

**Test Bank for Essentials of Nursing Leadership And Management  
6th Edition by Weiss and Tappen**

Chapter 1: Leadership and Followership

**MULTIPLE CHOICE**

**1. The essence of leadership is the leader's ability to:**

- A. Get people to work together.
- B. Impress other people.
- C. Help others meet their personal goals.
- D. Influence the group to follow the leader's way of thinking.

**ANS: A**

**2. According to "trait theories," the most common traits of a good leader**

**are:**

- A. Information giving and decision-making.
- B. Public speaking and nonrisk behaviors.
- C. Intelligence and initiative.
- D. Verbal and written communication skills.

**ANS: C**

**3. Of the following qualities, which would *least* likely be attributed to an effective nursing leader?**

A. Energy and integrity

B.

C. Courage and initiative

D. Optimism and perseverance

**ANS: B**

**4. Behaviors of an effective leader include:**

A. Obstructing the exchange of information.

B. Being unable to communicate effectively.

C. Giving only negative feedback.

D. Developing oneself and others.

**ANS: D**

**5. Sally has been working only 3 months after graduating from her nursing program. She confides in a friend that she wants to develop herself as a “good follower.” Her friend says, “Anyone can follow—just walk behind someone and do nothing.” How might Sally respond?**

A. “I don’t mean now, but when I become a nurse manager.”

B. “Effective followers need to be active participants in the workings of this unit.”

- C. “Effective followers need to do everything the administrators want.”
- D. “Effective followers need to continuously question the status quo and strive to make changes.”

**ANS: B**

**6. James has demonstrated strong leadership skills during his first year as an RN. He observes that one of his coworkers appears very anxious when dealing with demanding families. James displays emotional intelligence when he:**

- A. Reports to the nurse manager that his friend is very anxious when dealing with demanding families.
- B. Says to his friend, “Dealing with these demanding families can be stressful.”
- C. Says to his friend, “You seem very anxious when dealing with these families; maybe you should seek counseling.”
- D. Ignores the behavior because everyone takes a different time to adjust to the role of an RN.

**ANS: B**

**7. Linda believes she should begin demonstrating leadership skills on her unit. She speaks with her nurse manager about how to do this. The nurse manager, who wants to encourage Linda’s leadership development, responds by saying:**

- A. “Just watch me closely—it will come to you eventually.”
- B. “Develop perseverance—just hang in there and do your work well. Someone higher than me will notice you.”
- C. “It takes a lot of energy to be a leader. You might want to sign up at the local gym.”

D. “Understand yourself first—what leadership skills do you want to develop?”

**ANS: D**

8. Which skills will *not* be useful in becoming a better follower?

A. Supporting the ideas of your colleagues

B. Becoming an effective listener

C. Demonstrating energy and enthusiasm in the workplace

D. Contradicting others if their ideas are not useful to the team

**ANS: D**

**9. Nancy is supervising a patient care assistant and a licensed practical nurse. When giving them assignments she says, “You two decide how you want to divide up the patients.” This is an example of what type of leadership?**

A. Autocratic

B. Laissez-faire

C. Democratic

D. Situational

**ANS: B**

**10. Emotional intelligence is an important part of leadership. Which of these qualities is *not* part of emotional intelligence?**

- A. Understanding self
- B. Listening skills
- C. Acknowledging others
- D. Responding quickly to a crisis

**ANS: D**

**11. The major hallmark of situational leadership is:**

- A. Assessing the readiness of the follower.
- B. Focusing on interpersonal relationships.
- C. Having effective listening skills.
- D. Motivating others.

**ANS: A**

**12. Matthew is completing his first year of employment as an RN on a medicalsurgical unit. A new graduate has just started her orientation on his unit.**

**He found her crying in the patient lounge saying, “I can’t do this. This is just not like we learned in school.” What response from Matthew demonstrates his leadership skills?**

- A. “If you are already crying, this is not the career for you.”
- B. “I remember those feelings. Come on, let’s talk about it.”
- C. “Why don’t you talk to the nurse manager? Maybe she can give you a lighter load.”
- D. “I would consider a transfer to an easier unit.”

**ANS: B**

13. Which of the following statements reflect typical words of a “whiner”?

A. “No problem.”

B. “We’ll give it our best.”

C. “This may be a real challenge but we can do it.”

D. “This isn’t going to work.”

**ANS: D**

**14. What is a BHAG?**

A. Plastic container for contaminated dressings

B. A bold idea

C. An over-ambitious goal

D. Tool kit for home health nurses

**ANS: B**

**15. What does a servant leader do?**

A. Creates an environment conducive to getting work done

B. Helps others finish their work

C. Takes a mentally tough stance when a disagreement arises

D. Has a magnetic personality

**ANS: A**