

# College of Nurses of Ontario (CNO) Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

**This is a sample study guide. To access the full version with hundreds of questions,**



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**SAMPLE**



# Table of Contents

<b>Copyright</b> .....	<b>1</b>
<b>Table of Contents</b> .....	<b>2</b>
<b>Introduction</b> .....	<b>3</b>
<b>How to Use This Guide</b> .....	<b>4</b>
<b>Questions</b> .....	<b>6</b>
<b>Answers</b> .....	<b>9</b>
<b>Explanations</b> .....	<b>11</b>
<b>Next Steps</b> .....	<b>17</b>



# 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.



# 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. Don't worry about getting everything right, 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, and take breaks to retain information better.**

## **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.**

## **7. Use Other Tools**

**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**



- 1. What is the process for reporting professional misconduct?**
  - A. Notifying human resources only**
  - B. Completing a complaint form or contacting CNO directly**
  - C. Discussing the issue with the colleague involved**
  - D. Informing the patient's family members**
- 2. Can a pregrad practical nursing student use a portable bladder ultrasound for assessment?**
  - A. Yes, James can perform this but needs a direct order.**
  - B. No, as a student he is not authorized to perform this procedure.**
  - C. No, James must undergo formal training before performing this procedure.**
  - D. Yes, James can perform this procedure because it is not included in the controlled acts.**
- 3. What does the term "Authorizing Mechanism" refer to in nursing?**
  - A. Determinants of health.**
  - B. Evidence informed practice.**
  - C. Authorizing Mechanism.**
  - D. Population.**
- 4. What principle is compromised if a nurse accepts financial gifts from a client?**
  - A. Trust**
  - B. Confidentiality**
  - C. Justice**
  - D. Autonomy**
- 5. If a company releases a medication without thorough testing, under which type of law could it be liable?**
  - A. Criminal Law.**
  - B. Civil Law.**
  - C. Public Law.**
  - D. Regulatory Law.**



- 6. How is 'accountability' defined by the CNO in nursing?**
- A. Nurses are not responsible for patient outcomes**
  - B. Nurses are responsible for their actions and must justify their decisions**
  - C. Nurses should avoid making decisions**
  - D. Nurses can delegate accountability to others**
- 7. Which term describes the ability of a nurse to integrate professional attributes in practice?**
- A. Advocacy**
  - B. Responsibility**
  - C. Accountability**
  - D. Competence**
- 8. What is a fundamental duty of nurses regarding patient safety?**
- A. Nurses must implement care plans only**
  - B. Nurses must report safety concerns promptly**
  - C. Nurses must maintain equipment only**
  - D. Nurses must focus solely on medication administration**
- 9. What does the CNO require to maintain nursing competence?**
- A. Annual performance reviews**
  - B. Continuous professional development and education**
  - C. Mandatory volunteer work**
  - D. Completion of an exit exam before practice**
- 10. What is the primary role of the RNAO in relation to nursing practice?**
- A. To govern the nursing profession**
  - B. To advocate for nursing practice and policy**
  - C. To provide nursing education and training**
  - D. To regulate nursing qualifications**



## **Answers**

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

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## **Explanations**

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**1. What is the process for reporting professional misconduct?**

- A. Notifying human resources only
- B. Completing a complaint form or contacting CNO directly**
- C. Discussing the issue with the colleague involved
- D. Informing the patient's family members

The process for reporting professional misconduct involves completing a complaint form or contacting the College of Nurses of Ontario (CNO) directly. This is the most effective and appropriate method as it ensures that the complaint is formally documented and submitted to the body responsible for regulating nursing practice. The CNO has established procedures in place to investigate allegations of professional misconduct, which helps to maintain public trust and safety in the nursing profession. By directly involving the CNO, the reporting mechanism adheres to professional standards and legal requirements. This approach helps ensure that all concerns are handled systematically and by individuals who are trained to assess and respond to such matters appropriately. Other methods, like discussing the issue with the colleague or informing family members, may not lead to formal action or might compromise the integrity of the investigation. Therefore, going through the proper channels is essential for addressing concerns about professional misconduct effectively and responsibly.

