



## Leadership Exam 2

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1. A nurse is currently in the "promise" phase of career development. What goal should the nurse prioritize during this stage?

- A) Acting as a role model to recent graduates
- B) Gaining exposure to a variety of experiences
- C) Avoiding obsolescence
- D) Graduating from nursing school

B

2. An experienced nurse-manager describes a recently hired nurse as "very promising." The manager can best promote this nurse's career development by:

- A) asking other nurses to model their behavior on the new nurse's behavior.
- B) providing the nurse with increasingly challenging work assignments.
- C) removing the nurse from client care responsibilities and assigning management tasks.
- D) providing the nurse with positive feedback.

B

3. A nurse-manager is arguing for the establishment of a formal career development program in the health-care facility. What potential benefits should the manager describe? Select all that apply.

- A) Employee attrition can be reduced.
- B) Personnel can be used more effectively.
- C) Employees can increase earning power.
- D) Employment benefits are increased.
- E) New skills are brought into the organization.

ABCE

4. A recent graduate's mentor is explaining the importance of career planning. What should the mentor teach the recent graduate about career planning?

- A) It is ultimately the employer's responsibility.
- B) It should begin once the nurse has at least 12 months of client care experience.
- C) It requires development and implementation of a long-term plan.
- D) It functions best when the planning is episodic in nature.

C

5. A nurse is constructing a résumé before beginning to search for a new job. When creating a résumé, the nurse should:

- A) give equal weight to strong and weak points.
- B) aim for at least four to five pages in length.
- C) use complex, scholarly language to demonstrate competence.
- D) ensure that the document is concise and easy to read.

D

6. A nurse has recently graduated from nursing school and is transitioning into a nursing career. Which activity is the nurse's personal responsibility for career management?

- A) Developing career ladders
- B) Establishing career paths
- C) Providing challenging assignments
- D) Developing career goals

D

7. A nurse is interviewing for a position in a health-care facility. The interviewer identifies a long-term coaching program for career development as one of the benefits in the organization. The nurse should identify what characteristic of this program?

- A) It occurs annually at performance appraisal reviews.
- B) It focuses on employee performance deficits.
- C) It requires the same intensity as a mentoring relationship.
- D) It occurs over the entire employment tenure of an employee.

D

8. A nurse who has transferred to a new workplace setting self-identifies as "competent" on Benner's continuum from novice

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**Arturo Cuomo**



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