

HESI Leadership Exit Practice Exam (Sample)

Study Guide



Everything you need from our exam experts!

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 nursing assessment is essential before administering medication to clients in a surgical unit?**
 - A. Document the time of last vital signs**
 - B. Assess the client's pain level**
 - C. Review the client's medication history**
 - D. Measure the client's baseline blood pressure**

- 2. Which client should the nurse assess first after receiving the morning shift report?**
 - A. A client with pain management needs**
 - B. A post-operative client requiring monitoring for complications**
 - C. A client with signs of respiratory distress**
 - D. A client awaiting discharge**

- 3. How should the nurse proceed if a client with metastatic cancer requests "no heroic measures"?**
 - A. Respect the client's wishes by ensuring the prescriptions include their end-of-life choice**
 - B. Convince the client to reconsider their choice**
 - C. Discuss the implications of their request with family**
 - D. Document the request and move to the next client**

- 4. How should a nurse respond to a client expressing anxiety about their upcoming surgery?**
 - A. Reassure the client without further discussion**
 - B. Encourage the client to verbalize their concerns**
 - C. Redirect the conversation to the recovery plan**
 - D. Advise the client to focus on positive outcomes**

- 5. What is a primary focus for promoting well-being among healthcare staff?**
 - A. Increasing workloads without additional support**
 - B. Encouraging a culture of support and balance**
 - C. Isolating team members from one another**
 - D. Avoiding discussions about work-life balance**

- 6. Why is it essential for nurse leaders to understand healthcare policies?**
- A. To make policies irrelevant**
 - B. To navigate regulations and advocate for beneficial changes**
 - C. To focus solely on technological advancements**
 - D. To disregard the needs of patients**
- 7. Which sample observation reflects appropriate communication skills in the healthcare setting?**
- A. Interrupting the client to provide instructions**
 - B. Listening actively and responding appropriately to concerns**
 - C. Dismissively laughing off the client's anxieties**
 - D. Assuming the client understands without clarifying**
- 8. How would you define transformational leadership in nursing?**
- A. A leadership style that focuses on maintaining the status quo**
 - B. A leadership approach that inspires and motivates followers to achieve their full potential and drive change**
 - C. A method for enforcing strict guidelines and policies**
 - D. A technique to increase managerial authority**
- 9. What task should the nurse delegate to the UPA for a client with an AV fistula who missed hemodialysis and shows respiratory distress?**
- A. Administer oxygen therapy**
 - B. Measure vital signs**
 - C. Administer prescribed diuretics**
 - D. Assist with patient bathing**
- 10. What action should the charge nurse take if a practical nurse mentions taking a sleeping pill and appears slow to respond?**
- A. Send the PN to the employee health center for a urine drug screen**
 - B. Discuss the issue with the PN privately**
 - C. Ignore the situation if the PN is usually competent**
 - D. Assign the PN to less critical tasks**

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which nursing assessment is essential before administering medication to clients in a surgical unit?

- A. Document the time of last vital signs**
- B. Assess the client's pain level**
- C. Review the client's medication history**
- D. Measure the client's baseline blood pressure**

Reviewing the client's medication history is crucial before administering medication, particularly in a surgical unit. This assessment provides essential information regarding any potential drug interactions, allergies, and previous responses to medications, which can significantly affect the client's safety and efficacy of treatment. Knowledge of a patient's medication history helps to ensure that the healthcare provider does not inadvertently administer a contraindicated drug or duplicate therapy. Understanding what medications a client has been taking is particularly important in a surgical setting, where anesthetics and other drugs may interact with medications that the client has been prescribed for chronic conditions or previously used. This layer of vigilance helps to prevent complications, contributing to a safer environment for the patient during and after surgery. Other assessments may also be important, such as checking vital signs or measuring baseline blood pressure; however, none provide the comprehensive overview of a patient's medication risks or history that is necessary to prevent adverse outcomes related to pharmacotherapy in the surgical population.

2. Which client should the nurse assess first after receiving the morning shift report?

- A. A client with pain management needs**
- B. A post-operative client requiring monitoring for complications**
- C. A client with signs of respiratory distress**
- D. A client awaiting discharge**

In this scenario, the priority is to assess the client showing signs of respiratory distress first. Respiratory distress is a critical condition that can rapidly deteriorate if not addressed promptly. It indicates that the client's airway, breathing, or circulation may be compromised, which poses an immediate threat to life. When faced with multiple clients, the nurse must prioritize those in acute situations or those at the greatest risk of deterioration. In this case, the client with respiratory distress has an urgent need that takes precedence over the others. While clients needing pain management, post-operative monitoring, or awaiting discharge also require attention, their situations do not present the same level of immediate risk as respiratory distress. By assessing the client experiencing respiratory issues first, the nurse ensures that any necessary interventions can be implemented swiftly to stabilize the patient and prevent further complications. This decision aligns with fundamental nursing priorities, emphasizing the importance of addressing life-threatening scenarios as a top priority.

