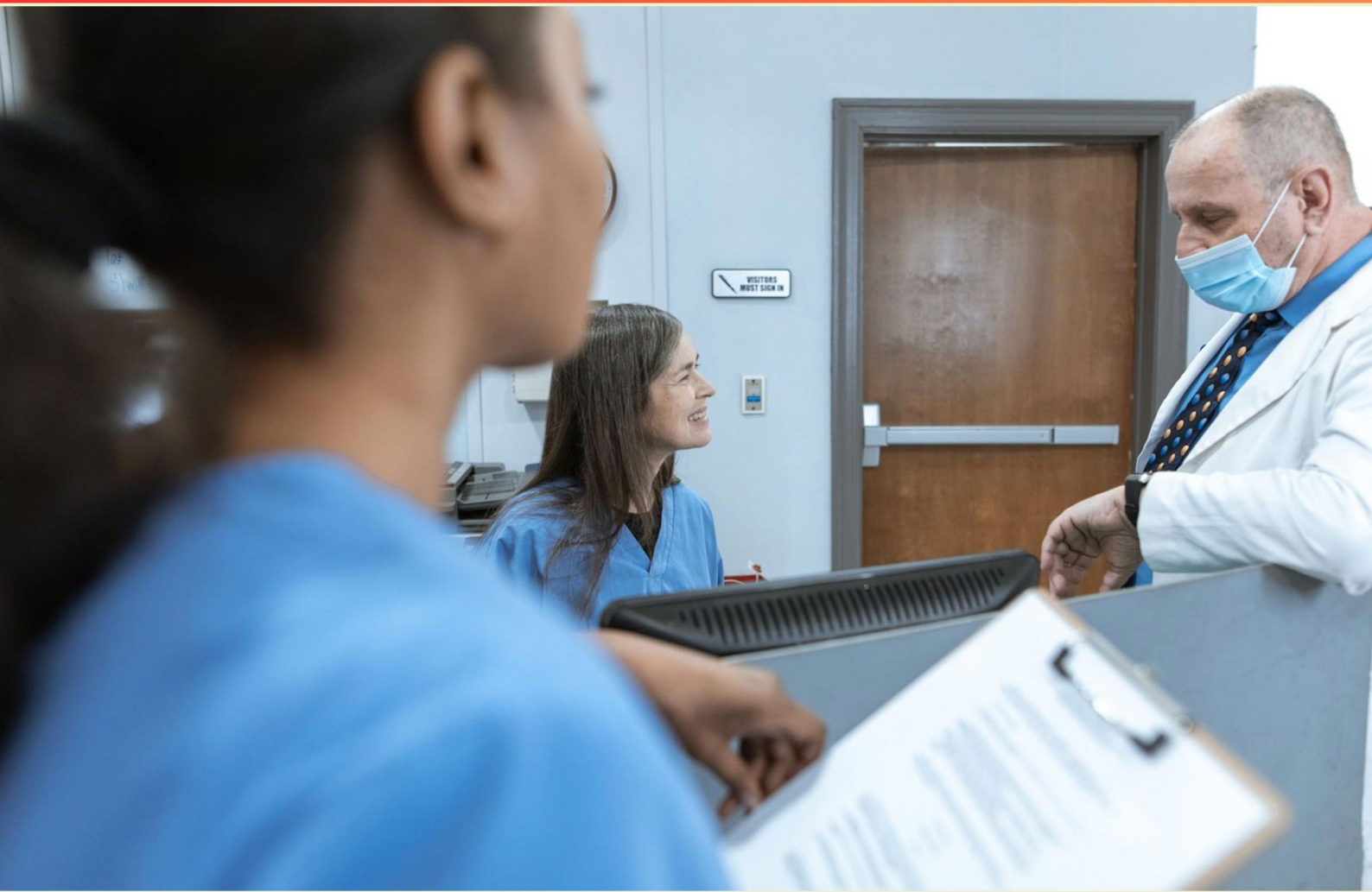


HESI LEADERSHIP PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE

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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. How do healthcare policies influence nursing leadership?**
 - A. They limit nurse responsibilities
 - B. They shape the practice environment and influence staffing
 - C. They prioritize administrative tasks over patient care
 - D. They standardize billing practices across organizations
- 2. What does shared governance in nursing promote?**
 - A. Exclusive decision-making by management
 - B. Limited involvement of nurses in decision-making
 - C. A model that allows nurses to participate in decision-making processes
 - D. Uniform decisions across all departments without nurse input
- 3. What is the significance of advocacy in nursing leadership?**
 - A. Representing patient and staff needs
 - B. Reducing workload for nurses
 - C. Enforcing regulations strictly
 - D. Focusing only on organizational goals
- 4. How does a nurse leader foster a culture of safety?**
 - A. By promoting open communication
 - B. By reducing workload
 - C. By implementing strict policies
 - D. By minimizing staff involvement
- 5. What does an oxygen saturation rate of 88% indicate for a patient in respiratory distress?**
 - A. Risk of hypoxia and need for intervention
 - B. Stability of the patient's respiratory condition
 - C. Normal respiratory function despite cancer diagnosis
 - D. No immediate concern in the management plan

- 6. What is the best action for a charge nurse to take when a practical nurse claims to have excellent wound care skills?**
- A. Assign the practical nurse to perform wound care
 - B. Verify the practical nurse's skills through direct observation
 - C. Provide a comprehensive training session
 - D. Request additional certification documentation
- 7. How do ethical frameworks assist nursing leaders?**
- A. By providing funding for nurse training programs
 - B. By helping navigate complex moral dilemmas
 - C. By enforcing regulations on patient care
 - D. By restricting nurse autonomy in decision-making
- 8. What situation would require the nurse-manager to intervene in an acute care surgical unit?**
- A. A nurse receiving medication from the pharmacy
 - B. A unit clerk receiving a verbal telephone prescription
 - C. A nursing assistant preparing a meal for clients
 - D. A nurse providing education to clients preoperatively
- 9. After new healthcare benefits are developed, what is the most important action for the nurses on the committee?**
- A. Prepare an informational pamphlet on the new benefits
 - B. Be available to all shifts to discuss changes in healthcare benefits
 - C. Conduct a survey to gather feedback from other nurses
 - D. Ensure timely implementation of benefits during the next shift
- 10. What should a nurse do when observing unlicensed assistive personnel wearing gloves before entering a child's room diagnosed with pertussis?**
- A. Ignore the action if gloves are worn
