

Comprehensive Nursing in Healthcare: Workforce, Settings, and Advanced Roles Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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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.

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!

Questions

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- 1. Which statements describe effective strategies for reducing nurse burnout in high-stress environments?**
 - A. Overtime-heavy staffing to cover the workload.**
 - B. Adequate staffing, supportive leadership, self-care, peer support, debriefings, flexible scheduling, and wellness programs.**
 - C. Limiting staff feedback and debriefings.**
 - D. Isolating teams to reduce communication.**

- 2. What is the role of occupational and environmental health nurses?**
 - A. Prevention of injury, screenings, and emergency treatment for employees**
 - B. Administrative duties related to safety programs**
 - C. Health risk assessment and vaccination clinics**
 - D. Emergency response planning and incident investigation**

- 3. Which factor has contributed to the globalization of the nursing workforce?**
 - A. Globalization and international migration**
 - B. Funding cuts to domestic education**
 - C. Reduction in licensure flexibility**
 - D. Local-only training programs**

- 4. Which is an example of secondary prevention?**
 - A. Immunization**
 - B. Chronic disease management**
 - C. Health education for risk reduction**
 - D. Screening tests to detect disease early**

- 5. What roles do nurses play in primary care and community-based settings to improve chronic disease management?**
 - A. Administrative tasks and scheduling**
 - B. Providing only emergency care**
 - C. Hospital cafeteria management**
 - D. Patient education, preventive care, care coordination, risk stratification, lifestyle coaching, and medication management in a collaborative model**

- 6. Which outcomes are most associated with effective interprofessional collaboration in healthcare?**
- A. Improved patient safety and outcomes.**
 - B. Increased conflicts and inefficiency.**
 - C. Longer times to treat without benefits.**
 - D. Reduced collaboration across disciplines.**
- 7. Which statement about CRNAs and physician anesthesiologists is supported by the material?**
- A. There is no difference in quality of care**
 - B. CRNAs provide higher quality in all cases**
 - C. CRNAs provide anesthesia across most settings**
 - D. Physician anesthesiologists supervise all CRNAs**
- 8. Which statement is true about the nursing workforce in terms of size and focus?**
- A. Nurses are primarily involved in non-clinical roles**
 - B. Nurses are the largest segment of the healthcare workforce**
 - C. Nurses are mainly dentists**
 - D. Nurses only work in hospitals**
- 9. Which organization developed CARES to help nurses cope with dying patients and their families?**
- A. AACN**
 - B. ANA**
 - C. AHA**
 - D. NCSBN**
- 10. Describe two common models of care coordination and how nurses influence outcomes in each.**
- A. Acute inpatient care and emergency response**
 - B. Case management (assessment, planning, coordination) and transitions of care programs (ensuring continuity)**
 - C. Telemedicine and home health only**
 - D. Fee-for-service billing heavy practice**

Answers

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

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Explanations

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1. Which statements describe effective strategies for reducing nurse burnout in high-stress environments?

- A. Overtime-heavy staffing to cover the workload.**
- B. Adequate staffing, supportive leadership, self-care, peer support, debriefings, flexible scheduling, and wellness programs.**
- C. Limiting staff feedback and debriefings.**
- D. Isolating teams to reduce communication.**

Reducing nurse burnout hinges on creating a work environment that supports staffing levels, leadership behavior, and access to wellness resources. When staffing is adequate, nurses aren't stretched thin by constant high workloads, which directly lowers chronic stress and the risk of burnout. Supportive leadership that values nurses, provides autonomy where possible, and recognizes effort helps nurses feel secure and supported, which promotes resilience. Including self-care, peer support, and regular debriefings gives nurses practical ways to recover from tough shifts, process traumatic events, and learn from experiences. Flexible scheduling respects personal needs and reduces work-life conflict, while wellness programs address physical, mental, and emotional health, reinforcing sustainable coping mechanisms. Together, these elements create a healthier, more sustainable work ecosystem, which is more effective at preventing burnout than approaches that increase workload or cut back on feedback and collaboration.

