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**Nursing**

# AONL-CNML

*AONL Nurse Manager and Leader 2025*

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**Question: 967**

When recognizing career opportunities for staff, what should a nurse manager prioritize?

- A. Organizational needs over individual aspirations
- B. Personal biases in decision-making
- C. Individual strengths and career goals
- D. Uniform opportunities for all staff

Answer: C

Explanation: Prioritizing individual strengths and career goals helps staff feel supported and valued in their development.

**Question: 968**

What is the most important consideration when evaluating the impact of organizational changes on staff?

- A. Financial implications only

- B. The overall effect on employee engagement and morale
- C. Historical performance data
- D. Compliance with regulations

Answer: B

Explanation: Evaluating the impact on employee engagement and morale ensures that changes support a positive work environment and promote staff retention.

**Question: 969**

Which approach best supports the alignment of departmental strategies with organizational goals?

- A. Regularly communicating organizational objectives to the team
- B. Isolating departmental operations from organizational changes
- C. Focusing exclusively on departmental metrics
- D. Avoiding interdisciplinary collaboration

Answer: A

Explanation: Regularly communicating organizational objectives ensures that all team members understand and align their efforts with the overall goals.

**Question: 970**

In the context of quality improvement, the Plan-Do-Study-Act (PDSA) cycle is primarily used for:

- A. Financial forecasting.
- B. Staff performance evaluations.
- C. Regulatory compliance audits.
- D. Implementing and evaluating changes.

Answer: D

Explanation: The PDSA cycle is a systematic method used to implement and evaluate changes in processes, allowing organizations to test improvements on a small scale before wider implementation.

### Question: 971

What is the most effective strategy for a nurse manager to develop relationships across the care continuum?

- A. Prioritizing departmental goals over collaboration
- B. Limiting communication with external stakeholders
- C. Focusing solely on internal staff dynamics
- D. Engaging in regular interdisciplinary meetings

Answer: D

Explanation: Regular interdisciplinary meetings encourage collaboration and understanding among different departments, building strong alliances across the care continuum.

**Question: 972**

What is the primary purpose of conducting regular evaluations of departmental objectives?

- A. To assign blame for failures
- B. To create additional reports for upper management
- C. To justify budget increases
- D. To ensure continuous alignment with organizational goals and patient needs

Answer: D

Explanation: Regular evaluations allow for continuous alignment of objectives with organizational goals and patient needs, facilitating ongoing improvement and adaptation.

**Question: 973**

What is the primary goal of implementing evidence-based practice (EBP) in nursing?

- A. To standardize all nursing interventions
- B. To enhance patient outcomes through informed decision-making
- C. To reduce the cost of care delivery
- D. To simplify nursing protocols

**Answer: B**

**Explanation:** EBP enhances patient outcomes by integrating the best available research with clinical expertise and patient preferences, leading to improved care quality and effectiveness.

**Question: 974**

Which of the following metrics is most valuable for aligning departmental goals with patient outcomes?

- A. Staff turnover rates
- B. Patient satisfaction scores
- C. Number of patients treated per month
- D. Average length of stay

**Answer: B**

**Explanation:** Patient satisfaction scores provide direct insight into the quality of care delivered and help align departmental goals with the desired patient experience.

**Question: 975**

In utilizing evidence-based data for decision-making, which of the following sources should a nurse manager prioritize?



- A. Anecdotal reports from staff
- B. Opinions of senior management
- C. Historical data from previous years
- D. Peer-reviewed research studies

Answer: D

Explanation: Peer-reviewed research studies provide the most reliable and valid evidence for informed decision-making, ensuring that practices are based on the best available data.

**Question: 976**

Which of the following best describes the role of a nurse manager in advocating for health care policy changes?

- A. Implementing new technology without stakeholder input
- B. Avoiding political discussions to maintain neutrality
- C. Focusing solely on unit operations and staffing
- D. Engaging with legislators to discuss nursing perspectives

Answer: D

Explanation: Nurse managers play a crucial role in advocating for health care policy by engaging with legislators to ensure that nursing perspectives and patient needs are represented in policy discussions.

**Question: 977**

Which of the following best describes a "shared governance" model in nursing?

- A. Centralized decision-making by top management.
- B. A hierarchical structure with limited nurse input.
- C. Solely nurse-led initiatives without administrative involvement.
- D. Collaborative decision-making involving nurses and management.

Answer: D

Explanation: Shared governance empowers nurses at all levels to participate in decision-making processes, promoting collaboration and accountability within the organization.