 - B. Inform the UAP that gloves are not needed
 - C. Review the need to wear a face mask in addition to gloves
 - D. Allow the UAP to proceed without further discussion

Answers

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

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Explanations

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1. How do healthcare policies influence nursing leadership?

- A. They limit nurse responsibilities
- B. They shape the practice environment and influence staffing**
- C. They prioritize administrative tasks over patient care
- D. They standardize billing practices across organizations

Healthcare policies significantly shape the practice environment in which nursing leaders operate, impacting various facets of patient care, staffing, and resource allocation. By defining the frameworks for practice, these policies can affect how nursing teams are structured, what roles nurses can assume, and how effectively they can collaborate with other healthcare professionals. For example, policies that address nurse-patient ratios can directly influence staffing levels, which in turn affects the quality of care that nurses provide. If a policy mandates a maximum number of patients allowed per nurse, it can enhance care quality and improve patient outcomes. Additionally, healthcare policies set standards for practice that guide nurses in clinical decision-making and patient advocacy. This connection between policy and practice highlights the critical role that nursing leadership plays in navigating these guidelines, ensuring that practices align with policies, and advocating for changes that may benefit patient care. Thus, healthcare policies serve as essential tools that help shape the leadership agenda within nursing, promoting optimal patient outcomes and effective team functioning.

2. What does shared governance in nursing promote?

- A. Exclusive decision-making by management
- B. Limited involvement of nurses in decision-making
- C. A model that allows nurses to participate in decision-making processes**
- D. Uniform decisions across all departments without nurse input

Shared governance in nursing promotes a model that empowers nurses to actively participate in decision-making processes. This concept is rooted in the belief that frontline nurses have valuable insights and contributions to make concerning patient care and organizational policies. By involving nurses in discussions about clinical practices, policy development, and organizational strategies, shared governance fosters a collaborative environment where diverse perspectives lead to improved outcomes. This inclusive approach not only enhances job satisfaction among nursing staff but also encourages professional development and accountability, leading to higher quality care for patients. The other options highlight management exclusivity or limited nurse involvement, which contradicts the fundamental principles of shared governance that aim for empowerment and collaboration within the nursing workforce.