2. What is the role of occupational and environmental health nurses?

- A. Prevention of injury, screenings, and emergency treatment for employees**
- B. Administrative duties related to safety programs**
- C. Health risk assessment and vaccination clinics**
- D. Emergency response planning and incident investigation**

Occupational and environmental health nurses focus on keeping workers healthy and safe by preventing illness and injury, detecting health issues early, and providing on-site care. They design and implement prevention programs so hazards are reduced, perform screenings to identify health problems that could affect work, and deliver immediate care such as first aid and emergency treatment when injuries occur. While they may be involved in vaccination clinics, risk assessments, or coordinating broader safety activities, the core nursing role is about proactive protection, early detection, and on-site care for employees. That combination—prevention, screenings, and emergency treatment—best represents their primary scope of practice.

3. Which factor has contributed to the globalization of the nursing workforce?

- A. Globalization and international migration**
- B. Funding cuts to domestic education**
- C. Reduction in licensure flexibility**
- D. Local-only training programs**

Globalization of the nursing workforce comes from nurses moving across borders to work where demand and opportunities exist. When countries face shortages and patients need care, nurses migrate, international recruitment rises, and credentialing processes become more portable, creating a connected, global pool of nursing professionals. This cross-border flow is the core way the nursing workforce becomes global, driven by global demand and mobility. The other factors describe constraints or local focus that don't produce cross-border movement. Funding cuts to domestic education can strain local supply but don't explain nurses working internationally. Reductions in licensure flexibility would actually hinder mobility, and local-only training programs keep skills confined to one area rather than enabling global practice.

4. Which is an example of secondary prevention?

- A. Immunization**
- B. Chronic disease management**
- C. Health education for risk reduction**
- D. Screening tests to detect disease early**

Secondary prevention focuses on finding disease early, often before symptoms appear, so timely treatment can prevent progression and reduce complications. Screening tests to detect disease early are a classic example because they aim to identify conditions in their preclinical or early stages, allowing earlier intervention that can change the outcome. Immunization prevents disease from occurring in the first place, so it's primary prevention. Health education for risk reduction also targets preventing disease before it starts, another example of primary prevention. Chronic disease management deals with people who already have a health condition, focusing on controlling it and preventing complications, which aligns more with managing established disease (often considered tertiary prevention).

5. What roles do nurses play in primary care and community-based settings to improve chronic disease management?

- A. Administrative tasks and scheduling**
- B. Providing only emergency care**
- C. Hospital cafeteria management**
- D. Patient education, preventive care, care coordination, risk stratification, lifestyle coaching, and medication management in a collaborative model**

Managing chronic disease in primary care and community settings hinges on a nurse-led, proactive, collaborative approach that addresses the ongoing needs of patients. Nurses educate patients and families about conditions, medications, and self-management techniques, helping people understand how to monitor symptoms, adhere to treatment plans, and make informed health choices. They deliver preventive care—such as screenings, vaccinations, and risk-reducing counseling—to catch issues early and prevent complications. Care coordination is another central role: navigating referrals, organizing follow-ups, and ensuring smooth transitions between settings so care isn't fragmented. Risk stratification lets nurses identify patients at higher risk for complications or hospitalizations, enabling targeted, more intensive interventions where they're most needed. Lifestyle coaching supports sustainable changes in diet, exercise, sleep, and other behaviors that influence chronic disease control. Medication management involves reviewing regimens, checking adherence, addressing side effects, and collaborating with prescribers to optimize therapy. All of this happens within a collaborative model that brings together nurses, physicians, advanced practice clinicians, pharmacists, social workers, and other team members to deliver comprehensive, patient-centered care. This teamwork enhances communication, aligns goals, and ensures consistent, evidence-based management across settings, leading to better disease control, fewer emergencies, and improved quality of life for patients. The other options don't fit because they focus on tasks outside the clinical, ongoing management scope—administrative duties, emergency care, or unrelated roles like cafeteria management—whereas the emphasized roles directly support chronic disease management in the community.

6. Which outcomes are most associated with effective interprofessional collaboration in healthcare?

- A. Improved patient safety and outcomes.**
- B. Increased conflicts and inefficiency.**
- C. Longer times to treat without benefits.**
- D. Reduced collaboration across disciplines.**

Interprofessional collaboration hinges on clear communication and coordinated care among clinicians from different disciplines, all working toward the patient's goals. When this teamwork is effective, potential errors are caught early, care plans are consistent, and information about the patient's status, preferences, and risks is shared promptly. This leads to safer care and better overall outcomes, such as fewer adverse events, more timely interventions, and higher patient satisfaction. The focus on collective problem-solving and mutual respect helps align treatments, reduce unnecessary tests, and improve transitions of care, all of which boost safety and outcomes. The other options describe scenarios that arise from poor or weak collaboration—not the state that yields the best safety and outcomes.

