

ATI Leadership and Management Final Exam | 160 Questions and Answers | Latest 2020 / 2021

1. The leader manager of several inpatient units is participating in fiscal planning. During this process, the leader manager should:

ANS: Monitor & evaluate all aspects of the unit's budget control

2. Which client would be most likely to qualify for Medicaid?

ANS: An adult client who earns \$750 each month

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

ANS: Gaining exposure to a variety of experiences

4. A nurse manager has been required to justify each item of the following year's proposed budget. The manager has been instructed that referring to the previous year's expenditures is not a sufficient justification. What type of budgeting is being used in this facility?

ANS: Zero-based budgeting

5. A nurse manager is participating in the budgeting process. What task should the manager perform first?

ANS: Determining what needs to be covered in the budget

6. A nurse is constructing a resumé, the nurse should:

ANS: Ensure that the document is concise & easy to read

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

ANS: Developing career goals

8. A nurse is interviewing for a position in a healthcare 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?

ANS: It occurs over the entire employment tenure of an employee

9. A nurse is applying for a job & is not writing a cover letter. The nurse should integrate what characteristics of a cover letter? Select all that apply.

ANS: Make a positive first impression,
Briefly highlight key points of the resume,
Always used when submitting a resume,
Introduce the applicant

10. A nurse has a colleague for assistance with a complex wound dressing change. What response suggests that the colleague is at a novice level of nursing experience?

ANS: "Sure. Can you give me directions & then I'll do what you say?"

11. How can a nursing professional best demonstrate advanced achievement of competencies?

ANS: Achieving a new specialty certification

12. A nurse is currently in the "momentum" career phase. What activity is most appropriate during this stage of the nurse's career?

ANS: Being a role model to other nurses

13. What characteristic of a nurse best indicates the attainment of an "expert" level of nursing experience?

ANS: The nurse possesses an intuitive grasp of complex clinical situations

14. A recent nursing graduate has begun working full-time & is committed to career planning. What action will be most likely to advance the nurse's career?

ANS: Obtaining professional certification

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

ANS: Providing the nurse with increasingly challenging work assignments

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

ANS: Employee attrition can be reduced,
Personnel can be used more effectively,