3. What is the significance of advocacy in nursing leadership?

A. Representing patient and staff needs

- B. Reducing workload for nurses
- C. Enforcing regulations strictly
- D. Focusing only on organizational goals

Advocacy in nursing leadership is crucial as it involves representing both patient and staff needs effectively. This role ensures that the voice of patients is heard in the decision-making processes, promoting their rights and well-being. By advocating for patients, nurse leaders can impact care quality and ensure that patients receive appropriate services and interventions tailored to their individual needs. Furthermore, advocating for staff also plays a significant role in fostering a positive work environment. It involves addressing their concerns, supporting their professional development, and ensuring they have the resources necessary to provide effective patient care. This dual advocacy for patients and staff is vital in creating a health care system that values the input and welfare of both parties, ultimately leading to improved patient outcomes and staff satisfaction. While reducing workload, enforcing regulations, and focusing solely on organizational goals are important aspects of nursing leadership, they do not capture the essence of advocacy. Advocacy transcends these functions by integrating the perspectives and needs of the patients and nursing staff, thereby enhancing the overall effectiveness of health care delivery.

4. How does a nurse leader foster a culture of safety?

A. By promoting open communication

- B. By reducing workload
- C. By implementing strict policies
- D. By minimizing staff involvement

Promoting open communication is crucial for fostering a culture of safety in healthcare settings. When a nurse leader encourages transparency and open dialogue among team members, it facilitates the sharing of information regarding potential hazards, near misses, and safety concerns. This environment allows staff to voice their thoughts, ask questions, and report errors without fear of retribution, which is fundamental in identifying and addressing safety issues effectively. Open communication also enhances teamwork and collaboration, leading to better problem-solving and more informed decision-making. When healthcare professionals feel comfortable speaking up, the organization can learn from incidents and make necessary adjustments, ultimately improving patient outcomes and safety. Therefore, fostering an environment where staff can communicate freely is essential for developing a robust culture of safety.

5. What does an oxygen saturation rate of 88% indicate for a patient in respiratory distress?

- A. Risk of hypoxia and need for intervention**
- B. Stability of the patient's respiratory condition
- C. Normal respiratory function despite cancer diagnosis
- D. No immediate concern in the management plan

An oxygen saturation rate of 88% indicates that the patient is most likely experiencing hypoxia, which is a condition where there is a deficiency in the amount of oxygen reaching the tissues. Normal oxygen saturation levels typically range from 95% to 100%. A reading of 88% is significantly below normal and suggests that the patient is not receiving adequate oxygen, which can lead to serious complications if not addressed. In the context of a patient in respiratory distress, this low saturation level signals an urgent need for intervention to improve oxygenation. Possible interventions might include administering supplemental oxygen, evaluating for underlying causes of respiratory distress, or initiating other treatments as necessary. The urgency of intervention is underscored by the potential for rapid deterioration in the patient's condition if hypoxia is not addressed promptly. This understanding aligns with the clinical significance of monitoring oxygen saturation in patients with respiratory issues, emphasizing that any saturation below the normal range warrants immediate attention rather than indicating stability or lack of concern in the management plan.

6. What is the best action for a charge nurse to take when a practical nurse claims to have excellent wound care skills?

- A. Assign the practical nurse to perform wound care
- B. Verify the practical nurse's skills through direct observation**
- C. Provide a comprehensive training session
- D. Request additional certification documentation

In situations where a practical nurse asserts expertise in a specific area, such as wound care, it is crucial for the charge nurse to ensure that the claimed skills align with the practical nurse's actual abilities. Verifying the practical nurse's skills through direct observation serves multiple purposes. Firstly, direct observation allows the charge nurse to assess the practical nurse's techniques, knowledge of wound care protocols, and adherence to safety measures in real-time, thereby ensuring patient safety and optimal care delivery. This step is essential because competencies can vary widely among nurses, and self-reported skills may not always reflect actual performance abilities. Additionally, practical application of skills can reveal gaps in knowledge or practice that may need addressing, even if the nurse believes they are proficient. By witnessing the practical nurse in action, the charge nurse also creates an opportunity for immediate feedback and coaching, reinforcing best practices or identifying areas for further training if needed. This proactive approach fosters a culture of accountability and continuous improvement within the healthcare team. It emphasizes the importance of skill validation and ultimately leads to better patient outcomes. In this context, direct observation proves to be the most effective and responsible action to take in response to the practical nurse's claim.