3. How should the nurse proceed if a client with metastatic cancer requests "no heroic measures"?

- A. Respect the client's wishes by ensuring the prescriptions include their end-of-life choice**
- B. Convince the client to reconsider their choice**
- C. Discuss the implications of their request with family**
- D. Document the request and move to the next client**

Respecting a client's wishes regarding end-of-life care is a fundamental principle of nursing practice, especially in the context of metastatic cancer where the prognosis may be challenging. When a client explicitly states a desire for "no heroic measures," it is crucial for the nurse to honor this request as it reflects the client's personal values and preferences regarding their care. This approach not only upholds the ethical principle of autonomy but also aligns with the standards of patient-centered care, which emphasize the importance of listening to and advocating for the client's choices. By ensuring that the client's end-of-life preferences are clearly communicated in their prescriptions and care plan, the nurse helps facilitate a more compassionate and aligned approach to their treatment. In addition, respecting a client's wishes can contribute to peace of mind for both the client and their family, enhancing the quality of their remaining time together. It reinforces trust in the nurse-client relationship and supports the overall goal of providing holistic and supportive care in the end stages of life.

4. How should a nurse respond to a client expressing anxiety about their upcoming surgery?

- A. Reassure the client without further discussion**
- B. Encourage the client to verbalize their concerns**
- C. Redirect the conversation to the recovery plan**
- D. Advise the client to focus on positive outcomes**

Encouraging the client to verbalize their concerns is a vital response to anxiety. By prompting the client to express their feelings, the nurse creates a safe and supportive environment where the patient feels heard and validated. This process can help the client to process their fears and anxieties, enhancing their understanding of the situation and reducing feelings of helplessness. Verbalizing concerns can lead to open dialogue, allowing for the identification of specific fears related to the surgery. This can enable the healthcare team to address those concerns, providing relevant information, coping strategies, and reassurance tailored to the client's individual needs. The therapeutic relationship that develops through this interaction builds trust and can significantly reduce the client's anxiety levels. In contrast, simply providing reassurance without facilitating further discussion may not address the root of the anxieties and can leave the client feeling dismissed. Redirecting the conversation might invalidate the client's feelings or avoid addressing their current emotional state, while advising the client to focus solely on positive outcomes may come off as dismissive and fail to acknowledge the real concerns they are experiencing.

5. What is a primary focus for promoting well-being among healthcare staff?

- A. Increasing workloads without additional support**
- B. Encouraging a culture of support and balance**
- C. Isolating team members from one another**
- D. Avoiding discussions about work-life balance**

Promoting well-being among healthcare staff primarily focuses on fostering a culture of support and balance. This approach recognizes that healthcare professionals often face high levels of stress and demands, which can impact their mental and physical health. By encouraging a supportive environment, healthcare organizations can help staff feel valued, understood, and connected, which in turn can boost morale, reduce burnout, and improve overall job satisfaction. A culture of support enables open communication, collaboration, and the sharing of resources, allowing staff to better manage their workloads and personal stressors. This balance is essential for sustaining a healthy workforce, leading to improved patient care as staff who feel supported are more engaged and capable of providing high-quality services. Methods might include providing mental health resources, establishing peer support groups, promoting flexible work arrangements, and recognizing achievements, all contributing to a holistic approach to employee wellness. This focus allows healthcare staff to thrive both personally and professionally, which contributes to a healthier work environment overall.

6. Why is it essential for nurse leaders to understand healthcare policies?

- A. To make policies irrelevant**
- B. To navigate regulations and advocate for beneficial changes**
- C. To focus solely on technological advancements**
- D. To disregard the needs of patients**

Understanding healthcare policies is crucial for nurse leaders because it empowers them to effectively navigate the complex regulatory environment within which healthcare operates. Nurse leaders who grasp these policies can identify opportunities to advocate for changes that enhance patient care and outcomes. This knowledge enables them to work collaboratively with other healthcare professionals, participate in policy formulation, and influence decisions that affect not only their nursing practice but also the health of their patient populations. Moreover, being well-versed in healthcare policies allows nurse leaders to ensure compliance with legal requirements and standards, thereby safeguarding their practice and their organization. This understanding also facilitates effective communication with stakeholders, including patients, families, and policymakers, ensuring that the needs of the patients are effectively represented in discussions about policy change and healthcare delivery. By advocating for beneficial changes, nurse leaders can champion initiatives that prioritize patient care and improve healthcare systems as a whole.

