

NR 446 LEADERSHIP EXAM 1 PRACTICE (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. What does trait theory propose about leadership?

- A. Some people have certain characteristics or personality traits that make them better leaders than others.
- B. Leadership is entirely situational and there are no traits.
- C. Leaders must be extroverts.
- D. Leadership is only about formal position.

2. In Alternative Dispute Resolution, what is mediation?

- A. A third party finds a solution
- B. Binding contract, the decision must be accepted
- C. Fact findings looks at one part against the other
- D. Parties reach an agreement through negotiation

3. Delegation is best defined as:

- A. The Assignment of New or Additional Responsibilities to a Subordinate
- B. The Distribution of Work to Each Staff Member
- C. The Handoff of Care to the Patient's Family
- D. The Creation of a Detailed Care Plan

4. What is professional negligence or malpractice?

- A. Intentional harm to a patient
- B. The failure of a professional to act in a reasonable and prudent manner
- C. A violation of administrative policy only
- D. The absence of any standard of care obligations

5. What does LACE stand for?

- A. Licensure Assessment Certification Education
- B. Licensure Accreditation Certification Evaluation
- C. Licensure Accreditation Certification Education
- D. Licensure Accreditation Compliance Education

6. Which statement best describes identifying an ethical dilemma?

- A. It can be solved by reviewing data alone
- B. It involves conflict between two moral imperatives
- C. It has no effect on clients
- D. It is solvable only by physicians

- 7. Reasonable or prudent behavior is used to describe which concept?**
- A. The average judgment, intelligence, foresight, and skill expected of a person with similar training
 - B. Perfect judgment in every situation
 - C. Patient satisfaction as a sole measure
 - D. Hospital policy compliance
- 8. What does the E in ABCDE involve?**
- A. Undress Patient and Examine Entire Body
 - B. Evaluate Only the Injury Site
 - C. Check for Infection Risk
 - D. Document Clothing Size
- 9. Required steps for AMA documentation:**
- A. Talk to Dr; tell patient about complication with tx
 - B. Do nothing
 - C. Notify security
 - D. Write a generic note
- 10. Which is the 'Right Person' in delegation?**
- A. Right Task
 - B. Right Direction/Communication
 - C. Right Person
 - D. Right Circumstances

Answers

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

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Explanations

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1. What does trait theory propose about leadership?

- A. Some people have certain characteristics or personality traits that make them better leaders than others.
- B. Leadership is entirely situational and there are no traits.
- C. Leaders must be extroverts.
- D. Leadership is only about formal position.

Trait theory holds that leadership comes from stable, enduring characteristics that some people possess. These traits—like confidence, integrity, intelligence, and social skills—predispose individuals to be effective leaders across different situations. That's why the statement that some people have certain characteristics or personality traits that make them better leaders than others is the best choice. It emphasizes inherent attributes as a foundation for leadership, rather than luck, position, or a single required personality type. The other ideas—leadership being entirely situational, needing only extroversion, or revolving solely around a formal title—don't align with this view, which centers on personal attributes as a key factor in leadership potential.

2. In Alternative Dispute Resolution, what is mediation?

- A. A third party finds a solution
- B. Binding contract, the decision must be accepted
- C. Fact findings looks at one part against the other
- D. Parties reach an agreement through negotiation

Mediation is a process where a neutral mediator helps the disputing parties communicate and explore options to reach a voluntary, mutually acceptable agreement. The mediator does not decide or impose a solution; the settlement, if any, is created by the parties themselves and becomes binding only if they formalize it in a contract. This nonbinding, facilitator-led approach contrasts with arbitration, where a third party issues a binding decision, and with unassisted negotiation, which lacks the structured facilitation mediation provides.

3. Delegation is best defined as:

- A. The Assignment of New or Additional Responsibilities to a Subordinate
- B. The Distribution of Work to Each Staff Member
- C. The Handoff of Care to the Patient's Family
- D. The Creation of a Detailed Care Plan

Delegation is about transferring responsibility for performing a task to another team member while you remain accountable for the outcome. The option that fits best describes this transfer of responsibility to a subordinate, which is the essence of delegation in nursing leadership. This means you can assign someone else to handle a new or additional duty, provided they have the competence and appropriate authority to do it, and you still oversee the results and ensure patient safety and policy compliance. It isn't just about spreading out work across staff, which is more about workload distribution without specifying task responsibility or accountability. It isn't handing care off to a family member, which is about family involvement rather than delegating professional tasks. Nor is it creating a detailed care plan, which is a planning activity, not delegation. For example, a nurse in charge may delegate the administration of routine wound care to an LPN after confirming competency, while remaining responsible for the patient's overall care outcomes.

4. What is professional negligence or malpractice?

- A. Intentional harm to a patient
- B. The failure of a professional to act in a reasonable and prudent manner
- C. A violation of administrative policy only
- D. The absence of any standard of care obligations**

Professional negligence, or malpractice, is when a professional fails to provide the level of care that a reasonably prudent professional would under similar circumstances, and that failure causes harm to the patient. This centers on the standard of care—the expected practices and actions in a given situation—and a breach of that standard leads to injury or damage. It isn't about intentional harm, nor is it simply violating administrative policies; it's about the quality of patient care and the resulting harm because that care fell short. There is always a standard of care in professional practice, and malpractice occurs when that standard is not met.