7. How do ethical frameworks assist nursing leaders?

- A. By providing funding for nurse training programs
- B. By helping navigate complex moral dilemmas**
- C. By enforcing regulations on patient care
- D. By restricting nurse autonomy in decision-making

Ethical frameworks are essential tools for nursing leaders as they help navigate complex moral dilemmas that often arise in healthcare settings. These frameworks offer a structured approach to decision-making, enabling leaders to analyze situations through various ethical lenses, such as utilitarianism, deontology, and virtue ethics. By utilizing these frameworks, nursing leaders can evaluate the implications of their decisions on patient care, staff welfare, and organizational policies. Furthermore, ethical frameworks foster a culture of ethical practice within healthcare teams. They encourage open discussion about moral issues, promote accountability, and help ensure that decisions align with both professional standards and the values of the institution. In situations where there are conflicting interests or ethical uncertainties, these frameworks guide leaders to prioritize patient welfare and uphold ethical standards, leading to more consistent and just decision-making. This capacity to clarify ethical concerns and provide a basis for sound decisions underscores the critical role that ethical frameworks play in the effective leadership of nursing teams.

8. What situation would require the nurse-manager to intervene in an acute care surgical unit?

- A. A nurse receiving medication from the pharmacy
- B. A unit clerk receiving a verbal telephone prescription**
- C. A nursing assistant preparing a meal for clients
- D. A nurse providing education to clients preoperatively

In an acute care surgical unit, the nurse-manager must ensure that all protocols and legal regulations regarding medication administration are strictly followed. The situation where a unit clerk is receiving a verbal telephone prescription raises significant safety concerns. Verbal prescriptions should typically be taken by licensed personnel, such as a nurse or physician, to ensure that there is a clear understanding of the medication order and that the person taking the order can immediately clarify any potential questions with the prescriber. This is crucial for patient safety, as errors could occur in interpreting or transcribing the prescription, leading to potential harm. In contrast, receiving medication from the pharmacy is a standard procedure handled by nursing staff. Preparing meals for clients is also a routine responsibility of nursing assistants, and providing preoperative education is within the scope of nursing practice. Thus, the situation involving a unit clerk taking a verbal prescription represents a breakdown in the established protocols that the nurse-manager must address to uphold safety and compliance within the unit.

9. After new healthcare benefits are developed, what is the most important action for the nurses on the committee?

- A. Prepare an informational pamphlet on the new benefits
- B. Be available to all shifts to discuss changes in healthcare benefits**
- C. Conduct a survey to gather feedback from other nurses
- D. Ensure timely implementation of benefits during the next shift

Being available to all shifts to discuss changes in healthcare benefits is essential because it fosters open communication and ensures that all staff members have access to the necessary information. This action promotes transparency and helps to address any questions or concerns that may arise regarding the new benefits. By making time to engage with nurses across different shifts, committee members can create an inclusive environment where all voices are heard, thereby enhancing understanding and acceptance of the new policies. Furthermore, this approach can facilitate a smoother transition into the new benefits, as nurses will feel supported and informed. Engaging with staff directly allows for immediate feedback and clarification, which is crucial in helping to mitigate any confusion and build trust within the healthcare team.

10. What should a nurse do when observing unlicensed assistive personnel wearing gloves before entering a child's room diagnosed with pertussis?

- A. Ignore the action if gloves are worn
- B. Inform the UAP that gloves are not needed
- C. Review the need to wear a face mask in addition to gloves**
- D. Allow the UAP to proceed without further discussion

When a nurse observes unlicensed assistive personnel (UAP) wearing gloves before entering the room of a child diagnosed with pertussis, it is crucial to review the need for additional protective equipment, such as a face mask. Pertussis, also known as whooping cough, is a highly contagious respiratory disease that can be transmitted through respiratory droplets. While wearing gloves is a step towards infection control, it is not sufficient on its own in this scenario. Face masks are essential to protect both the healthcare worker and the patient from respiratory pathogens, especially when dealing with an airborne or droplet-spread infection like pertussis. By addressing the need for a face mask, the nurse ensures that the UAP is adequately protected and minimizes the risk of spreading the infection to others. This approach demonstrates a commitment to patient safety, effective infection control practices, and proper education for the UAP on standard precautions in infectious disease management. In this context, the nurse's decision to emphasize the importance of a face mask in addition to gloves underscores the nurse's leadership role in promoting adherence to infection control protocols.

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://hesileadership.examzify.com>

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

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