

Manager of Care Practice Exam (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. 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. Which statement best describes the scope of practice for a registered nurse (RN)?**
 - A. Works only in hospital settings and only with stable patients**
 - B. Performs limited assessments only**
 - C. Supervises all nursing staff without direct patient contact**
 - D. Works in a wide variety of structured and unstructured settings; cares for critically ill, stable, and unstable patients**

- 2. In which stage are all parties aware of the conflict and actions are taken to solve it?**
 - A. Latent**
 - B. Perceived**
 - C. Felt**
 - D. Manifest**

- 3. In caring for a stable post-operative patient, which delegation scenario demonstrates appropriate practice?**
 - A. The RN delegates routine tasks such as wound dressing changes and vital signs monitoring to an LPN, while the RN retains ongoing assessment and plan of care.**
 - B. The RN delegates all patient assessments to the LPN and leaves the unit unattended.**
 - C. The RN performs all tasks personally, without delegating.**
 - D. The LPN is allowed to modify the plan of care without RN approval.**

- 4. Which leadership style emphasizes participation in decision-making and two-way communication and tends to work well in healthcare?**
 - A. Authoritative/autocratic**
 - B. Laissez-faire**
 - C. Charismatic**
 - D. Democratic**

- 5. Which term refers to planning, organizing, coaching, and managing the personnel and material resources of an organization?**
- A. Management**
 - B. Leadership**
 - C. Administration**
 - D. Supervision**
- 6. What is the role of data analytics in care management?**
- A. To collect data but not use it**
 - B. To identify patterns, measure outcomes, and guide improvement strategies**
 - C. To replace clinicians**
 - D. To report only financial metrics**
- 7. Which management function involves evaluating whether unit outcomes align with goals?**
- A. Controlling**
 - B. Directing**
 - C. Staffing**
 - D. Prioritizing care**
- 8. Which conflict resolution style involves both parties giving up something to reach a solution?**
- A. Competing**
 - B. Accommodating**
 - C. Compromising**
 - D. Collaborating**
- 9. Which activities are restricted for UAPs?**
- A. Collecting vital signs and input/output**
 - B. Reporting abnormal findings**
 - C. Identifying abnormal findings**
 - D. Performing initial comprehensive assessments**

10. Which statement about LPN delegation is true?

- A. LPNs may delegate to RN**
- B. LPNs may delegate to UAP**
- C. LPNs may not delegate to anyone**
- D. LPNs may delegate to physicians**

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Answers

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

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Explanations

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1. Which statement best describes the scope of practice for a registered nurse (RN)?

- A. Works only in hospital settings and only with stable patients**
- B. Performs limited assessments only**
- C. Supervises all nursing staff without direct patient contact**
- D. Works in a wide variety of structured and unstructured settings; cares for critically ill, stable, and unstable patients**

The main idea being tested is understanding how broad the registered nurse role can be across settings and patient conditions. A nurse is trained to work in many environments—hospitals, clinics, home health, long-term care, schools, and community settings—and to care for patients whose conditions range from stable to critically ill. This requires adaptability, solid assessment skills, and the ability to implement and adjust plans of care as a patient’s status changes. Because of that versatility, the description that best fits the scope of practice is that the nurse works in a wide variety of structured and unstructured settings and cares for patients across the spectrum of acuity, including critically ill, stable, and unstable patients. The other statements are too limiting: care confined to hospital settings and stable patients doesn’t reflect the RN’s ability to work in many environments and with varying acuity; performing only limited assessments understates the full scope of nursing practice; and supervising all staff without direct patient contact doesn’t capture the hands-on, collaborative care RNs provide.

2. In which stage are all parties aware of the conflict and actions are taken to solve it?

- A. Latent**
- B. Perceived**
- C. Felt**
- D. Manifest**

In this framework, the moment when everyone involved is aware of the discord and overt steps are taken to resolve it is the manifest stage. Here, the conflict becomes visible and concrete actions—such as negotiation, mediation, or formal problem-solving—are undertaken to solve it. Earlier stages involve tensions that are either not recognized (latent), recognized as a potential issue (perceived), or felt emotionally (felt) but not yet acted upon openly. The manifest stage is the point where the conflict is public and addressed through active resolution efforts.

3. In caring for a stable post-operative patient, which delegation scenario demonstrates appropriate practice?

- A. The RN delegates routine tasks such as wound dressing changes and vital signs monitoring to an LPN, while the RN retains ongoing assessment and plan of care.**
- B. The RN delegates all patient assessments to the LPN and leaves the unit unattended.**
- C. The RN performs all tasks personally, without delegating.**
- D. The LPN is allowed to modify the plan of care without RN approval.**

Delegation in nursing hinges on matching tasks to scope of practice while keeping the patient safe and the plan of care under a supervising clinician. For a stable post-operative patient, routine activities like changing wounds and monitoring vital signs are appropriate for an LPN to perform, because these tasks require technical skill and consistent observation, but they don't require the RN's full diagnostic judgment each time. The RN remains responsible for ongoing assessment, interpretation of data, and adjusting the plan of care as needed. This arrangement supports safe, efficient care and ensures accountability remains with the RN. Leaving the unit unattended after delegating all assessments isn't appropriate because it removes essential supervision and the opportunity to catch subtle changes early. Having the RN do everything personally ignores the team-based nature of care. Allowing an LPN to modify the plan of care without RN approval oversteps scope and could compromise patient safety.

4. Which leadership style emphasizes participation in decision-making and two-way communication and tends to work well in healthcare?

