

EAQ- QESN TEAMWORK PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE

<https://eaqqesnteamwork.examzify.com>



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

SAMPLE

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

SAMPLE

- 1. Which healthcare employee should demonstrate critical thinking, leadership, communication, and time management skills?**
 - A. Charge nurse
 - B. Nursing assistant
 - C. Medical technologist
 - D. Patient care technician
- 2. Which hospital care setting uses a model where tasks are delegated to an RN and UAP for substance abuse clients?**
 - A. Rehabilitative care
 - B. Emergency care
 - C. Palliative care
 - D. Long-term care
- 3. Who should the registered nurse utilize to transfer responsibilities for an elderly client?**
 - A. Charge Nurse
 - B. Another Registered Nurse
 - C. Healthcare Assistant
 - D. Physician
- 4. Which characteristic is essential for a nurse when exhibiting adaptive leadership?**
 - A. Resistance to change
 - B. Inflexibility in decision making
 - C. Ability to adjust strategies based on patient needs
 - D. Strict adherence to established protocols
- 5. Which type of feedback may undermine a long-term working relationship between a delegator and delegates?**
 - A. Positive reinforcement on completed tasks
 - B. Constructive criticism on improvements needed
 - C. A questioning tone about their methods
 - D. Providing encouragement to seek help

- 6. What statement indicates a new orienting nurse needs further instruction regarding care for clients with burns due to inhalation injury?**
- A. "I should assess airway patency regularly."
 - B. "I should monitor oxygen saturation levels closely."
 - C. "I should check pulses distal to burns."
 - D. "I should provide pain management immediately."
- 7. After assessing a client at 20 weeks' gestation, what should the nurse do with the results?**
- A. Notify the physician
 - B. Document the results as expected
 - C. Conduct additional testing
 - D. Refer to a specialist
- 8. Which statement by the nursing team members best supports the use of "empowerment theory" by a nurse?**
- A. "He/she shares power with others."
 - B. "He/she dictates all decisions to the team."
 - C. "He/she rarely allows others to provide input."
 - D. "He/she often requires decisions to be made in isolation."
- 9. In case of a nurse dealing with an uncooperative LPN, what should be her focus?**
- A. Enforcing new rules
 - B. Understanding the LPN's perspectives
 - C. Overriding the LPN's input
 - D. Providing more duties
- 10. In a healthcare team, who is primarily responsible for assessing the emotional state of patients?**
- A. Registered nurse
 - B. Medical doctor
 - C. Counselor
 - D. Family members

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which healthcare employee should demonstrate critical thinking, leadership, communication, and time management skills?

- A. Charge nurse**
- B. Nursing assistant
- C. Medical technologist
- D. Patient care technician

The charge nurse plays a pivotal role in healthcare settings and is required to possess a diverse skill set that includes critical thinking, leadership, communication, and time management skills. In this position, the charge nurse oversees patient care, manages nursing staff, and ensures that the unit runs smoothly. Critical thinking is essential, as the charge nurse must assess situations, make informed decisions, and respond effectively to the needs of patients and staff. Leadership is also a core competency because the charge nurse guides and motivates the nursing team, sets a positive tone for the unit, and facilitates collaboration among staff members. Communication skills are vital for the charge nurse, as they need to convey important information to both the healthcare team and patients, ensuring clarity and precision in all interactions. Additionally, effective time management is necessary to prioritize tasks, allocate resources wisely, and manage a diverse array of responsibilities in a dynamic healthcare environment. While nursing assistants, medical technologists, and patient care technicians contribute significantly to patient care and have their own set of responsibilities, their roles do not require the same level of leadership and decision-making responsibilities as those expected from a charge nurse. Therefore, the charge nurse is uniquely positioned within healthcare to exemplify this comprehensive set of skills.

2. Which hospital care setting uses a model where tasks are delegated to an RN and UAP for substance abuse clients?

- A. Rehabilitative care**
- B. Emergency care
- C. Palliative care
- D. Long-term care

The rehabilitative care setting is specifically designed to help individuals recover from substance abuse and other health issues by focusing on restoring their physical, mental, and emotional well-being. In this model, tasks are often delegated between registered nurses (RNs) and unlicensed assistive personnel (UAP) to ensure that clients receive comprehensive support tailored to their recovery needs. In rehabilitative care, the RN typically oversees the care plan and plays a crucial role in assessing the client's progress, while the UAP may assist with daily activities, monitoring, and providing support under the supervision of the RN. This collaborative approach allows for efficient use of resources and enables healthcare professionals to address the complexities of substance abuse treatment, making it a critical aspect of recovery-focused environments. Other care settings, such as emergency, palliative, and long-term care, do not generally center around a model specifically tailored for substance abuse recovery, nor do they emphasize the delegation of tasks in the same way rehabilitative care does. Hence, rehabilitative care is the most appropriate choice for the scenario presented.

