ATI Content Mastery Series (CMS) Leadership Practice Test (Sample)

Study Guide

BY EXAMZIFY

Everything you need from our exam experts!

Sample study guide. For the full version with hundreds of questions, visit:
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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- **Practice answering questions under realistic conditions,**
- **Improve accuracy and speed,**
- **Review explanations to strengthen weak areas, and**
- **Approach the exam with greater confidence.**

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

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How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

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Questions

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1. **Which statement describes collaborating in problem-solving?**
   - A. Both parties work together to find a mutually agreed solution.
   - B. One party unilaterally decides.
   - C. The case manager handles only administrative tasks.
   - D. It means delaying all decisions.

2. **Which term best describes avoiding or withdrawing from conflict?**
   - A. Perceived conflict
   - B. Felt conflict
   - C. Avoiding/withdrawing
   - D. Interpersonal communication

3. **Which criterion best defines the 'Right task' in delegation?**
   - A. The task does not require supervision
   - B. The task requires close oversight
   - C. The task is outside the scope of the practice
   - D. The task is new to the staff

4. **What should supervision include?**
   - A. No feedback
   - B. Documentation only
   - C. Feedback and possible intervention
   - D. Punishment

5. **Which tag color indicates the category of patients who are not expected to survive if not treated urgently?**
   - A. Yellow tag
   - B. Green tag
   - C. Red tag
   - D. Black tag

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6. Which approach describes keeping peace by complementing the other party to obtain goals?

A. Competing/Coercing

B. Smoothing

C. Feeling

D. Manifest Conflict

7. Which action constitutes negligence?

A. Forgetting to set the bed alarm

B. Administering the correct medication

C. Providing patient education

D. Recording vital signs accurately

8. If a delegated task falls outside the delegatee's scope of practice, what is appropriate?

A. Reassign to someone within scope

B. Proceed with supervision

C. Ignore

D. Ask patient consent

9. Which tag color would you assign to a patient with an abrasion or sprain?

A. Green tag

B. Yellow tag

C. Black tag

D. Red tag

10. A critical pathway is typically used to promote what?

A. Unnecessary variations in care.

B. Individualized care without standardization.

C. Cost-effective care with common diagnoses.

D. Delayed discharge planning.

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Answers

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1. A
2. C
3. A
4. C
5. D
6. B
7. A
8. A
9. A
10. C

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Explanations

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1. Which statement describes collaborating in problem-solving?

A. Both parties work together to find a mutually agreed solution.

B. One party unilaterally decides.

C. The case manager handles only administrative tasks.

D. It means delaying all decisions.

Collaborating in problem-solving means teaming up with others to develop a solution that everyone involved can accept, sharing information openly, and making decisions together. This approach values input from all stakeholders, leverages diverse perspectives, and creates commitment to the plan through mutual agreement. The statement that best describes this is the one where both parties work together to find a mutually agreed solution because it truly reflects joint effort and shared ownership. Unilateral decisions bypass input and undermine collaboration, handling only administrative tasks misses the problem-solving element, and delaying all decisions stalls progress and isn't collaborative.

2. Which term best describes avoiding or withdrawing from conflict?

A. Perceived conflict

B. Felt conflict

C. Avoiding/withdrawing

D. Interpersonal communication

Describing how someone handles a dispute by stepping back and not engaging is captured by the term avoiding/withdrawing. This behavior is about retreating from the interaction to reduce immediate tension rather than addressing the issue. It's different from recognizing there's a conflict (perceived conflict) or the emotional strain people feel about it (felt conflict), and it isn't about the process of communicating with others (interpersonal communication). Using this approach can lower short-term tension, but it often leaves underlying problems unresolved.

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3. Which criterion best defines the 'Right task' in delegation?

A. The task does not require supervision

B. The task requires close oversight

C. The task is outside the scope of the practice

D. The task is new to the staff

Right task in delegation means choosing assignments that the person can perform safely and competently without needing ongoing direction from you. The best criterion is that the task does not require supervision. When a task can be carried out independently by a trained team member, it supports efficient workflow and helps protect patient safety. If a task would require close oversight, it signals that it isn't truly delegable at this time because the staff member isn't yet prepared or the task isn't within their scope. Likewise, a task outside the practice scope or one that is new to the staff should not be delegated until proper training and supervision are available. For example, assigning routine, stable-patient tasks such as assisting with activities of daily living to a qualified aide can be appropriate since they can perform them without the nurse having to monitor every step. In contrast, interpreting patient data, making nursing judgments, or initiating new care plans would require the nurse's direct involvement and are not appropriate as a Right task.

