

# National Association of Boards of Long Term Care Administrator (NAB) CORE Practice Exam (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Table of Contents

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

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**

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- 1. Who can authorize a Do Not Resuscitate (DNR) order for a cognitive care recipient?**
  - A. The care recipient's daughter**
  - B. The care recipient**
  - C. The care recipient's spouse**
  - D. The care recipient's son**
  
- 2. The primary purpose of a corporate compliance plan is to:**
  - A. Reduce fraud and establish internal controls**
  - B. Avoid price-fixing charges**
  - C. Identify corrective steps for quality indicators**
  - D. Conduct background checks for staff**
  
- 3. What is the primary focus of a not-for-profit organization compared to a for-profit organization?**
  - A. Maximizing shareholder profits**
  - B. Community service and reinvestment**
  - C. Generating excess revenue for distribution**
  - D. Increasing employee compensation**
  
- 4. Which aspect of management primarily involves making predictions to guide strategic planning?**
  - A. Daily operations management**
  - B. Market analysis**
  - C. Future-oriented decision-making**
  - D. Staff evaluation**
  
- 5. What is the time frame for completing an I-9 Form under the Immigration Reform and Control Act after employment begins?**
  - A. 24 hours**
  - B. 72 hours**
  - C. 5 days**
  - D. 90 days**

**6. Identify a key component of staff performance evaluations in long-term care.**

- A. Annual salaries**
- B. Regular feedback and goal-setting for professional development**
- C. Staff promotion eligibility**
- D. Work hours analysis**

**7. Define "admissions criteria" in the context of long-term care facilities.**

- A. Policies for staff recruitment**
- B. Guidelines that outline the qualifications for residents to enter the facility**
- C. Requirements for safety compliance**
- D. Standards for facility maintenance**

**8. What is the primary purpose of interdisciplinary teams in long-term care?**

- A. To evaluate financial performance**
- B. To collaborate and coordinate comprehensive care**
- C. To manage marketing efforts**
- D. To oversee regulatory compliance**

**9. What defines the market for a healthcare organization?**

- A. All individuals living within a specific radius**
- B. All individuals enrolled in Medicaid or Medicare**
- C. Individuals with a demand for services offered**
- D. Individuals discharged from an acute care hospital**

**10. Why is effective communication important in long-term care facilities?**

- A. It only affects administrative tasks**
- B. It reduces the workload of the staff**
- C. It promotes better relationships and care among staff and residents**
- D. It is only necessary for management meetings**

## **Answers**

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

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## **Explanations**

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## 1. Who can authorize a Do Not Resuscitate (DNR) order for a cognitive care recipient?

- A. The care recipient's daughter
- B. The care recipient**
- C. The care recipient's spouse
- D. The care recipient's son

A Do Not Resuscitate (DNR) order is a legal document that indicates a person's wishes regarding resuscitation efforts in the event of cardiac arrest or respiratory failure. The individual who has the capacity to understand and make decisions about their medical care holds the primary authority to establish a DNR order. In this context, the care recipient themselves is the one who can authorize such an order, as it directly reflects their personal wishes about end-of-life treatment. Understanding the significance of this choice requires recognizing that while family members such as a spouse, daughter, or son may have opinions or emotions surrounding the desire for a DNR order, the decision ultimately rests with the individual who is experiencing cognitive care issues. This authority is grounded in respect for patient autonomy, allowing the care recipient to make informed decisions about their own health care preferences. In scenarios where the care recipient is unable to make their wishes known, different laws and regulations come into play regarding the appointment of healthcare proxies or advance care planning, which would allow chosen family members to make such decisions on behalf of the individual. However, in this specific question, the focus is on the capacity of the care recipient themselves, making it clear why they are the rightful person to authorize a DNR order.

## 2. The primary purpose of a corporate compliance plan is to:

- A. Reduce fraud and establish internal controls**
- B. Avoid price-fixing charges
- C. Identify corrective steps for quality indicators
- D. Conduct background checks for staff

The primary purpose of a corporate compliance plan is to reduce fraud and establish internal controls. This plan serves as a framework that ensures an organization adheres to applicable laws, regulations, and internal policies, ultimately fostering a culture of ethical behavior and accountability. By implementing robust internal controls, the organization can mitigate risks associated with fraudulent activities, such as financial mismanagement or violations of healthcare regulations. While other options touch upon important aspects of an organization's operational integrity, they do not capture the overarching goal of a compliance plan as comprehensively as the chosen answer. For instance, avoiding price-fixing charges is a specific legal concern that may fall under broader compliance efforts but doesn't encompass all the objectives of a corporate compliance plan. Similarly, identifying corrective steps for quality indicators and conducting background checks for staff are essential processes within compliance and quality assurance but are narrower in focus than the complete aim of reducing fraud and establishing thorough internal controls.