**2. Can a pregrad practical nursing student use a portable bladder ultrasound for assessment?**

- A. Yes, James can perform this but needs a direct order.
- B. No, as a student he is not authorized to perform this procedure.
- C. No, James must undergo formal training before performing this procedure.
- D. Yes, James can perform this procedure because it is not included in the controlled acts.**

The assertion that a pregrad practical nursing student can use a portable bladder ultrasound for assessment is based on the understanding of the scope of practice for nursing students. While specific tasks and how they can be performed depend on the regulations set by the College of Nurses of Ontario, certain procedures that do not fall under the definition of controlled acts can be conducted by students as part of their training. Controlled acts are specific procedures that, according to the Regulated Health Professions Act, are restricted to regulated health professionals to ensure patient safety. Since the use of a portable bladder ultrasound does not fall within the definition of a controlled act, a pregrad practical nursing student who is adequately supervised and trained may be allowed to perform this task. This aligns with the principles of experiential learning, where students are expected to apply their theoretical knowledge in practical scenarios under the guidance of qualified practitioners. Therefore, if the portable bladder ultrasound is being used for assessment purposes that do not involve making a diagnosis or making a decision about treatment on what the assessment reveals, a nursing student can perform this task as long as it is within the scope of their training and competencies. Proper supervision and guidelines will, of course, be key to ensuring both patient safety and student learning.



**3. What does the term "Authorizing Mechanism" refer to in nursing?**

- A. Determinants of health.**
- B. Evidence informed practice.**
- C. Authorizing Mechanism.**
- D. Population.**

The term "Authorizing Mechanism" in nursing refers to a framework or set of processes that enable nurses to act within their scope of practice, providing a legal basis for their actions. This includes standards, guidelines, and policies that ensure that nursing practices are safe, ethical, and evidence-based. When considering evidence-informed practice, it is essential in the context of a nursing framework because it integrates the best available evidence, clinical expertise, and patient values in decision-making. This approach empowers nurses to use research findings and established standards to guide their clinical decision-making, which is vital for effective and safe patient care. While determinants of health, population, and other related concepts are indeed important to nursing and health care, they do not specifically define the structures that authorize nursing actions within the professional framework. Instead, evidence-informed practice is central to understanding how nurses can utilize their competencies and judgment effectively, anchored by the standards laid out in the authorizing mechanisms of their professional practice.

**4. What principle is compromised if a nurse accepts financial gifts from a client?**

- A. Trust**
- B. Confidentiality**
- C. Justice**
- D. Autonomy**

Accepting financial gifts from a client compromises the principle of trust. Trust is foundational in the nurse-client relationship, as it fosters open communication, promotes a healing environment, and enables clients to feel safe in discussing their health issues. If a nurse accepts gifts, it may create a perception of favoritism or exploitation, which can undermine the client's confidence in the nurse's professional integrity. When trust is eroded, it might lead to hesitancy on the part of the client to share important information or engage fully in their care plan. The other principles—confidentiality, justice, and autonomy—while important in the nursing practice, are not as directly affected by the acceptance of gifts in the same way that trust is. Confidentiality involves protecting private client information, justice pertains to fairness in care and treatment, and autonomy relates to respecting a client's right to make informed decisions. While these principles are essential to nursing ethics, the act of accepting a financial gift directly impacts the trust that clients place in their caregivers.



**5. If a company releases a medication without thorough testing, under which type of law could it be liable?**

**A. Criminal Law.**

**B. Civil Law.**

**C. Public Law.**

**D. Regulatory Law.**

The correct answer is that a company could be liable under civil law if it releases a medication without thorough testing. Civil law encompasses legal disputes that involve individuals or organizations seeking compensation or remedies for harm caused by another party's actions. In this case, if a medication is released and causes harm to patients due to insufficient testing, individuals who are harmed might seek damages through civil lawsuits. By pursuing a claim under civil law, the harmed parties can hold the company accountable for negligence or failure to provide a safe product. Civil law focuses on compensatory measures rather than punishment, which distinguishes it from criminal law, where the government prosecutes a party for wrongdoing. Regulatory law governs the rules and regulations set by governmental agencies, such as the approval processes for drugs, but civil lawsuits specifically deal with the consequences and liabilities resulting from those actions. Public law concerns the relationship between individuals and government entities but does not specifically address private disputes such as those arising in this context.

**6. How is 'accountability' defined by the CNO in nursing?**

**A. Nurses are not responsible for patient outcomes**

**B. Nurses are responsible for their actions and must justify their decisions**

**C. Nurses should avoid making decisions**

**D. Nurses can delegate accountability to others**

In the context of nursing as defined by the College of Nurses of Ontario (CNO), accountability refers to the expectation that nurses are responsible for their actions and must be able to justify their decisions. This principle is fundamental to professional nursing practice, as it ensures that nurses recognize their role in promoting patient safety, ensuring quality care, and adhering to standards of practice. Being accountable means that nurses must not only understand the clinical implications of their actions but also be prepared to explain the rationale behind them, whether it's related to patient care strategies, treatment plans, or any decisions made in the course of their duties. This fosters a culture of transparency and responsibility, essential for providing quality healthcare and maintaining trust in the nursing profession. This definition underlines the importance of critical thinking and ethical decision-making in nursing. Rather than distancing themselves from the outcomes of care, nurses are expected to actively engage in the decision-making process and take ownership of the results, aligning with the professional standards set by regulatory bodies.



