dose, and which validation method aligns with ANCC standards?

- A. 1000 mg; written quiz on pump settings
- B. 900 mg; simulation with debriefing
- C. 900 mg; chart audit post-administration
- D. 1000 mg; peer review of documentation

Answer: B

Explanation: The loading dose is $15 \text{ mg/kg} \times 60 \text{ kg} = 900 \text{ mg}$. ANCC standards emphasize competency validation through methods like simulation with debriefing, which allows direct observation and feedback on performance. Written quizzes, chart audits, or peer reviews assess knowledge or documentation, not hands-on competency.

Question: 684

Which of the following is a key strategy for providing effective feedback to a nursing staff member?

- A. Providing feedback in a private setting
- B. Focusing only on the areas that need improvement
- C. Giving feedback immediately after an observed behavior
- D. Presenting feedback in a confrontational manner

Answer: A

Explanation: Providing feedback in a private setting is a key strategy for delivering effective feedback. This allows for a constructive and confidential discussion, rather than a confrontational approach or focusing solely on areas that need improvement. Giving feedback immediately after an observed behavior is also important, but the private setting is the critical strategy.

Question: 685

An Nursing Professional is developing a training program on legal implications of scope of practice violations. A case study involves an RN who performed a lumbar puncture (contraindicated due to patient's INR: 3.5) without physician oversight, violating the state's Nurse Practice Act. What is the most appropriate consequence to highlight in the training to address this legal and ethical violation?

- A. Issue a written warning and monitor the RN's practice.
- B. Suspend the RN's license pending a state board investigation.
- C. Require the RN to complete a scope of practice training module.

D. Terminate the RN's employment to prevent future violations.

Answer: C

Explanation: Performing a lumbar puncture outside the RN's scope of practice violates the Nurse Practice Act and risks patient safety, particularly with an elevated INR indicating bleeding risk. Requiring targeted training addresses the knowledge deficit and aligns with corrective action. Suspending the license or terminating employment may be excessive for a first offense unless harm occurred, and these decisions fall to the state board or employer. A written warning alone does not ensure competency.



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