

# Nurse Coaching Board Practice Test (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. Why is assessing environmental factors important in nurse coaching?**
  - A. Environmental factors have no impact on lifestyle changes**
  - B. They can provide information for educational materials**
  - C. Environmental factors can significantly influence a client's ability to make lifestyle changes**
  - D. To identify recreational opportunities for clients**
  
- 2. What does the Care, Cure, Core Theory emphasize about nurses' roles?**
  - A. Nurses should focus primarily on treatment protocols**
  - B. Nurses play a nuanced role that involves nurturing**
  - C. Nurses must operate independently of other healthcare team members**
  - D. Nurses should prioritize administrative duties over patient care**
  
- 3. In what context is positive psychology applied within nurse coaching?**
  - A. Emphasizing the weaknesses of clients**
  - B. Fostering an environment of blame for setbacks**
  - C. Promoting strengths and nurturing overall well-being**
  - D. Discouraging positive behaviors**
  
- 4. What is the primary role of a mentor?**
  - A. To provide technical support and solutions**
  - B. To serve as a trusted guide and advisor**
  - C. To conduct assessments and evaluations**
  - D. To facilitate group discussions and workshops**
  
- 5. What distinguishes Neumann's Systems Model from other models in nursing?**
  - A. Focus on illness rather than health**
  - B. Using the term "client" instead of "patient"**
  - C. Concentration solely on psychological factors**
  - D. Elimination of prevention strategies**

- 6. How does self-efficacy influence client outcomes in nurse coaching?**
- A. It has no impact on client motivation or success**
  - B. Higher self-efficacy leads to greater confidence in achieving goals**
  - C. It only affects clients' physical health measures**
  - D. Lower self-efficacy results in better client outcomes**
- 7. Why is it important for nurse coaches to assess their own practice?**
- A. To improve personal satisfaction**
  - B. To ensure compliance with regulations**
  - C. To enhance client outcomes based on standards**
  - D. For promotion purposes**
- 8. During which stage of practice does the nurse coach assess how well goals were achieved?**
- A. Action**
  - B. Diagnosis**
  - C. Implementation**
  - D. Evaluation**
- 9. Which authors are known for the concept of "Immunity to Change"?**
- A. Seligman and Fredrickson**
  - B. Becker and Maslow**
  - C. Kegan and Lahey**
  - D. Jones and Smith**
- 10. What aspect of nursing did Paterson and Zderad emphasize in their Humanistic nursing theory?**
- A. Importance of clinical research**
  - B. Experience in patient relationships**
  - C. Use of technological advancements**
  - D. Development of pharmaceutical knowledge**

## Answers

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

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## **Explanations**

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## 1. Why is assessing environmental factors important in nurse coaching?

- A. Environmental factors have no impact on lifestyle changes
- B. They can provide information for educational materials
- C. Environmental factors can significantly influence a client's ability to make lifestyle changes**
- D. To identify recreational opportunities for clients

Assessing environmental factors is crucial in nurse coaching because these elements can significantly influence a client's ability to adopt and maintain lifestyle changes. For instance, a client's surroundings, including their home, community, and work environment, can either facilitate or hinder their efforts towards achieving health goals. Environmental factors may include access to healthy food options, opportunities for physical activity, and social support systems. Understanding these factors allows nurse coaches to tailor interventions effectively and provide relevant support that aligns with the client's specific circumstances. By addressing environmental influences, the nurse coach can empower clients to make sustainable changes that fit within their environment, leading to more successful outcomes in health management. Although environmental factors do play a role in providing educational materials and identifying recreational opportunities, these aspects are secondary to the direct impact that the environment has on a client's ability to implement lifestyle changes.