**7. Which term describes the ability of a nurse to integrate professional attributes in practice?**

- A. Advocacy**
- B. Responsibility**
- C. Accountability**
- D. Competence**

The correct answer is "Competence" because this term encapsulates the nurse's ability to effectively integrate knowledge, skills, judgment, and professional attributes into their practice. Competence involves not only the technical skills required for nursing tasks but also the necessary critical thinking, communication, and interpersonal skills that ensure patient safety and quality care. Competence is a foundational concept in nursing practice as it demonstrates the nurse's capacity to apply learned skills effectively in real-world situations, adapt to different patient needs, and uphold professional standards. This integration is crucial for delivering holistic and evidence-based care. In contrast, advocacy refers to the nurse's role in supporting and representing the rights and needs of patients. Responsibility pertains to the duties and obligations a nurse has in their role. Accountability is about being answerable for one's actions and decisions in practice. While all these terms are important in nursing, competence specifically addresses the holistic blending of attributes necessary for effective nursing practice.

**8. What is a fundamental duty of nurses regarding patient safety?**

- A. Nurses must implement care plans only**
- B. Nurses must report safety concerns promptly**
- C. Nurses must maintain equipment only**
- D. Nurses must focus solely on medication administration**

The fundamental duty of nurses regarding patient safety encompasses the critical responsibility to report safety concerns promptly. This action is essential because it enables the healthcare team to identify and address issues that could potentially compromise patient wellbeing. Recognizing and communicating safety hazards allows for timely interventions, which can prevent harm and ensure a safe healthcare environment. Nurses are on the frontline of patient care, often being the first to notice changes in a patient's condition or safety issues in the environment. By reporting their observations effectively, nurses contribute to a culture of safety and accountability within healthcare settings. This responsibility goes beyond simply following care plans or maintaining equipment, as it directly impacts patient outcomes and the overall quality of care. While implementing care plans, maintaining equipment, and focusing on medication administration are all important aspects of a nurse's role, these tasks do not inherently address the broader imperative of patient safety as effectively as the prompt reporting of safety concerns does.



**9. What does the CNO require to maintain nursing competence?**

- A. Annual performance reviews**
- B. Continuous professional development and education**
- C. Mandatory volunteer work**
- D. Completion of an exit exam before practice**

The College of Nurses of Ontario (CNO) emphasizes the importance of continuous professional development and education as a fundamental requirement for maintaining nursing competence. This commitment to ongoing learning ensures that nurses stay current with the latest best practices, medical advancements, and changes in healthcare policies and regulations. By engaging in professional development opportunities, such as workshops, courses, conferences, and self-directed learning, nurses can enhance their skills, knowledge, and competencies, which ultimately supports safe and effective patient care. The focus on continuous professional development also aligns with the principle of lifelong learning in the nursing profession. It acknowledges that healthcare is an evolving field where new evidence and technologies continually emerge, making it crucial for nurses to update their practices accordingly. This requirement not only helps nurses fulfill their regulatory responsibilities but also boosts their confidence and ability to deliver high-quality care. The other options do not accurately reflect the CNO's requirements. For example, while performance reviews can be part of workplace standards, they are not explicitly mandated by the CNO for the maintenance of competence. Mandatory volunteer work does not directly relate to maintaining clinical skills or knowledge within the profession, and completion of an exit exam is not a requirement for ongoing practice. Thus, the emphasis on continuous professional development is the cornerstone of the C

**10. What is the primary role of the RNAO in relation to nursing practice?**

- A. To govern the nursing profession**
- B. To advocate for nursing practice and policy**
- C. To provide nursing education and training**
- D. To regulate nursing qualifications**

The primary role of the RNAO (Registered Nurses' Association of Ontario) revolves around advocating for nursing practice and influencing health policy. This organization is dedicated to supporting and promoting the interests of registered nurses and nursing as a profession. Advocacy includes efforts aimed at improving the working conditions for nurses, enhancing patient care, and shaping healthcare policies that affect nursing practice and public health outcomes. The RNAO also engages in activities that promote evidence-based nursing practices, which further empowers nurses in their roles and helps ensure high-quality care for patients. This includes promoting best practices and providing resources to help nurses navigate the complexities of the healthcare system. While the organization is involved in discussions about education and qualifications, its primary focus remains firmly on advocacy rather than governance, education, or regulatory functions. Thus, its mission is centered on championing the professional voice of nursing within the broader healthcare landscape.



## 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](mailto:hello@examzify.com).**

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

**<https://cno.examzify.com>**

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