**3. What is the primary focus of a not-for-profit organization compared to a for-profit organization?**

- A. Maximizing shareholder profits**
- B. Community service and reinvestment**
- C. Generating excess revenue for distribution**
- D. Increasing employee compensation**

A not-for-profit organization primarily focuses on community service and reinvestment rather than maximizing profits. Unlike for-profit entities that operate to generate financial returns for shareholders, not-for-profits aim to fulfill a social mission, which often includes providing services that benefit the community and addressing societal needs. The profits they generate are typically reinvested back into the organization to further its mission, improve services, or support the community, rather than being distributed to owners or shareholders. This model underscores their commitment to social good and sustainability rather than financial gain. In contrast, for-profit organizations focus on maximizing profits and distributing earnings to shareholders, which is aligned with the principles of capitalism and profit generation. This fundamental difference shapes their operational strategies, goals, and resource allocation, emphasizing the role of not-for-profits in contributing to community welfare and social causes.

**4. Which aspect of management primarily involves making predictions to guide strategic planning?**

- A. Daily operations management**
- B. Market analysis**
- C. Future-oriented decision-making**
- D. Staff evaluation**

The aspect of management that primarily involves making predictions to guide strategic planning is future-oriented decision-making. This approach focuses on analyzing trends, forecasts, and potential outcomes to create strategies that align with anticipated developments in the industry or organization. By considering future scenarios, managers can identify the best courses of action to achieve long-term goals and make informed choices that position the organization for success. In contrast, daily operations management pertains to the routine functioning and administration of an organization, ensuring that activities run smoothly on a day-to-day basis. Market analysis, while important, is more about assessing the current market environment and competitor activities rather than making predictions. Staff evaluation focuses on assessing employee performance and capabilities, which is vital for personal development but does not directly relate to strategic planning or forecasting. Future-oriented decision-making encapsulates the predictive and strategic elements that are essential for successful management.

**5. What is the time frame for completing an I-9 Form under the Immigration Reform and Control Act after employment begins?**

- A. 24 hours**
- B. 72 hours**
- C. 5 days**
- D. 90 days**

The correct time frame for completing an I-9 Form under the Immigration Reform and Control Act after employment begins is 3 days, which aligns with the 72-hour option. This requirement mandates that employers must ensure that the I-9 Form is completed by new hires within three days of their start date. The form is essential for verifying the identity and employment authorization of individuals hired for employment in the United States. This timeframe allows employers to maintain compliance with federal regulations while ensuring that personnel records are appropriately documented. Failing to complete the I-9 Form within this specified period can lead to penalties for employers, highlighting the importance of adhering to this requirement. Understanding this process is crucial for anyone involved in hiring practices and human resources within long-term care leadership or any other sector, as it pertains to employment eligibility verification.

**6. Identify a key component of staff performance evaluations in long-term care.**

- A. Annual salaries**
- B. Regular feedback and goal-setting for professional development**
- C. Staff promotion eligibility**
- D. Work hours analysis**

One of the primary components of staff performance evaluations in long-term care is the provision of regular feedback and goal-setting for professional development. This focus ensures that employees not only understand how well they are performing in their roles but also receive constructive insights that can help them improve. Effective feedback allows staff members to identify their strengths and areas for growth, fostering a culture of continuous improvement and professional development. Setting goals together with employees is crucial, as it helps to align their aspirations with the organizational objectives and creates a pathway for career advancement. This approach can lead to increased job satisfaction, retention of staff, and improved quality of care provided to residents, as personnel are more engaged and motivated to enhance their skills. While factors like annual salaries, promotion eligibility, and work hours may be aspects of employment and organizational logistics, they do not directly pertain to the core objective of performance evaluations, which is to support staff in their role development and overall effectiveness in delivering care.

