

EAQ- QESN Teamwork 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. 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

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- 1. What is essential for effective teamwork in nursing practice?**
 - A. Rigid roles within the team**
 - B. Open communication and respect for all team members**
 - C. Competition among team members**
 - D. Avoidance of conflict at all costs**

- 2. How is the delegator's behavior described in Hersey's Model when assigning work to a new delegatee who has willingness and ability?**
 - A. Participating**
 - B. Delegating**
 - C. Telling**
 - D. Selling**

- 3. What is a key aspect of the QSEN competency related to teamwork and collaboration?**
 - A. Promoting individual decision-making to improve care**
 - B. Working alone to avoid confusion**
 - C. Establishing open communication and shared decision-making**
 - D. Maintaining strict hierarchies in patient care**

- 4. Which principle is essential to maintain effective communication among a healthcare team during emergencies?**
 - A. Regular team meetings**
 - B. Hierarchical decision-making**
 - C. Clear and concise information sharing**
 - D. Use of complex jargon**

- 5. Which action can improve team dynamics in a nursing environment?**
 - A. Limiting feedback options**
 - B. Encouraging open communication**
 - C. Restricting roles**
 - D. Avoiding conflict resolution**

- 6. What should a nurse emphasize to promote effective teamwork among nursing staff?**
- A. Independent work habits**
 - B. Regular communication and collaboration**
 - C. Task-oriented focus**
 - D. Individual performance evaluations**
- 7. What characteristic should a nurse leader exhibit when addressing unpredictable outcomes in patient care?**
- A. Experience**
 - B. Rigid adherence to guidelines**
 - C. Discouragement of teamwork**
 - D. Lack of flexibility**
- 8. Which statement indicates that a delegatee has the experience to perform a given task?**
- A. "I am available to you at any time for report."**
 - B. "I prefer to take on simpler tasks."**
 - C. "I only need minimal supervision."**
 - D. "I have previously completed similar tasks."**
- 9. In what way should a nurse leader manage challenges in team communication effectively?**
- A. By allowing personal feelings to drive decisions.**
 - B. By fostering an open-door policy and encouraging dialogue.**
 - C. By maintaining a strict communication hierarchy.**
 - D. By directing all communication through one individual.**
- 10. According to Hersey's model of situational leadership, what factors indicate the level of readiness before delegating tasks?**
- A. Resource Allocation, Motivation**
 - B. Ability, Willingness**
 - C. Experience, Autonomy**
 - D. Knowledge, Skills**

Answers

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

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Explanations

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1. What is essential for effective teamwork in nursing practice?

- A. Rigid roles within the team
- B. Open communication and respect for all team members**
- C. Competition among team members
- D. Avoidance of conflict at all costs

Open communication and respect for all team members are fundamental components of effective teamwork in nursing practice. These elements foster a collaborative environment where ideas can be freely shared and contributions from each team member are valued. When communication is open, team members feel comfortable voicing their opinions, asking questions, and providing feedback, which can lead to improved patient outcomes and a more cohesive work environment. Respect among team members enhances trust and encourages collaboration. When individuals feel respected, they are more likely to engage in cooperative behaviors and support one another. This attitude is critical in nursing, where teamwork directly impacts the quality of patient care. In contrast, rigid roles can stifle flexibility and adaptability, which are essential in a dynamic healthcare setting. Competition among team members may create an unhealthy work atmosphere, leading to conflicts rather than collaboration. Similarly, avoiding conflict entirely can prevent necessary discussions that might resolve issues or lead to better solutions, as some level of constructive conflict can be beneficial in addressing differing perspectives and promoting growth within the team.

2. How is the delegator's behavior described in Hersey's Model when assigning work to a new delegatee who has willingness and ability?

- A. Participating**
- B. Delegating
- C. Telling
- D. Selling

In Hersey's Model of Situational Leadership, the behavior of the delegator when assigning work to a new delegatee who demonstrates both willingness and ability is best characterized as "delegating." This leadership style is appropriate when the follower is not only capable of completing tasks but is also motivated to take responsibility for them. When a delegator chooses to delegate, they provide the autonomy needed for the delegatee to make decisions and take action independently. This approach leverages the skills and confidence of the individual, allowing them to contribute meaningfully while also fostering their development and engagement. Delegating empowers the delegatee to use their capabilities, which can enhance morale and productivity within the team. In contrast, participating would imply a more collaborative approach where the delegator and delegatee work together closely, which is not necessary in this case since the delegatee possesses both the willingness and ability. Telling implies providing direct instructions without much room for input or flexibility, which does not suit a capable individual. Selling involves convincing or persuading the delegatee about the tasks or goals, which is unnecessary when the delegatee is already willing and able. Thus, the delegator's most effective approach in this scenario is to delegate tasks, enabling the delegatee to maximize their potential.