5. What does LACE stand for?

- A. Licensure Assessment Certification Education
- B. Licensure Accreditation Certification Evaluation
- C. Licensure Accreditation Certification Education**
- D. Licensure Accreditation Compliance Education

LACE highlights four pillars that relate to professional accountability and quality in nursing practice: Licensure, Accreditation, Certification, and Education. Licensure is the legal permission to practice granted by a regulatory body and sets the minimum competency required. Accreditation is the external evaluation of institutions or programs to ensure they meet established standards of quality. Certification is a voluntary credential awarded by a professional organization after meeting specific criteria and demonstrating advanced knowledge or skill in a specialty. Education encompasses ongoing learning and professional development throughout a nurse's career. The standard acronym uses these four terms in this order, forming Licensure, Accreditation, Certification, Education. That's why the option with those four words in that sequence is the best fit. The other choices replace or swap terms (for example, using Evaluation or Compliance instead of Education), which do not align with the established meaning of LACE.

6. Which statement best describes identifying an ethical dilemma?

- A. It can be solved by reviewing data alone
- B. It involves conflict between two moral imperatives**
- C. It has no effect on clients
- D. It is solvable only by physicians

An ethical dilemma shows up when two or more moral obligations pull in opposite directions and there isn't a single action that clearly satisfies all of them. That tension—more than just a factual question—signals a dilemma because choosing one course of action means compromising another important value. This is why the statement describing conflict between two moral imperatives is the best. It captures the heart of ethical dilemmas: competing duties or values that make it hard to decide what to do. Facts and data inform what happened, but they don't resolve the competing moral claims. And ethical decisions in healthcare impact clients, so saying it has no effect on clients isn't accurate. Finally, ethics isn't the province of physicians alone; teams and leaders across the organization weigh and guide these choices, often through policies and collaborative discussion rather than a single clinician's judgment. When identifying an ethical dilemma, look for a situation where duties or values clash and no easy, one-size-fits-all solution exists.

7. Reasonable or prudent behavior is used to describe which concept?

- A. The average judgment, intelligence, foresight, and skill expected of a person with similar training
- B. Perfect judgment in every situation
- C. Patient satisfaction as a sole measure
- D. Hospital policy compliance

Reasonable or prudent behavior aligns with the standard of care—the level of skill, judgment, and forethought that a reasonably competent professional with similar training would exercise in similar circumstances. The description of the average judgment, intelligence, foresight, and skill expected of someone with comparable training matches this concept precisely. It acknowledges that perfection isn't required; the benchmark is what a prudent practitioner would do, given the context and training. This isn't about perfect judgment in every situation, nor is it about measuring care solely by patient satisfaction. It also isn't merely about following hospital policy, which provides guidelines but does not alone define what competent practice requires in every scenario.

8. What does the E in ABCDE involve?

- A. Undress Patient and Examine Entire Body
- B. Evaluate Only the Injury Site
- C. Check for Infection Risk
- D. Document Clothing Size

Exposure means fully revealing the patient so you can inspect for injuries that aren't obvious beneath clothing. In the ABCDE sequence, after you've checked airway, breathing, circulation, and neurological status, you undress the patient as needed to examine the entire body from head to toe and back, looking for hidden bleeding, burns, fractures, or deformities. This broad assessment helps ensure you don't miss injuries that aren't visible at first glance. While doing this, keep the patient warm and covered when possible to prevent hypothermia and preserve privacy. Things like checking infection risk or documenting clothing size aren't part of this rapid exposure step.

9. Required steps for AMA documentation:

- A. Talk to Dr; tell patient about complication with tx
- B. Do nothing
- C. Notify security
- D. Write a generic note

When a patient wants to leave against medical advice, the first priority is to involve the treating physician and ensure the patient understands what could go wrong by not continuing treatment. Talking with the physician ensures you have a coordinated plan and that the patient receives clear information about the potential complications of refusing care. This approach supports informed decision-making, documents that information was provided, and keeps the physician in the loop to assess any safety concerns or alternatives. Simply doing nothing, alerting security, or writing a generic note fails to document informed risk discussions or involve the appropriate clinician, and does not protect the patient or the provider.

10. Which is the 'Right Person' in delegation?

- A. Right Task
- B. Right Direction/Communication
- C. Right Person
- D. Right Circumstances

Delegation starts with selecting the person who has the appropriate knowledge, skills, and authority to perform the task safely and competently. The right person is someone whose training and scope of practice align with the task, who is capable of performing it correctly, and who has the time and resources to complete it, with supervision available if needed. This alignment protects patient safety, supports effective care, and helps develop staff. The other aspects matter too—the task itself must be suitable for delegation, instructions should be clear, and the circumstances must be appropriate—but without a capable, authorized individual to carry it out, even well-chosen tasks and clear directions won't succeed.

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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://nr446leadership1.examzify.com>

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

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