## 7. Define "admissions criteria" in the context of long-term care facilities.

- A. Policies for staff recruitment**
- B. Guidelines that outline the qualifications for residents to enter the facility**
- C. Requirements for safety compliance**
- D. Standards for facility maintenance**

The definition of "admissions criteria" in the context of long-term care facilities refers to guidelines that outline the qualifications for residents to enter the facility. These criteria are essential as they help determine whether an individual meets the necessary standards for admission based on various factors like health status, the level of care required, and any specific needs or conditions that must be addressed. Having clear admissions criteria is critical for ensuring that residents receive the appropriate care and support tailored to their individual situations. This facilitates proper planning and resource allocation within the facility, ensuring they can provide effective care to those who are admitted while also maintaining the overall quality of services offered. Understanding the admissions criteria is key for facility administrators and staff, as it directly impacts the type of care provided and the facility's operational procedures. The other options focus on different aspects of facility management, such as staff recruitment, safety compliance, and maintenance standards, which do not pertain specifically to the qualifications needed for a resident to be admitted.

## 8. What is the primary purpose of interdisciplinary teams in long-term care?

- A. To evaluate financial performance**
- B. To collaborate and coordinate comprehensive care**
- C. To manage marketing efforts**
- D. To oversee regulatory compliance**

The primary purpose of interdisciplinary teams in long-term care is to collaborate and coordinate comprehensive care. This approach involves bringing together professionals from various disciplines—such as nursing, therapy, social work, and dietary—who each contribute their expertise to create a holistic care plan tailored to the individual needs of residents. It ensures that care is not merely a collection of services but rather an integrated and patient-centered strategy focused on improving health outcomes. These teams are essential because they enable better communication among caregivers, leading to more consistent care, the identification of potential issues before they become significant problems, and ultimately enhancing the quality of life for residents. By working together, team members can share insights, monitor progress, and make coordinated changes to care plans as necessary, thus ensuring that all aspects of a resident's well-being are addressed. This collaborative approach is fundamental to effective long-term care delivery. While evaluating financial performance, managing marketing efforts, and overseeing regulatory compliance are important components of managing a long-term care facility, they do not directly reflect the primary function of interdisciplinary teams, which is centered around patient care coordination and collaboration.

## 9. What defines the market for a healthcare organization?

- A. All individuals living within a specific radius
- B. All individuals enrolled in Medicaid or Medicare
- C. Individuals with a demand for services offered**
- D. Individuals discharged from an acute care hospital

The correct choice emphasizes that the market for a healthcare organization is fundamentally determined by individuals who have a demand for the services offered by that organization. This definition aligns with the basic principles of supply and demand; a healthcare organization exists to meet the needs of those who require specific services, be it medical treatment, rehabilitation, or long-term care. Understanding this concept is crucial for healthcare organizations because it guides their strategic planning and service offerings. By identifying and reaching out to individuals who are seeking specific healthcare services, organizations can tailor their resources, marketing strategies, and outreach efforts effectively, ensuring that they serve the population that needs their services the most. In contrast, options that focus on geographic location, specific government programs, or patients discharged from hospitals don't fully capture the essence of a market in healthcare. While geographic radius can impact access, and coverage from Medicaid or Medicare is important, these aspects do not define the overall market as individuals seeking services are the key driver of healthcare demand.

## 10. Why is effective communication important in long-term care facilities?

- A. It only affects administrative tasks
- B. It reduces the workload of the staff
- C. It promotes better relationships and care among staff and residents**
- D. It is only necessary for management meetings

Effective communication is crucial in long-term care facilities as it fosters better relationships and care among staff and residents. This interconnectedness enhances collaboration and support across the team, ultimately leading to improved patient care outcomes. When staff communicates effectively, it ensures that everyone is on the same page regarding residents' needs, preferences, and changes in their health status. This transparency helps cultivate trust and rapport between caregivers and residents, which is essential in building a warm and welcoming environment. Additionally, effective communication plays a vital role in interdisciplinary collaboration, enabling various healthcare professionals to share insights and coordinate care effectively. This holistic approach enhances the quality of life for residents and ensures they receive comprehensive and personalized care tailored to their needs. The other options do not capture the full scope of why communication is valuable in this context. While administrative tasks and management meetings are important, effective communication encompasses much more than just those areas; it is integral to the day-to-day dynamics of care that directly influence the well-being of both residents and staff.

# 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](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://nab-coreofknowledgeexamination.examzify.com>**

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

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