

Nursing

AONE-CNML
Certified Nurse Manager and Leader

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Question: 1

Leadership style endorsed by the IOM
Most accepted theory today
Includes recognition and motivation of staff
Leaders need to embrace change
Critical qualities of the transformational leader
Leader uses passion, vision, personal integrity, ceremonies, rituals, and enthusiasm to shape a changing social architecture by being productive, serving as a catalyst for motivation, functioning as a team member, and encouraging organizational learning
Appreciate staff and motivating them to be the best they can be
stays positive
Negativity stops the process

- A. Developing A Positive Work Environment
- B. Emotional Intelligence
- C. Transformational Leadership Theory
- D. Good Leaders

Answer: C

Question: 2

Can be positive or negative
Might feel micromanaged

- A. Emotional intelligence
- B. Transformational leadership theory
- C. Autocratic or authoritarian
- D. Democratic or participative

Answer: C

Question: 3

Medical knowledge and technology (advancing)
Increased use of information technology
Managed care and reimbursement
Care across the continuum

Uninsured and underinsured
Patient and workforce diversity
Evidence based practice
New types of practitioners
Increased need for collaboration and interprofessional education and practice
Hospitals are no longer reimbursed for falls, infections, bed sores

- A. Developing a positive work environment
- B. Key skills and competencies
- C. Changes in healthcare environment
- D. Management emphasizes control -

Answer: C

Question: 4

Leadership for all nurses - not just nurse managers
Flexibility has become essential
Collaboration (w/ other HCP, consumers, local businesses, governmental agencies)

- A. Changes in healthcare environment
- B. Where does authority originate?
- C. Transformational leadership errors
- D. Response to change in healthcare

Answer: D

Question: 5

Envision the future, motivate followers, influence others to accomplish goals
Communicate their visions
Lead the way
Inspire confidence, empower followers
Take risks
Master change - change it from a negative to a positive

- A. Emotional intelligence
- B. Good leaders
- C. Leaders
- D. Good managers

Answer: B

Question: 6

Fosters creativity, feel valued b/c your input/voice is heard

Time consuming decision process

Before entire group, explains problem, seeks out a way for change, vote, implement

- A. Autocratic or authoritarian
- B. Transformational leadership theory
- C. Democratic or participative
- D. Managers

Answer: C

Question: 7

Coordinate resources, optimize resource use

Meet organizational goals and objectives, follow rules

Plan, organize, control, direct

Use reward and punishment effectively to achieve organizational goals

- A. Good managers
- B. Good leaders
- C. Managers
- D. Transformational leadership errors

Answer: A

Question: 8

Maintain equilibrium

Are always assigned a position within an organization

Have a legitimate source of power due to the delegated authority that accompanies their position

Are expected to carry out specific functions

Emphasize control, decision making, decision analysis, and results

Have authority to make hard decisions, results driven

- A. Managers
- B. Good managers
- C. Leaders
- D. Management Emphasizes Control -

Answer: A

Question: 9

Expert
Administrator
People person
Strategist

- A. People who get the top jobs are leaders
- B. Managers coordinate and integrate resources
- C. Key skills and competencies
- D. Management emphasizes control -

Answer: B

Question: 10

Lack: sense of urgency(need balance), guiding coalition, communication of vision, systematic planning, recognition of organizational culture and declaring victory too soon

- A. Transformational Leadership Errors
- B. Leadership Roles
- C. Good Managers
- D. Good Leaders

Answer: A

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