



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?	B
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	
2. An experienced nurse-manager describes a recently hired nurse as "very promising." The manager can best promote this nurse's career development by:	B
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.	
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.	ABE
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.	
4. A recent graduate's mentor is explaining the importance of career planning. What should the mentor teach the recent graduate about career planning?	C
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.	
5. A nurse is constructing a résumé before beginning to search for a new job. When creating a résumé, the nurse should:	D
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.	
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?	D
A) Developing career ladders B) Establishing career paths C) Providing challenging assignments D) Developing career goals	
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?	D
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.	
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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