

HESI MANAGEMENT OF A SKILLED CARE UNIT PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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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 should the nursing supervisor respond to the UAP's comment about the confused resident?**
 - A. You are rude and unkind to behave toward anyone that way.
 - B. Disrespect of others is never considered acceptable behavior.
 - C. I will present your concerns to the administrator at our next management meeting.
 - D. I understand your frustration, but showing respect to others is important.
- 2. Which of the following is a crucial aspect of patient care in skilled nursing facilities?**
 - A. Temporary staff rotation
 - B. Implementation of individualized care plans
 - C. Limiting physician involvement
 - D. Minimizing patient assessments
- 3. What should the nursing supervisor perform first after a resident falls?**
 - A. Assist the resident to the commode.
 - B. Call the family and notify them of the resident's fall.
 - C. Perform an assessment of the resident.
 - D. Call an ambulance to transport the resident to emergency services.
- 4. How can a nurse manager assess patient care outcomes?**
 - A. By ignoring patient feedback
 - B. By analyzing data on recovery and incident reports
 - C. By relying solely on staffing levels
 - D. By conducting patient satisfaction surveys once a year
- 5. What strategies can management implement to address resistance to change among staff?**
 - A. Providing education and engaging staff in decision-making
 - B. Forcing staff to comply with changes
 - C. Ignoring staff concerns about changes
 - D. Cancelling all staff meetings

- 6. Which leadership style is often effective in promoting collaboration within skilled nursing management?**
- A. Transformational leadership
 - B. Autocratic leadership
 - C. Transactional leadership
 - D. Laissez-faire leadership
- 7. Which of the following findings indicates potential underlying issues after the resident's fall?**
- A. Right leg is shortened and outwardly rotated.
 - B. Abrasions on the right side of the head.
 - C. Confusion about time and place.
 - D. All of the above.
- 8. What should the nursing supervisor do in response to a UAP who is speaking harshly to a confused resident?**
- A. Ask the primary RN if this behavior is common from the UAP.
 - B. Advise the primary RN to counsel the UAP on proper interactions.
 - C. Demonstrate the correct approach towards the resident.
 - D. Instruct the UAP to leave the dining room area immediately.
- 9. What factors contribute to staff turnover in skilled nursing facilities?**
- A. High workloads and inadequate pay
 - B. Opportunities for advancement
 - C. Excellent team support
 - D. Reduced patient population
- 10. In what way can interdisciplinary rounds directly improve patient care?**
- A. By shortening the time allocated for patient assessments
 - B. By aligning care plans and improving team collaboration
 - C. By allowing only physicians to voice their opinions
 - D. By complicating the existing care protocols

Answers

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

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Explanations

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1. How should the nursing supervisor respond to the UAP's comment about the confused resident?

- A. You are rude and unkind to behave toward anyone that way.
- B. Disrespect of others is never considered acceptable behavior.**
- C. I will present your concerns to the administrator at our next management meeting.
- D. I understand your frustration, but showing respect to others is important.

The appropriate response emphasizes the importance of treating all individuals with respect and dignity, particularly in a healthcare setting. By acknowledging that disrespectful behavior is unacceptable, the nursing supervisor reinforces the standard that all staff members must treat residents with compassion, regardless of their mental state or behavior. This approach promotes a positive environment of care and encourages appropriate interactions among staff and residents. Acknowledging frustration is essential in healthcare, but the selected response reinforces the fundamental principle that empathy and kindness should guide every interaction. It helps to establish clear expectations for professional behavior, highlighting that even in challenging situations, a respectful attitude is crucial in providing quality care to residents, fostering a culture of respect and teamwork among staff members.

2. Which of the following is a crucial aspect of patient care in skilled nursing facilities?

- A. Temporary staff rotation
- B. Implementation of individualized care plans**
- C. Limiting physician involvement
- D. Minimizing patient assessments

In skilled nursing facilities, the implementation of individualized care plans is a crucial aspect of patient care because it ensures that each resident receives personalized attention tailored to their specific health needs, preferences, and goals. Individualized care plans are developed based on thorough assessments of each patient's medical history, current conditions, and any unique requirements, allowing for targeted interventions that promote better health outcomes and enhance the quality of life. By prioritizing individualized care plans, healthcare providers can engage patients in their care, respect their choices, and adapt approaches based on responses to treatment. This individualized approach fosters a healing environment and encourages collaboration among staff, which is vital in maintaining continuity of care and consistency in meeting patient needs. Additionally, other strategies like temporary staff rotation or limiting physician involvement can negatively impact continuity and consistency in care. Minimizing patient assessments would diminish the understanding of patient status and needs, making it impossible to deliver the tailored care that each resident deserves. Therefore, prioritizing individualized care plans is essential to effective patient care in skilled nursing facilities.