## 2. What does the Care, Cure, Core Theory emphasize about nurses' roles?

- A. Nurses should focus primarily on treatment protocols
- B. Nurses play a nuanced role that involves nurturing**
- C. Nurses must operate independently of other healthcare team members
- D. Nurses should prioritize administrative duties over patient care

The Care, Cure, Core Theory emphasizes the multifaceted role that nurses play in the healthcare system, highlighting the importance of nurturing and holistic care. This theory suggests that nurses are not merely providers of technical treatment or caregivers who focus solely on physical ailments ("cure"), but are also essential in providing emotional and psychological support ("care") that contributes to the overall well-being of patients. This emphasis on nurturing aligns with the broader definition of nursing that considers both the physical and emotional aspects of patient care. By fostering relationships with patients, understanding their needs, and supporting their health journeys, nurses can provide comprehensive care that goes beyond just following treatment protocols or handling administrative duties. This approach allows nurses to address the "core" of patient experiences, which can significantly impact recovery and satisfaction. In contrast, options that focus exclusively on treatment protocols or administrative responsibilities overlook the integral role of compassion, empathy, and support that nurses offer. Additionally, suggesting that nurses must operate independently negates the collaborative nature of healthcare, where the contribution of various team members enhances patient care outcomes.

### **3. In what context is positive psychology applied within nurse coaching?**

- A. Emphasizing the weaknesses of clients**
- B. Fostering an environment of blame for setbacks**
- C. Promoting strengths and nurturing overall well-being**
- D. Discouraging positive behaviors**

In the context of nurse coaching, positive psychology focuses on promoting strengths and nurturing overall well-being. This approach encourages clients to identify and leverage their strengths, which can enhance their resilience and capacity to overcome challenges. By fostering a mindset that emphasizes personal growth, fulfillment, and positive experiences, nurse coaching helps clients develop a more optimistic perspective towards their health and life circumstances. This method contrasts sharply with negative approaches that might highlight weaknesses or create a blame culture, which can undermine motivation and discourage positive changes. The principles of positive psychology align closely with the goals of nurse coaching, aiming to empower clients and encourage them to take an active role in their health journey. By nurturing overall well-being, nurse coaching not only assists clients in achieving health goals but also supports their emotional and psychological growth, promoting a more holistic approach to healthcare.

### **4. What is the primary role of a mentor?**

- A. To provide technical support and solutions**
- B. To serve as a trusted guide and advisor**
- C. To conduct assessments and evaluations**
- D. To facilitate group discussions and workshops**

The primary role of a mentor is to serve as a trusted guide and advisor. In this relationship, a mentor typically draws on their own experiences and knowledge to offer support, encouragement, and wisdom to the mentee. This guidance can include sharing insights, providing feedback, and helping the mentee navigate challenges in their personal or professional development. The mentor-mentee relationship is built on trust and open communication, allowing the mentee to grow and develop in a safe and supportive environment. The other roles mentioned, such as providing technical support, conducting assessments, or facilitating discussions, can be valuable in different contexts but do not encompass the holistic and relational nature of mentoring. Mentorship focuses more on personal growth, self-discovery, and professional advice, rather than just providing immediate solutions or conducting formal evaluations.

**5. What distinguishes Neumann's Systems Model from other models in nursing?**

- A. Focus on illness rather than health**
- B. Using the term "client" instead of "patient"**
- C. Concentration solely on psychological factors**
- D. Elimination of prevention strategies**

Neumann's Systems Model is distinguished by its holistic approach to health care, which emphasizes the concept of the "client" rather than the term "patient." This terminology shift reflects a broader, more inclusive view of individuals receiving care, recognizing them as active participants in their health journey rather than passive recipients of treatment. The model integrates various dimensions of health, addressing physical, psychological, social, and spiritual aspects, and promotes client empowerment and self-care. By focusing on the client, Neumann's model encourages health care professionals to consider the individual in their entirety and take into account the influences of the environment and personal experiences on health outcomes. This contrasts with models that might prioritize a narrower focus on illness or specific health conditions, which can neglect the comprehensive care needs of individuals. The client-centered approach is essential for developing personalized care plans that align with the unique circumstances and preferences of each person.

**6. How does self-efficacy influence client outcomes in nurse coaching?**

- A. It has no impact on client motivation or success**
- B. Higher self-efficacy leads to greater confidence in achieving goals**
- C. It only affects clients' physical health measures**
- D. Lower self-efficacy results in better client outcomes**

Self-efficacy is a crucial psychological concept that refers to an individual's belief in their ability to succeed in specific situations or accomplish a task. In the context of nurse coaching, higher self-efficacy can significantly enhance client outcomes because it fosters greater confidence in achieving personal health goals and behavior changes. When clients believe they can make necessary changes, they are more likely to engage in actions that support their health, such as adhering to treatment plans, increasing physical activity, or managing stress effectively. This confidence can lead to a greater commitment to self-management strategies, allowing clients to take an active role in their health. Furthermore, the mechanisms of self-efficacy may empower clients to face challenges, setbacks, and obstacles with a problem-solving attitude rather than seeing them as insurmountable barriers. Therefore, the connection between self-efficacy and client outcomes is strong, as a higher sense of self-efficacy typically results in improved motivation, resilience, and overall success in achieving health-related goals.

