

# Nursing AONE-CNML

## Certified Nurse Manager and Leader

Questions And Answers PDF Format:

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# Latest Version: 6.0

## 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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