

NURSE EXECUTIVE, ADVANCED BOARD CERTIFIED (NEA-BC) PRACTICE TEST (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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THE FULL VERSION STUDY GUIDE**

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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 STAR stand for in the context of program improvement communication?**
 - A. Situation, Task, Action, Results
 - B. Style, Task, Action, Review
 - C. Strategy, Technique, Action, Response
 - D. Structure, Task, Assessment, Results
- 2. Which aspect is typically included in a detailed budget for a grant application?**
 - A. General estimates for all activities
 - B. Comprehensive budget details and justification
 - C. Predominantly verbal commitments
 - D. Unverified cost assumptions
- 3. What significant prohibition does the Civil Rights Act of 1964 establish?**
 - A. Prohibits discrimination based on age and disability
 - B. Legally mandates equal pay for equal work
 - C. Illegalizes racial, religious, and sex discrimination by employers
 - D. Allows jury trials for discrimination cases
- 4. How does comparative negligence operate in tort law?**
 - A. Liability is assigned solely to the defendant
 - B. All negligent parties share liability based on their degree of negligence
 - C. The injured party is never deemed at fault
 - D. It eliminates the need for legal representation
- 5. What is the definition of defamation of character?**
 - A. Making a true statement about someone
 - B. Wrongfully hurting a person's good reputation
 - C. Expressing a personal opinion about someone
 - D. Reporting a factual incident that harmed someone

- 6. Which category of evidence suggests implementation based on suggestive studies?**
- A. Category 1A
 - B. Category 2
 - C. Category 3
 - D. Category 4
- 7. What is an essential behavior to exhibit when resolving staff conflicts?**
- A. To impose authority and offer solutions
 - B. To actively listen and ask clarifying questions
 - C. To avoid getting involved in personal disputes
 - D. To document all conflicts for future reference
- 8. Which generation is known for being independent but potentially overlooking ethical concerns in the pursuit of achievement?**
- A. Millennials
 - B. Baby boomers
 - C. Generation X
 - D. Silent generation
- 9. What is an example of an unsupported conclusion?**
- A. A well-researched hypothesis.
 - B. A conclusion based on anecdotal evidence.
 - C. An established scientific fact.
 - D. A meticulously analyzed theory.
- 10. What is the significance of understanding one's audience in persuasive communication?**
- A. It allows for the customization of the message
 - B. It simplifies the content for easy understanding
 - C. It eliminates the need for follow-ups
 - D. It increases the urgency of the message

Answers

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

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Explanations

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1. What does STAR stand for in the context of program improvement communication?

- A. Situation, Task, Action, Results**
- B. Style, Task, Action, Review
- C. Strategy, Technique, Action, Response
- D. Structure, Task, Assessment, Results

In the context of program improvement communication, STAR stands for Situation, Task, Action, Results. This framework is widely recognized for guiding effective communication, especially when conveying outcomes or evaluating achievements in a structured manner. The "Situation" component contextually defines the environment or the challenge that initiated a need for improvement. It sets the stage for understanding the background of the scenario. The "Task" identifies the specific responsibility or objective at hand, clarifying what needed to be accomplished in that situation. The "Action" describes the steps taken to address the task and improve the situation, highlighting the interventions or strategies deployed. Finally, the "Results" section presents the outcomes or impacts of those actions, providing measurable data or qualitative feedback that illustrates the effectiveness of the interventions. This framework not only aids in clear communication but also ensures that all relevant aspects of the situation are considered and documented, which is crucial for continuous improvement in any program. In contrast, the other options present variations that do not align with the widely accepted meaning of the STAR method in program improvement contexts.

2. Which aspect is typically included in a detailed budget for a grant application?

- A. General estimates for all activities
- B. Comprehensive budget details and justification**
- C. Predominantly verbal commitments
- D. Unverified cost assumptions

A comprehensive budget details and justification are crucial in a grant application as they provide a clear and thorough outline of how the funds will be allocated and spent. This includes specific line-item budgeting, detailing every expense associated with the proposed project, such as personnel costs, equipment, supplies, travel, and indirect costs. Justification for each item is equally important; it explains why the funds are necessary and how they contribute to the project's goals. Funders require this level of detail to assess the feasibility and validity of the proposed budget, ensuring that each expense aligns with the intended outcomes of the grant and that the project can be managed financially. In contrast, general estimates for all activities might lack the specificity needed for funders to fully understand the financial needs of the project, and predominantly verbal commitments do not provide the concrete evidence required for funding. Unverified cost assumptions can undermine the credibility of the application, as they do not show a thorough vetting of potential expenses, which could lead to budgeting inaccuracies and ultimately impact project execution.