4. What should supervision include?

A. No feedback

B. Documentation only

C. Feedback and possible intervention

D. Punishment

Supervision is about actively guiding performance to keep care safe and competent. The best approach combines timely, specific feedback with the option to intervene when needed. Feedback helps the person understand what they're doing well and where quick adjustments are required, turning observations into learning opportunities. When performance could impact safety or quality, intervention—such as coaching, targeted retraining, or escalating to a higher level of support—helps address gaps before they cause harm. Merely documenting what happened doesn't teach or improve behavior, and punishment undermines trust and learning, making it harder to achieve better outcomes. So, supervision should include both feedback and possible intervention to promote continuous improvement and safety.

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5. Which tag color indicates the category of patients who are not expected to survive if not treated urgently?

A. Yellow tag

B. Green tag

C. Red tag

D. Black tag

In disaster triage, color-coded tags quickly signal who should be treated first when resources are limited. The color for patients not expected to survive without urgent, extraordinary intervention is black. This tag marks an “expectant” status—injuries so severe that survival is unlikely even with immediate care, so clinicians focus their limited resources on those with a better chance of recovery. By contrast, red tags indicate immediate life-saving needs, yellow tags are conditions that require attention soon but can wait briefly, and green tags are minor injuries that aren’t dependently life-threatening.

6. Which approach describes keeping peace by complementing the other party to obtain goals?

A. Competing/Coercing

B. Smoothing

C. Feeling

D. Manifest Conflict

Smoothing is a conflict-management approach that keeps the peace by emphasizing agreement and downplaying differences. It involves complementing the other party—agreeing with them on important points and yielding on less critical issues—to help both sides move toward shared goals. This style reduces defensiveness, preserves the relationship, and creates a cooperative environment that makes it easier to achieve outcomes without a win-lose confrontation. The alternative of pushing your own goals can escalate conflict, while the other options don’t focus on maintaining harmony or on aligning with the other party to reach goals.

7. Which action constitutes negligence?

A. Forgetting to set the bed alarm

B. Administering the correct medication

C. Providing patient education

D. Recording vital signs accurately

Negligence in nursing means failing to meet the standard of care a reasonably prudent nurse would provide, resulting in harm or risk of harm to a patient. Forgetting to set a bed alarm when a patient is at risk for falls is a lapse in safety practice that can breach this standard. Bed alarms are a protective measure designed to prevent falls; not using one when indicated could lead to injury and is considered a breach of duty. The other actions shown are appropriate and align with expected standards of care: administering the correct medication ensures safety and efficacy, providing patient education supports informed consent and engagement, and recording vital signs accurately ensures proper monitoring and communication. Thus, not using a required safety device reflects negligence because it represents a failure to meet the standard of care and creates foreseeable harm.

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8. If a delegated task falls outside the delegatee's scope of practice, what is appropriate?

A. Reassign to someone within scope

B. Proceed with supervision

C. Ignore

D. Ask patient consent

When a delegated task falls outside the delegatee's scope of practice, the proper action is to reassign it to someone who has the appropriate scope and competence. This keeps care safe, respects licensure boundaries, and aligns with accountability and policy. Proceeding with supervision does not make an outside-scope task permissible, and asking patient consent does not authorize crossing professional boundaries. Ignoring the issue would put the patient at risk. If needed, involve a supervisor to reallocate the task to someone within the appropriate scope.

9. Which tag color would you assign to a patient with an abrasion or sprain?

A. Green tag

B. Yellow tag

C. Black tag

D. Red tag

In triage, color tags quickly communicate how urgently a patient needs care. The green tag is used for minor injuries—patients who are stable, not in immediate danger, and can wait a bit for treatment. An abrasion or sprain typically doesn't threaten life or require immediate life-saving intervention, and the patient can usually be managed with basic first aid and observation. That makes green the most appropriate choice because it preserves critical resources for those with life-threatening needs. To put it in context, red tags are for immediate threats to life, yellow tags for injuries that require attention soon but aren't immediately life-threatening, and black tags are for those who are deceased or whose injuries are unsurvivable with available resources. The abrasion or sprain fits the green category, which is why it's the best match.

10. A critical pathway is typically used to promote what?

A. Unnecessary variations in care.

B. Individualized care without standardization.

C. Cost-effective care with common diagnoses.

D. Delayed discharge planning.

Critical pathways standardize care for patients with similar health problems, turning evidence into a clear, time-structured plan that a care team follows. This approach drives cost-effective care for common diagnoses by reducing unnecessary variation, standardizing when tests and treatments are given, and guiding discharge planning so patients move through the system efficiently. It emphasizes consistent, evidence-based practices rather than highly individualized, nonstandardized approaches. For example, for a common condition like pneumonia, the pathway would outline when to start antibiotics, how often to reassess, and the criteria for discharge, helping ensure quality care at a lower cost.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://aticmsleadership.examzify.com

We wish you the very best on your exam journey. You've got this!

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