3. Who should the registered nurse utilize to transfer responsibilities for an elderly client?

- A. Charge Nurse**
- B. Another Registered Nurse
- C. Healthcare Assistant
- D. Physician

The charge nurse is the appropriate choice for a registered nurse to utilize when transferring responsibilities for an elderly client. In a healthcare setting, the charge nurse oversees the activities of the nursing staff on a particular shift and is responsible for managing patient care as well as delegating tasks to the staff members. This delegation often includes assessing the competencies of other staff and determining the most appropriate personnel to handle specific duties, particularly when it involves vulnerable populations such as the elderly. Utilizing the charge nurse ensures that the transfer of responsibilities adheres to nursing policies and protocols, maintaining the quality of care for the patient. The charge nurse can provide additional oversight, support, and guidance as necessary, while also ensuring that all team members are informed about the client's condition and care needs. This centralized oversight is vital in coordinating care effectively, especially when dealing with complex patient situations. In contrast, while another registered nurse or healthcare assistant might take on specific tasks or direct patient care under supervision, the charge nurse is ultimately responsible for the team's actions and the delegation of duties. A physician plays a critical role in patient care but is not typically involved in the direct transfer of nursing responsibilities among nursing staff.

4. Which characteristic is essential for a nurse when exhibiting adaptive leadership?

- A. Resistance to change
- B. Inflexibility in decision making
- C. Ability to adjust strategies based on patient needs**
- D. Strict adherence to established protocols

Adaptive leadership is fundamentally about being responsive and flexible in the face of changing circumstances, particularly in a healthcare setting where patient needs can vary significantly. The correct choice highlights the importance of a nurse's ability to adjust strategies based on those needs, which is key to providing effective care. This capacity to adapt means that a nurse evaluates each patient's unique situation and modifies their approach accordingly, leveraging critical thinking and creativity. It involves understanding that no two patients or scenarios are alike, and a one-size-fits-all approach is often inadequate. By being able to assess and pivot as needed, the nurse can respond to patient concerns, medical complications, and evolving healthcare dynamics, thereby ensuring optimal outcomes. In contrast, the other options reflect characteristics that would hinder effective leadership in a nursing context. Resistance to change and inflexibility in decision-making would result in stagnation and could negatively impact patient care. Similarly, strict adherence to established protocols might limit a nurse's ability to tailor their care based on specific situations, which is essential in dynamic and sometimes unpredictable clinical environments.

5. Which type of feedback may undermine a long-term working relationship between a delegator and delegates?

- A. Positive reinforcement on completed tasks
- B. Constructive criticism on improvements needed
- C. A questioning tone about their methods**
- D. Providing encouragement to seek help

A questioning tone about the methods of delegates can create an atmosphere of doubt and mistrust. When a delegator consistently questions how the delegates approach their tasks, it can imply a lack of confidence in their abilities and judgment. This form of feedback may lead to feelings of inadequacy or defensiveness among team members, which can strain the working relationship. In contrast, positive reinforcement, constructive criticism, and encouragement promote a more supportive and collaborative environment. Positive reinforcement acknowledges successful completion of tasks, fostering a sense of accomplishment. Constructive criticism, when delivered appropriately, focuses on areas for improvement while maintaining respect for the delegates' skills. Encouragement to seek help can empower team members to collaborate and develop their abilities, strengthening their bond with the delegator.

6. What statement indicates a new orienting nurse needs further instruction regarding care for clients with burns due to inhalation injury?

- A. "I should assess airway patency regularly."
- B. "I should monitor oxygen saturation levels closely."
- C. "I should check pulses distal to burns."**
- D. "I should provide pain management immediately."

The statement that indicates a new orienting nurse needs further instruction is the one about checking pulses distal to burns. While assessing circulation is essential in burn care, focusing on checking pulses distal to an area of burn injury is not the priority in the context of inhalation injuries. In the case of burns caused by inhalation injury, the primary concern is the airway and respiratory status. Inhalation injuries can lead to airway swelling, obstructive airway conditions, and compromised oxygenation. Therefore, maintaining airway patency and monitoring oxygen saturation levels are critical components of care. Checking distal pulses may be more relevant in situations involving limb circulation affected by burns but does not address the immediate and pressing concerns associated with inhalation injuries. Thus, the statement regarding checking pulses distal to burns highlights a misunderstanding of priorities in burn treatment, particularly when it involves airway management.