3. What should the nursing supervisor perform first after a resident falls?

- A. Assist the resident to the commode.
- B. Call the family and notify them of the resident's fall.
- C. Perform an assessment of the resident.**
- D. Call an ambulance to transport the resident to emergency services.

After a resident falls, the most crucial step for the nursing supervisor is to perform an assessment of the resident. This is essential because it allows the healthcare provider to determine the extent of any injuries or complications resulting from the fall. An immediate assessment helps identify any signs of trauma, such as fractures or head injuries, which may not be visibly apparent right away. Conducting a thorough assessment includes checking vital signs, evaluating the resident's level of consciousness, and examining any affected areas. This step is vital to ensure the resident's safety and wellbeing, as it informs subsequent actions such as whether emergency medical services need to be called or if the resident can be safely moved. Other actions, such as assisting the resident to the commode or calling the family, should occur after an assessment to ensure that the resident's health is prioritized and to inform family decisions based on the resident's condition. While notifying the family is important, it should come after assessing the situation to provide them with accurate information regarding the resident's status. Calling an ambulance would also depend on the findings of the assessment. Therefore, prioritizing the resident's assessment is critical in managing the situation effectively and safely.

4. How can a nurse manager assess patient care outcomes?

- A. By ignoring patient feedback
- B. By analyzing data on recovery and incident reports**
- C. By relying solely on staffing levels
- D. By conducting patient satisfaction surveys once a year

The correct choice focuses on the importance of analyzing data on recovery and incident reports as a means to assess patient care outcomes. This approach enables the nurse manager to gather critical quantitative information that reflects the effectiveness of care provided to patients. By reviewing recovery data, the nurse manager can evaluate how well patients are responding to treatment and whether interventions are leading to expected health improvements. Incident reports offer insights into any adverse events, complications, or safety issues that may have occurred, thus providing valuable context for understanding the overall quality of care on the unit. Analyzing these data types allows for informed decision-making and identification of areas that may need improvement or additional training for staff. In contrast, ignoring patient feedback would overlook a key aspect of care quality, as patients' perspectives are essential in understanding their experiences and outcomes. Relying solely on staffing levels does not take into account the actual processes and practices that impact patient care. Lastly, conducting patient satisfaction surveys once a year, while useful, may not provide a timely or comprehensive view of patient care outcomes, as ongoing assessment is crucial for continuous quality improvement.

5. What strategies can management implement to address resistance to change among staff?

- A. Providing education and engaging staff in decision-making**
- B. Forcing staff to comply with changes
- C. Ignoring staff concerns about changes
- D. Cancelling all staff meetings

Management can effectively address resistance to change among staff by providing education and engaging them in decision-making processes. This approach fosters a sense of ownership and involvement among employees, which is crucial during times of transition. When staff members are educated about the reasons for the changes and how these changes will benefit the organization and them personally, they are more likely to understand and accept the modifications being made. Engaging staff in decision-making allows them to voice their concerns and suggestions, making them feel valued and heard. This collaborative process can lead to increased buy-in from employees, as they see their input reflected in the final decisions. Involving staff in shaping the change can reduce anxiety and skepticism, leading to a smoother transition and less resistance overall. By building a culture of transparency and inclusion, management not only mitigates resistance but also enhances morale and team cohesion, which are vital for successful implementation of change initiatives.

6. Which leadership style is often effective in promoting collaboration within skilled nursing management?

- A. Transformational leadership**
- B. Autocratic leadership
- C. Transactional leadership
- D. Laissez-faire leadership

Transformational leadership is particularly effective in promoting collaboration within skilled nursing management because it focuses on inspiring and motivating team members to achieve a shared vision. This leadership style encourages open communication, fosters an environment of trust, and values the input of all team members. Transformational leaders aim to empower their staff by emphasizing personal and professional development, which can lead to greater job satisfaction and improved team dynamics. In skilled nursing environments, where teamwork is crucial for patient care and overall unit effectiveness, the collaborative nature of transformational leadership allows for a sense of ownership among staff. When team members feel valued and are encouraged to contribute their ideas, it creates a collaborative atmosphere that ultimately enhances the quality of care provided to patients. This style contrasts with others that may not prioritize collaboration to the same extent, making it particularly suitable for skilled nursing management settings.

7. Which of the following findings indicates potential underlying issues after the resident's fall?

- A. Right leg is shortened and outwardly rotated.
- B. Abrasions on the right side of the head.
- C. Confusion about time and place.