3. What is a key aspect of the QSEN competency related to teamwork and collaboration?

- A. Promoting individual decision-making to improve care**
- B. Working alone to avoid confusion**
- C. Establishing open communication and shared decision-making**
- D. Maintaining strict hierarchies in patient care**

The focus on establishing open communication and shared decision-making is a fundamental aspect of the QSEN (Quality and Safety Education for Nurses) competency related to teamwork and collaboration. Effective teamwork in healthcare relies heavily on clear communication among team members, which enables them to share insights, concerns, and ideas, thereby improving patient outcomes and fostering a collaborative atmosphere. Furthermore, shared decision-making involves engaging all relevant stakeholders, including the healthcare team and patients, in making informed choices about care, which enhances trust and promotes a holistic approach to patient management. In contrast, promoting individual decision-making does not leverage the full benefits of teamwork, as it can lead to missed collaborative opportunities. Working alone undermines the shared goals of the team and can complicate patient care due to a lack of coordination. Additionally, maintaining strict hierarchies can stifle open communication, discourage team input, and hinder the collaborative spirit necessary for effective patient care. Therefore, open communication and shared decision-making are essential for fostering a productive and safe healthcare environment.

4. Which principle is essential to maintain effective communication among a healthcare team during emergencies?

- A. Regular team meetings**
- B. Hierarchical decision-making**
- C. Clear and concise information sharing**
- D. Use of complex jargon**

Clear and concise information sharing is vital for maintaining effective communication among a healthcare team during emergencies. In high-pressure situations, there is often little time to analyze complex information or decipher lengthy communications. Therefore, ensuring that messages are straightforward and easily understood helps team members quickly grasp critical information, make informed decisions, and take appropriate action. This principle reduces the risk of misunderstandings that could lead to errors in patient care, ultimately improving outcomes in emergency scenarios. In emergencies, regular team meetings may not be practical due to time constraints, and while hierarchical decision-making can play a role in organizing team responses, it should not impede swift communication. The use of complex jargon can hinder understanding and lead to confusion, which is counterproductive in urgent situations where clarity is paramount. Thus, the emphasis on clear and concise information sharing becomes crucial in these moments.

5. Which action can improve team dynamics in a nursing environment?

- A. Limiting feedback options**
- B. Encouraging open communication**
- C. Restricting roles**
- D. Avoiding conflict resolution**

Encouraging open communication significantly enhances team dynamics in a nursing environment by fostering an atmosphere of trust and collaboration. When team members feel comfortable sharing their thoughts, concerns, and ideas, it leads to better understanding and stronger relationships among colleagues. Open communication allows for the exchange of valuable information, which is crucial in a fast-paced healthcare setting for ensuring patient safety and facilitating effective teamwork. Moreover, open communication can lead to increased engagement and morale among team members, as everyone feels heard and valued. This practice also promotes transparency, making it easier to address issues and implement solutions collaboratively, ultimately improving patient care outcomes. In contrast, limiting feedback options, restricting roles, and avoiding conflict resolution can create barriers to effective teamwork and hinder the overall performance of the nursing team.

6. What should a nurse emphasize to promote effective teamwork among nursing staff?

- A. Independent work habits**
- B. Regular communication and collaboration**
- C. Task-oriented focus**
- D. Individual performance evaluations**

Promoting effective teamwork among nursing staff is fundamentally rooted in regular communication and collaboration. When nurses prioritize open lines of communication, it enhances the sharing of vital patient information, fosters trust among team members, and helps to clarify roles and responsibilities within the group. This practice leads to more unified decision-making, reduces the likelihood of errors, and improves patient outcomes. Collaboration encourages a culture where team members feel comfortable contributing their insights and expertise, leading to more comprehensive care. Regular meetings, updates, and the use of collaborative tools can significantly strengthen the relationship among team members, which is critical in high-stakes environments like healthcare. In contrast to this, focusing on independent work habits can create silos and hinder the exchange of necessary information. A task-oriented approach may lead to a completion mindset rather than a focus on patient-centered care and collaboration. Additionally, emphasizing individual performance evaluations can undermine teamwork by fostering competition instead of cooperation among staff members. Therefore, prioritizing communication and a collaborative approach is essential for effective teamwork in nursing.