7. After assessing a client at 20 weeks' gestation, what should the nurse do with the results?

- A. Notify the physician
- B. Document the results as expected**
- C. Conduct additional testing
- D. Refer to a specialist

Documenting the results as expected is appropriate because it indicates that the assessment findings align with the expected outcomes for a client at 20 weeks' gestation. At this stage in pregnancy, certain physiological changes and fetal developments are anticipated, and if the assessment reveals normal findings, the nurse should record this information in the client's medical record as part of the ongoing care. Documentation is essential as it ensures continuity of care, allowing other healthcare professionals to have access to the current state of the client's health and any relevant information needed for future assessments or decisions. Properly documenting normal assessment findings also provides a legal record of care and enhances communication among the healthcare team. Additional action, such as notifying a physician or referring to a specialist, would typically be warranted only if the assessment results indicated a potential problem or abnormal finding. Conducting further testing would also be dependent on any concerns arising from the assessment. Thus, adequately documenting the results when they are as expected is vital for effective nursing practice and patient management.

8. Which statement by the nursing team members best supports the use of "empowerment theory" by a nurse?

- A. "He/she shares power with others."**
- B. "He/she dictates all decisions to the team."
- C. "He/she rarely allows others to provide input."
- D. "He/she often requires decisions to be made in isolation."

The statement "He/she shares power with others" best supports the use of "empowerment theory" by a nurse because empowerment theory emphasizes the importance of collaboration, shared decision-making, and enabling team members to take an active role in their work. Sharing power fosters an environment where team members feel valued and capable, leading to increased motivation, engagement, and overall team effectiveness. Empowerment in a nursing context means that team members are encouraged to participate in decision-making processes, contribute their ideas, and take ownership of their roles. This approach not only enhances team dynamics but also improves patient care outcomes by leveraging the diverse skills and perspectives of the entire team. In contrast, the other statements reflect practices that are contrary to empowerment theory. They suggest a top-down approach where decisions are made unilaterally, limiting collaboration and disregarding the input of team members, thus hindering empowerment and potentially affecting team morale and effectiveness.

9. In case of a nurse dealing with an uncooperative LPN, what should be her focus?

- A. Enforcing new rules
- B. Understanding the LPN's perspectives**
- C. Overriding the LPN's input
- D. Providing more duties

Focusing on understanding the LPN's perspectives is essential in fostering effective teamwork and collaboration within a healthcare setting. By taking the time to listen to the LPN's concerns, thoughts, and motivations, the nurse can gain insight into the reasons behind the LPN's uncooperative behavior. This approach not only demonstrates empathy but also helps in identifying any underlying issues that may need addressing. Understanding different perspectives can lead to more constructive conversations, allowing both parties to work towards common goals and improve their working relationship. Additionally, this approach encourages a supportive environment where team members feel valued and heard, which can significantly enhance overall team dynamics and patient care. The other options do not foster a collaborative approach. Enforcing new rules may lead to resentment or resistance rather than cooperation. Overriding the LPN's input undermines their role and can result in decreased morale or engagement. Providing more duties without addressing the underlying issues may lead to further frustration rather than resolving the conflict. Therefore, focusing on understanding is a more effective strategy for improving teamwork in this situation.

10. In a healthcare team, who is primarily responsible for assessing the emotional state of patients?

- A. Registered nurse**
- B. Medical doctor
- C. Counselor
- D. Family members

The registered nurse plays a crucial role in assessing the emotional state of patients since they are often on the front lines of patient care. This responsibility is integral to their practice, as nurses regularly interact with patients, monitor their overall well-being, and observe any changes in their emotional and psychological states. Through this ongoing interaction, they can identify issues such as anxiety, depression, or stress, which may require additional support or intervention. In healthcare settings, registered nurses are trained not only in physical assessment but also in recognizing signs and symptoms of emotional distress. They utilize therapeutic communication skills to create a safe environment for patients to express their feelings. This holistic approach to patient care positions nurses as key players in facilitating emotional assessments and providing support, often in collaboration with other healthcare professionals. While other members of the healthcare team, such as counselors or medical doctors, also contribute to understanding a patient's emotional health, registered nurses are typically the first to notice changes in a patient's emotional state during routine care. Family members may provide insights into a patient's emotional condition, but they do not possess the clinical training to conduct a formal assessment. Therefore, the registered nurse's specialized knowledge and continuous patient interaction make them primarily responsible for this important aspect of patient care.

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://eaqquesnteamwork.examzify.com>

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

SAMPLE