**Question: 978**

Which of the following is the most effective way for a nurse manager to assess the safety culture of a unit?

- A. Conducting anonymous staff surveys about safety perceptions
- B. Reviewing incident reports and safety audits alone
- C. Observing staff interactions during shifts
- D. Holding safety meetings without follow-up

Answer: A

Explanation: Conducting anonymous staff surveys allows for honest feedback regarding safety perceptions, providing valuable insights into the unit's safety



culture and areas for improvement.

**Question: 979**

What is the most effective way for a nurse manager to assess their leadership effectiveness?

- A. Seeking 360-degree feedback from peers and staff
- B. Relying solely on self-assessment
- C. Ignoring performance metrics
- D. Only considering patient outcomes

Answer: A

Explanation: 360-degree feedback provides a comprehensive view of leadership effectiveness from multiple perspectives.

**Question: 980**

You are tasked with improving patient education on chronic disease management. What is the best approach?

- A. Provide written materials only
- B. Use a multimedia approach, including videos and interactive tools
- C. Implement one-on-one counseling sessions
- D. Rely on group classes for education

Answer: B

Explanation: A multimedia approach caters to different learning styles and can enhance understanding and retention of information, leading to better patient outcomes.

**Question: 981**

When addressing discrimination in care delivery, a nurse manager should:

- A. Focus only on individual incidents of bias
- B. Rely on patient complaints to identify issues
- C. Implement comprehensive training and policy changes
- D. Maintain silence to avoid conflict

Answer: C

Explanation: Comprehensive training and policy changes are necessary to address the systemic nature of discrimination effectively.

**Question: 982**

The Health Insurance Portability and Accountability Act (HIPAA) primarily protects:

- A. Healthcare providers from malpractice claims.

- B. Patient privacy and confidentiality in healthcare settings.
- C. Insurance companies from financial losses.
- D. Hospitals from regulatory scrutiny.

Answer: B

Explanation: HIPAA establishes national standards for protecting the privacy and security of patient information, ensuring that healthcare providers safeguard patient confidentiality.

**Question: 983**

What is the primary goal of building a diverse workforce in a healthcare setting?

- A. To comply with legal requirements
- B. To enhance creativity and improve patient care outcomes
- C. To reduce staffing costs
- D. To simplify recruitment processes

Answer: B

Explanation: A diverse workforce brings varied perspectives and experiences, which can lead to enhanced problem-solving and improved patient care outcomes.

### Question: 984

Which practice is essential for ensuring that onboarding processes meet the needs of diverse staff?

- A. Customizing onboarding experiences to reflect diverse learning styles
- B. Standardizing onboarding for all staff without consideration of background
- C. Limiting onboarding resources to written materials
- D. Focusing solely on compliance training

Answer: A

Explanation: Customizing onboarding experiences to reflect diverse learning styles ensures that all staff feel supported and equipped for success in their roles.

### Question: 985

How can a nurse manager best empower their team to make independent decisions? (Choose two)

- A. Providing comprehensive training and resources
- B. Micromanaging to ensure compliance with protocols
- C. Encouraging open discussions about clinical judgment
- D. Setting clear boundaries on decision-making authority

Answer: A, C

Explanation: Empowering a team involves providing training and resources (A) and encouraging open discussions about clinical judgment (C), allowing staff to feel confident in their decision-making capabilities.

**Question: 986**

Which leadership style is characterized by a hands-off approach, allowing team members to make decisions?

- A. Laissez-faire
- B. Democratic
- C. Authoritative
- D. Transactional

Answer: A

Explanation: The laissez-faire leadership style grants autonomy to team members, fostering creativity and independence but may lead to a lack of direction if not managed appropriately.

**Question: 987**

How should a nurse manager evaluate culturally competent care in performance appraisals?

- A. By focusing solely on clinical outcomes
- B. By avoiding discussions about cultural competence
- C. By incorporating feedback on cultural interactions and patient satisfaction
- D. By only assessing technical skills

Answer: C

Explanation: Incorporating feedback on cultural interactions and patient satisfaction provides a comprehensive view of a staff member's performance in culturally competent care.

**Question: 988**

Which of the following is a barrier to effective communication in healthcare settings?

- A. Clear guidelines and protocols.
- B. Hierarchical organizational structures.
- C. Regular team meetings.
- D. Open-door policies.

Answer: B

Explanation: Hierarchical structures can impede effective communication by creating silos and discouraging open dialogue among staff at different levels.





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