7. Which statement about CRNAs and physician anesthesiologists is supported by the material?

- A. There is no difference in quality of care**
- B. CRNAs provide higher quality in all cases**
- C. CRNAs provide anesthesia across most settings**
- D. Physician anesthesiologists supervise all CRNAs**

Quality of anesthesia care tends to be similar when CRNAs and physician anesthesiologists practice within appropriate roles, supervision, and protocols. The material supports that outcomes such as safety, complication rates, and patient satisfaction are comparable across provider types, meaning there isn't a universal difference in quality of care. This reflects how effective anesthesia care relies on teamwork, monitoring, and adherence to evidence-based practices rather than on which professional administers anesthesia alone. The other statements overstate or misstate the relationship: claiming higher quality in all cases isn't supported by the evidence since outcomes are generally equivalent rather than superior; saying CRNAs provide anesthesia across most settings ignores regional and institutional variations in practice models; and stating that physician anesthesiologists supervise all CRNAs isn't accurate everywhere, as supervision must fit local laws, policies, and collaborative practices.

8. Which statement is true about the nursing workforce in terms of size and focus?

- A. Nurses are primarily involved in non-clinical roles**
- B. Nurses are the largest segment of the healthcare workforce**
- C. Nurses are mainly dentists**
- D. Nurses only work in hospitals**

The main idea here is understanding how the nursing workforce fits into the overall healthcare system in terms of size and where they focus their work. Nurses are the largest segment of the healthcare workforce, reflecting the integral role they play in delivering direct patient care, coordinating care, and promoting health across many settings. This large presence spans hospitals, clinics, long-term care facilities, home health, and community-based programs, not just one particular place. Because of that widespread demand, nursing encompasses a broad range of roles—registered nurses, licensed practical/vocational nurses, nurse practitioners, and more—unified by a focus on hands-on patient care, assessment, education, and advocacy. The statement about nurses being the largest group captures this overall scale and centrality to health services. The other options don't fit: most nurses are not in non-clinical roles; dentistry is a different profession, not nursing; and nurses work in far more settings than just hospitals, including outpatient clinics, schools, and community health programs.

9. Which organization developed CARES to help nurses cope with dying patients and their families?

- A. AACN**
- B. ANA**
- C. AHA**
- D. NCSBN**

CARES is a program created by the American Association of Critical-Care Nurses. This organization focuses on the needs of nurses working in critical care, including resources to help clinicians cope with the emotional and ethical challenges of caring for dying patients and supporting their families. The other groups—ANA (the broader nursing professional body), AHA (hospital association), and NCSBN (nursing licensure boards)—do not sponsor this CARES program.

10. Describe two common models of care coordination and how nurses influence outcomes in each.

- A. Acute inpatient care and emergency response**
- B. Case management (assessment, planning, coordination) and transitions of care programs (ensuring continuity)**
- C. Telemedicine and home health only**
- D. Fee-for-service billing heavy practice**

Care coordination relies on structured roles that bridge care across settings. Two common models are case management, which starts with a comprehensive assessment and leads to a planned course of action with ongoing coordination of services across providers and settings, and transitions of care programs, which focus on ensuring continuity as patients move from one setting to another—such as from hospital to home—through deliberate discharge planning, medication reconciliation, patient and caregiver education, and timely follow-up. Nurses influence outcomes in case management by performing thorough assessments, identifying barriers, developing and updating care plans, and coordinating with a multidisciplinary team to arrange needed services (home health, specialists, social supports) while monitoring progress. This holistic approach helps patients access appropriate resources, adhere to plans, and avoid unnecessary delays or duplications in care. In transitions of care programs, nurses lead discharge planning, ensure accurate medication lists and clear instructions, educate patients and families about what to expect at home, arrange post-discharge follow-up and appointments, and coordinate with primary care and community resources. These actions reduce post-discharge adverse events, lower readmission risk, improve medication safety and patient satisfaction, and support safer, smoother transitions. In both models, the nurse's role centers on connecting information, people, and resources to keep the patient engaged and safe throughout the care journey.

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://nursinginhcworkforceadvroles.examzify.com>

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

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