7. Which sample observation reflects appropriate communication skills in the healthcare setting?

- A. Interrupting the client to provide instructions**
- B. Listening actively and responding appropriately to concerns**
- C. Dismissively laughing off the client's anxieties**
- D. Assuming the client understands without clarifying**

Active listening and appropriate responses are fundamental components of effective communication in healthcare settings. When a healthcare professional listens actively, they are fully present and engaged with the client, which helps to build trust and ensures that the client feels heard and valued. Responding appropriately to concerns demonstrates an understanding of the client's needs and emotions, which is essential for establishing a therapeutic relationship. This type of communication fosters an environment where clients feel comfortable expressing their thoughts and feelings, leading to better patient outcomes. It also enables healthcare providers to gather important information that can aid in diagnosis and treatment. By validating the client's anxieties or concerns, the professional shows empathy and support, which are critical elements of patient-centered care.

8. How would you define transformational leadership in nursing?

- A. A leadership style that focuses on maintaining the status quo**
- B. A leadership approach that inspires and motivates followers to achieve their full potential and drive change**
- C. A method for enforcing strict guidelines and policies**
- D. A technique to increase managerial authority**

Transformational leadership in nursing is best defined as an approach that inspires and motivates followers to achieve their full potential and drive change. This leadership style emphasizes collaboration, creativity, and a shared vision, encouraging nurses to take initiative and innovate within their practice. Transformational leaders empower their team members, fostering a supportive environment where individuals feel valued and connected to a greater purpose. By promoting personal and professional growth, transformational leadership aligns with the dynamic nature of healthcare, where adaptability and proactive change are essential for improving patient outcomes and advancing the nursing profession. The focus on inspiration and motivation distinguishes transformational leadership from other styles that may not prioritize growth and development. For instance, options that mention maintaining the status quo, enforcing strict guidelines, or increasing managerial authority do not capture the essence of transformational leadership, which is rooted in fostering a positive and forward-thinking culture within healthcare teams. Such characteristics are essential in motivating nurses to embrace change, resulting in enhanced teamwork, improved patient care, and greater job satisfaction.

9. What task should the nurse delegate to the UPA for a client with an AV fistula who missed hemodialysis and shows respiratory distress?

- A. Administer oxygen therapy**
- B. Measure vital signs**
- C. Administer prescribed diuretics**
- D. Assist with patient bathing**

Delegating the task of measuring vital signs to a Unlicensed Personal Assistant (UPA) is appropriate in this scenario because it is a fundamental nursing task that does not require the professional judgment and critical thinking skills of a registered nurse (RN). The accurate measurement of vital signs is crucial, especially for a client in respiratory distress, as it provides essential information regarding the client's condition and the effectiveness of any interventions. In this situation, monitoring vital signs can help assess the severity of the respiratory distress and guide further clinical decisions. The UPA can report any abnormalities in the vital signs back to the nurse, who can then interpret these findings in the context of the client's overall health and devise an appropriate plan of care. Other tasks, such as administering oxygen therapy or prescribed diuretics, require clinical judgment and certain qualifications that the UPA does not possess. Assisting with patient bathing, while a supportive task, does not address the immediate health concerns related to the missed hemodialysis and the client's respiratory distress. Thus, measuring vital signs effectively supports the nursing process and enhances patient safety while utilizing the UPA's capabilities appropriately.

10. What action should the charge nurse take if a practical nurse mentions taking a sleeping pill and appears slow to respond?

- A. Send the PN to the employee health center for a urine drug screen**
- B. Discuss the issue with the PN privately**
- C. Ignore the situation if the PN is usually competent**
- D. Assign the PN to less critical tasks**

The most appropriate action for the charge nurse to take when a practical nurse (PN) mentions taking a sleeping pill and seems slow to respond is to send the PN to the employee health center for a urine drug screen. This action is essential for several reasons. First, patient safety is the highest priority in healthcare settings. If a nurse is potentially impaired due to medication or substances, their ability to provide safe and effective care can be compromised. Conducting a urine drug screen can confirm whether the PN is under the influence of a substance that could affect their performance. Second, it is essential to address any concerns regarding staff competency and safety swiftly and effectively. Sending the PN for a drug screen allows for a straightforward assessment of their current condition, without making assumptions about their abilities or intentions. It ensures that the situation is managed in a systematic way that upholds the standards of patient care and safety. Taking immediate action to verify the practical nurse's condition demonstrates accountability and a commitment to maintaining a safe healthcare environment. This response is appropriate because it prioritizes the welfare of both the nurse and patients rather than delaying action or making less effective adjustments to the PN's responsibilities. Other options, such as privately discussing the issue or assigning the PN to less critical tasks,

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://hesileadershipexit.examzify.com>

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

SAMPLE