D. All of the above.

The identification of potential underlying issues after a resident's fall often requires a comprehensive assessment of multiple factors. Each of the findings listed contributes to the understanding of the situation. When the right leg is shortened and outwardly rotated, it suggests a potential hip fracture or dislocation. This orthopedic issue can lead to severe complications if not addressed promptly and highlights the need for immediate medical evaluation. Abrasions on the right side of the head may indicate a possible head injury, which can have serious neurological implications. Head trauma can lead to bleeding or swelling in the brain, so it is essential to monitor the resident closely for symptoms of a concussion or intracranial pressure changes. Confusion about time and place may signal acute confusion or delirium, which are critical signs following a fall. Such cognitive changes can indicate underlying issues such as a concussion, brain injury, or exacerbation of pre-existing cognitive impairments. Considering all these findings together reinforces the necessity for thorough evaluation and intervention. Each of these signs represents a risk for complications that require a multidisciplinary approach to ensure the resident's safety and well-being. Thus, acknowledging all of the findings as indicative of potential underlying issues is crucial for appropriate management after a fall incident.

8. What should the nursing supervisor do in response to a UAP who is speaking harshly to a confused resident?

- A. Ask the primary RN if this behavior is common from the UAP.
- B. Advise the primary RN to counsel the UAP on proper interactions.
- C. Demonstrate the correct approach towards the resident.

D. Instruct the UAP to leave the dining room area immediately.

In this scenario, the most appropriate action for the nursing supervisor is to instruct the UAP to leave the dining room area immediately. This response is justified because the immediate safety and dignity of the confused resident must be prioritized. When a staff member is speaking harshly to a vulnerable resident, it can negatively affect the resident's emotional well-being and contribute to a stressful or unsafe environment. Removing the UAP from the immediate situation not only protects the resident but also sends a clear message that such behavior is unacceptable. It allows time for the emotional environment to stabilize and gives the supervisor the opportunity to address the UAP's behavior in a separate setting, ensuring that it is managed appropriately without further disturbing the resident. Other potential actions, while they may seem appropriate at first glance, do not provide the immediate support needed for the resident in that moment. For example, consulting the primary RN or advising them to counsel the UAP may delay addressing the harmful situation. Similarly, demonstrating the correct approach is a useful educational technique, but it does not address the ongoing distress caused to the resident by the UAP's current behavior. Hence, ensuring the resident's protection by instructing the UAP to leave is the most effective and immediate response.

9. What factors contribute to staff turnover in skilled nursing facilities?

A. High workloads and inadequate pay

B. Opportunities for advancement

C. Excellent team support

D. Reduced patient population

High workloads and inadequate pay are significant contributors to staff turnover in skilled nursing facilities. When staff members experience overwhelming workloads, it can lead to high levels of stress and burnout. This is often exacerbated by compensation that does not reflect the demands of their roles. Employees who feel underappreciated and overworked may seek opportunities elsewhere that offer better pay or more manageable workloads. In contrast, options related to opportunities for advancement, excellent team support, and a reduced patient population generally aim to create a positive work environment. Opportunities for advancement can encourage staff retention, as employees are more likely to stay with organizations that provide clear pathways for career growth. Strong team support fosters a collaborative atmosphere, which can enhance job satisfaction and lower turnover rates. Lastly, a reduced patient population may significantly ease staff workloads and contribute to a more favorable working environment, decreasing the likelihood of turnover. In summary, inadequate pay and overwhelming workloads create a challenging environment for staff, leading to decisions to leave the facility in search of better opportunities.

10. In what way can interdisciplinary rounds directly improve patient care?

A. By shortening the time allocated for patient assessments

B. By aligning care plans and improving team collaboration

C. By allowing only physicians to voice their opinions

D. By complicating the existing care protocols

Interdisciplinary rounds significantly enhance patient care through the alignment of care plans and improved team collaboration. These rounds involve a diverse group of healthcare professionals—including nurses, physicians, social workers, and therapists—coming together to discuss each patient's progress, needs, and treatment plans. By fostering communication and collaboration among various disciplines, all team members contribute their expertise and insights. This collective approach ensures that care is comprehensive and cohesive, addressing the various aspects of a patient's health and supporting coordinated interventions. Consequently, patient outcomes can be improved as treatment plans are more likely to be holistic, targeted, and tailored to individual needs. This collaborative model contrasts with individual care approaches that may not fully consider the perspectives and specialties of all team members, potentially leading to fragmented care. Effective communication during these rounds also helps reduce misunderstandings and promotes a shared responsibility for patient care among all team members.

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:

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

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