7. What characteristic should a nurse leader exhibit when addressing unpredictable outcomes in patient care?

- A. Experience**
- B. Rigid adherence to guidelines**
- C. Discouragement of teamwork**
- D. Lack of flexibility**

Exhibiting experience as a characteristic is vital for a nurse leader addressing unpredictable outcomes in patient care. Experienced leaders have often encountered a variety of situations, equipping them with the skills and knowledge necessary to navigate complex healthcare environments. This background allows them to assess situations quickly, make informed decisions, and adapt their strategies to effectively manage unexpected challenges. Additionally, an experienced nurse leader is likely to foster a supportive environment, encouraging collaboration among team members, promoting innovative problem-solving, and effectively guiding the team through uncertainty. This adaptability and informed decision-making, derived from experience, are essential in ensuring patient safety and delivering high-quality care even in the face of unpredictability. In contrast, rigid adherence to guidelines can hinder a leader's ability to respond flexibly to new developments, discouragement of teamwork undermines the collaborative efforts that are critical in overcoming challenges, and a lack of flexibility can lead to poor patient outcomes and decreased team morale.

8. Which statement indicates that a delegatee has the experience to perform a given task?

- A. "I am available to you at any time for report."**
- B. "I prefer to take on simpler tasks."**
- C. "I only need minimal supervision."**
- D. "I have previously completed similar tasks."**

The statement indicating that a delegatee has the experience to perform a given task is "I have previously completed similar tasks." This statement showcases the delegatee's prior experience and familiarity with the tasks at hand, which suggests that they possess the necessary skills and knowledge to execute the responsibilities effectively. Experience plays a crucial role in delegation, as it instills confidence in the ability to handle specific tasks. When someone indicates that they have completed similar tasks before, it provides assurance that they understand the expectations and requirements involved, potentially reducing the need for extensive oversight or intervention. This understanding and skill level contribute to successful task execution and enhances team efficiency.

9. In what way should a nurse leader manage challenges in team communication effectively?

- A. By allowing personal feelings to drive decisions.**
- B. By fostering an open-door policy and encouraging dialogue.**
- C. By maintaining a strict communication hierarchy.**
- D. By directing all communication through one individual.**

Fostering an open-door policy and encouraging dialogue is a critical approach for managing challenges in team communication effectively. This strategy promotes an environment where team members feel safe and supported in expressing their ideas, concerns, and feedback. When nurses know they can approach their leaders without reluctance, it enhances trust and collaboration within the team. Encouraging open communication helps to address misunderstandings quickly and facilitates the sharing of information, which is essential in the fast-paced healthcare environment. Additionally, when team members engage in dialogue, they can leverage diverse perspectives, leading to better problem-solving and decision-making. This approach empowers individuals, encourages ownership of their roles, and ultimately contributes to improved patient care outcomes. To contrast, allowing personal feelings to drive decisions can lead to biases and subjective judgments, which are not conducive to effective team dynamics. Maintaining a strict communication hierarchy can stifle innovation and prevent the sharing of valuable insights from all team members. Directing all communication through one individual can create bottlenecks, limit the flow of information, and discourage team collaboration, which is counterproductive to the goal of seamless teamwork in nursing settings.

10. According to Hersey's model of situational leadership, what factors indicate the level of readiness before delegating tasks?

- A. Resource Allocation, Motivation**
- B. Ability, Willingness**
- C. Experience, Autonomy**
- D. Knowledge, Skills**

In Hersey's model of situational leadership, the concept of readiness refers to the willingness and ability of team members to perform a specific task. This framework emphasizes that leaders must assess both aspects before delegating tasks effectively. The "ability" component involves evaluating whether team members have the necessary skills and knowledge to carry out the tasks assigned to them. The "willingness" aspect reflects their motivation and confidence to take on those tasks. When both ability and willingness are high, leaders can delegate responsibilities more effectively, leading to greater team engagement and productivity. In contrast, the other options include aspects such as resource allocation, experience, autonomy, and knowledge, which may be relevant in various contexts but do not directly address the dual facets of readiness needed for effective task delegation as specified in Hersey's model. Therefore, focusing on both ability and willingness provides the most comprehensive understanding of readiness in the context of leadership and delegation.

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://eaqgesnteamwork.examzify.com>

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