- A. Authoritative/autocratic**
- B. Laissez-faire**
- C. Charismatic**
- D. Democratic**

Democratic leadership centers on shared decision-making and two-way communication, which fits healthcare because patient care depends on input from many professionals and sometimes the patients themselves. When team members are invited to contribute to policies, care plans, and problem-solving, you build trust, improve buy-in, and surface diverse expertise that can catch safety issues and spark improvements. This approach supports patient-centered care by actively involving patients and families in choices about their own treatment, and it strengthens the safety culture by creating open channels for feedback and learning from near-misses. It does take time to reach consensus and may require facilitation, but the resulting decisions tend to be more practical, durable, and embraced by the team. By comparison, an autocratic style centers decisions with the leader and limits input, a laissez-faire approach can leave teams without direction, and a charismatic style depends on one person's influence rather than distributed input. Hence, democratic leadership is especially well-suited to healthcare settings.

5. Which term refers to planning, organizing, coaching, and managing the personnel and material resources of an organization?

- A. Management**
- B. Leadership**
- C. Administration**
- D. Supervision**

Coordinating people and materials to achieve organizational goals involves a broad set of activities. Planning, organizing, coaching (leading), and managing resources describe what management does. Management isn't just telling people what to do; it includes budgeting, staffing, scheduling, directing, motivating, solving problems, and monitoring performance to turn plans into results. Other terms focus on different aspects: leadership emphasizes guiding and influencing people and setting direction; administration often centers on policy, systems, and overall organizational processes; supervision is mainly about direct oversight of workers and day-to-day tasks. So the term that best fits planning, organizing, coaching, and managing the personnel and material resources is management.

6. What is the role of data analytics in care management?

- A. To collect data but not use it**
- B. To identify patterns, measure outcomes, and guide improvement strategies**
- C. To replace clinicians**
- D. To report only financial metrics**

Data analytics in care management is about turning patient data into actionable insights that shape care decisions and improve outcomes. It involves identifying patterns in how care is delivered and how patients fare, measuring key outcomes such as readmission rates, adherence to care plans, and patient experience, and using those findings to design and refine improvement strategies. This is why the best choice describes identifying patterns, measuring outcomes, and guiding improvement strategies—the heart of analytics is applying what the data show to make care better. Simply collecting data without using it misses the point, and analytics is not about replacing clinicians but supporting them with information to inform decisions and workflows. It also goes beyond reporting financial metrics to encompass clinical outcomes, quality, and process measures, which are central to care management. For example, analytics might reveal that patients with a certain condition who miss follow-up within a week after discharge have higher readmission rates, prompting targeted outreach and process changes that reduce those readmissions.

7. Which management function involves evaluating whether unit outcomes align with goals?

A. Controlling

B. Directing

C. Staffing

D. Prioritizing care

Evaluating whether unit outcomes align with goals is the controlling function of management. Controlling involves monitoring performance, comparing it to established standards or goals, identifying variances, and taking corrective actions to keep results on track. In a health care unit, this means looking at metrics such as patient flows, quality and safety indicators, and resource use, then adjusting processes, reallocating staff, or providing coaching to close gaps and meet objectives. Directing is about guiding and supervising staff to perform tasks; staffing focuses on obtaining and placing the right people; prioritizing care relates to clinical decisions about what care to deliver first. The controlling function directly ties performance to goals, enabling ongoing alignment and improvement.

8. Which conflict resolution style involves both parties giving up something to reach a solution?

A. Competing

B. Accommodating

C. Compromising

D. Collaborating

The idea being tested is resolving conflict through mutual concession. In this approach, each party gives up something to reach a middle ground. Compromising is about finding a fair trade-off: both sides sacrifice part of their preferred outcome to move forward, which is especially useful when time is limited or a quick, acceptable solution is needed. This fits the description because both sides are letting go of something to reach an agreement that satisfies neither fully nor perfectly, but is workable. For contrast, competing aims for one side to win, accommodating yields to the other side's wishes, and collaborating seeks a fully integrated solution that satisfies both sides, often requiring more time and exploration.

9. Which activities are restricted for UAPs?

- A. Collecting vital signs and input/output**
- B. Reporting abnormal findings**
- C. Identifying abnormal findings**
- D. Performing initial comprehensive assessments**

The main idea is understanding scope of practice and who handles comprehensive evaluation and clinical judgment. UAPs are trained to perform routine, objective data collection under supervision, such as taking vital signs and tracking input/output, and to report anything out of the ordinary to a licensed nurse so it can be interpreted and acted upon. They do not perform tasks that require synthesizing information across multiple data points, interpreting findings, or forming nursing diagnoses. The initial comprehensive assessment, however, is a thorough, holistic evaluation that integrates health history, physical examination across body systems, psychosocial factors, and baseline status to guide the care plan. This kind of synthesis and clinical decision-making is within the responsibility of a licensed nurse, not an unlicensed assistive personnel. Therefore, performing an initial comprehensive assessment is restricted for UAPs. The other activities involve routine data collection or reporting under supervision and are within their delegated role when appropriate.

10. Which statement about LPN delegation is true?

- A. LPNs may delegate to RN**
- B. LPNs may delegate to UAP**
- C. LPNs may not delegate to anyone**
- D. LPNs may delegate to physicians**

Understanding delegation in nursing practice: the licensed professional who delegates retains responsibility for the task and assigns appropriate duties to others within their scope, under supervision. LPNs can oversee routine, non-complex care and assign those tasks to unlicensed assistive personnel (UAP) who carry out the hands-on care under supervision. This makes the statement that LPNs may delegate to UAP true, because it aligns with how care is structured: the LPN directs and monitors the task while the UAP performs it. Delegation flow typically goes from higher to lower authority—RNs or physicians don't delegate to LPNs, and LPNs don't delegate to physicians. So choices suggesting delegation to RNs or physicians aren't accurate, and the idea that LPNs can't delegate at all isn't correct.

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://managerofcare.examzify.com>

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

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