**7. Why is it important for nurse coaches to assess their own practice?**

- A. To improve personal satisfaction**
- B. To ensure compliance with regulations**
- C. To enhance client outcomes based on standards**
- D. For promotion purposes**

Assessing one's own practice is crucial for nurse coaches primarily because it directly impacts client outcomes based on established standards. By regularly evaluating their performance, skills, and approaches, nurse coaches can identify areas for improvement and align their practices with best practices and evidence-based guidelines. This self-assessment allows them to provide more effective coaching, which not only enhances the clients' experiences but also leads to better health outcomes. Through this process, nurse coaches can assess whether they are meeting the specific needs of their clients and whether their strategies are resulting in desired changes. Continuous self-assessment fosters a cycle of learning and development, ensuring that the nurse coach remains up-to-date with advancements in the field and maintains a high standard of care. This practice ultimately leads to higher quality support for clients, maximizing the efficacy of the coaching intervention. While personal satisfaction, compliance with regulations, and promotion are important aspects of a nurse coach's career, they do not directly relate to the primary goal of enhancing client outcomes, which is the cornerstone of effective coaching practice.

**8. During which stage of practice does the nurse coach assess how well goals were achieved?**

- A. Action**
- B. Diagnosis**
- C. Implementation**
- D. Evaluation**

The evaluation stage is critical in the nurse coaching process as it involves assessing the progress made toward the established goals. During this phase, the nurse coach reviews the outcomes of the actions taken and determines whether the objectives set during the planning stages have been met. This assessment allows the nurse coach to identify what worked well and what may need adjustments or further attention. In this stage, the coach not only evaluates the client's progress but also gathers insights and feedback that can inform future coaching sessions. This reflective process helps in understanding the effectiveness of strategies utilized and the overall impact on the client's health and wellness journey, ultimately aiding in the refinement of the coaching process. The evaluation stage is essential for fostering accountability and ensuring that both the coach and the client can celebrate successes or recalibrate strategies to enhance the coaching experience.

**9. Which authors are known for the concept of "Immunity to Change"?**

- A. Seligman and Fredrickson**
- B. Becker and Maslow**
- C. Kegan and Lahey**
- D. Jones and Smith**

The concept of "Immunity to Change" is primarily associated with the work of Kegan and Lahey. They introduced this idea to explain how individuals and organizations often resist change despite recognizing the need for it. Their framework emphasizes the psychological barriers that prevent people from making meaningful changes in their lives, highlighting the internal beliefs and assumptions that maintain the status quo. Kegan and Lahey illustrate this resistance by discussing how people may have competing commitments that undermine their stated goals, leading to a cycle of frustration and stagnation. Understanding this concept is essential for nurses and health care professionals who aim to facilitate change in their clients or organizations, as it guides them on addressing the underlying fears and beliefs that impact behavior. Their model is widely used in coaching and organizational development settings, helping practitioners support others in navigating their personal and professional challenges effectively.

**10. What aspect of nursing did Paterson and Zderad emphasize in their Humanistic nursing theory?**

- A. Importance of clinical research**
- B. Experience in patient relationships**
- C. Use of technological advancements**
- D. Development of pharmaceutical knowledge**

Paterson and Zderad's Humanistic nursing theory places a strong emphasis on the significance of interpersonal relationships in nursing practice. This theory highlights the importance of the nurse-patient relationship as essential to providing holistic care. It suggests that the experience shared between the nurse and the patient is integral to understanding the patient's needs, feelings, and experiences. By focusing on the relational aspect, this theory encourages nurses to engage with patients on a deeper emotional and psychological level, fostering trust and open communication. This allows for a more personalized approach to care, addressing not just the physical ailments of the patient, but also their existential needs. This humanistic focus is a core principle of Paterson and Zderad's work, making it clear that the essence of nursing lies in the connections formed with patients.

## 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://nursecoaching.examzify.com>**

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

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