3. What significant prohibition does the Civil Rights Act of 1964 establish?

- A. Prohibits discrimination based on age and disability
- B. Legally mandates equal pay for equal work
- C. Illegalizes racial, religious, and sex discrimination by employers**
- D. Allows jury trials for discrimination cases

The Civil Rights Act of 1964 is a landmark piece of legislation that prohibits discrimination in various areas, particularly emphasizing protection against discrimination based on race, color, religion, sex, or national origin. This prohibition is crucial because it established a legal framework that promotes civil rights and equality in the workplace, education, and other public accommodations. The act specifically made it illegal for employers, labor unions, and educational institutions to discriminate against individuals based on the aforementioned categories. This has a profound impact on promoting diversity and inclusion, as it empowers individuals to seek recourse against discriminatory practices. The establishment of this protection reflects society's evolving standards regarding human rights and has had lasting implications on employment practices and civil liberties. While other options touch on relevant issues related to workplace fairness and legal procedures, they do not encapsulate the core prohibitions established by the Civil Rights Act of 1964 as effectively as the established prohibition of discrimination based on race, religion, and sex.

4. How does comparative negligence operate in tort law?

- A. Liability is assigned solely to the defendant
- B. All negligent parties share liability based on their degree of negligence**
- C. The injured party is never deemed at fault
- D. It eliminates the need for legal representation

Comparative negligence is a legal principle in tort law that assesses the degree of negligence of each party involved in an incident and determines how liability is shared among them. In cases governed by comparative negligence, both the plaintiff (the injured party) and the defendant (the alleged negligent party) can be found to hold some level of fault for the accident or injury that occurred. The system allows for the allocation of damages in proportion to each party's degree of fault. For instance, if a plaintiff is found to be 30% at fault for their injuries, the damages they can recover from the defendant will be reduced by that percentage. This approach promotes fairness by acknowledging that multiple parties can contribute to an incident, rather than placing the liability solely on one person or party. This principle contrasts with scenarios where liability might be assigned exclusively to a defendant or where the injured party's fault could lead to a complete bar to recovery. Comparative negligence provides a balanced framework that reflects the realities of most accidents, where fault is rarely absolute. Additionally, it does not eliminate the need for legal representation, as parties often still require legal guidance to navigate the complexities of fault assessment and damage recovery in tort claims.

5. What is the definition of defamation of character?

- A. Making a true statement about someone
- B. Wrongfully hurting a person's good reputation**
- C. Expressing a personal opinion about someone
- D. Reporting a factual incident that harmed someone

Defamation of character refers to the act of wrongfully harming someone's good reputation through false statements. This can occur in two primary forms: slander, which involves spoken defamatory statements, and libel, which involves written or published false statements. The key aspect of this definition is the element of wrongdoing associated with the harm caused; it is not just about making negative statements but doing so in a way that is untrue and damaging. In this context, the other choices do not align with the legal definition of defamation. Making a true statement about someone does not constitute defamation, as truth is a defense against such claims. Expressing a personal opinion, while it might be unflattering, is generally protected under free speech and does not typically result in defamation claims unless it crosses into a false factual statement. Reporting a factual incident that harmed someone also does not qualify as defamation, assuming the report is accurate and based on truth. Defamation specifically requires the dissemination of false information that injures someone's reputation.

6. Which category of evidence suggests implementation based on suggestive studies?

- A. Category 1A
- B. Category 2**
- C. Category 3
- D. Category 4

The correct answer is the category that indicates the basis for implementing practices based on suggestive studies. This category typically refers to evidence that, while not the highest quality (such as randomized controlled trials), still provides valuable insights through observational studies, cohort studies, or case-control studies. This evidence can influence clinical decisions and policy-making when higher-quality evidence is not available. In the context of evidence categories, those that rank categories higher often require more rigorous research methodologies, such as systematic reviews or meta-analyses. These forms of evidence represent the strongest types of recommendation but may not cover all cases or contexts. Thus, the category that includes suggestive studies is essential, as it allows practitioners to make informed decisions based on available research, even when definitive evidence is lacking. This is especially relevant in fields that require adaptation to evolving clinical practices based on emerging data.

7. What is an essential behavior to exhibit when resolving staff conflicts?

- A. To impose authority and offer solutions
- B. To actively listen and ask clarifying questions**
- C. To avoid getting involved in personal disputes
- D. To document all conflicts for future reference

To actively listen and ask clarifying questions is essential when resolving staff conflicts because it promotes understanding and fosters open communication between the parties involved. Active listening allows the nurse executive or leader to fully grasp the concerns and emotions tied to the conflict, demonstrating respect for the individuals' perspectives. By asking clarifying questions, the leader encourages dialogue that can reveal underlying issues, leading to more effective resolution strategies. This approach not only helps in identifying the root causes of the conflict but also builds trust among team members, as they feel heard and valued. Moreover, it facilitates collaboration in finding mutually satisfactory solutions, thereby enhancing team dynamics and improving overall workplace morale. Engaging in this manner can also help prevent future conflicts by addressing the concerns in a constructive way.

8. Which generation is known for being independent but potentially overlooking ethical concerns in the pursuit of achievement?

- A. Millennials
- B. Baby boomers
- C. Generation X**
- D. Silent generation

Generation X is recognized for its independent nature, having grown up in a time characterized by significant societal changes, economic shifts, and emerging technology. This generation is often noted for its adaptability and focus on personal achievement, prioritizing career and personal success. Such a strong emphasis on independence and achievement can sometimes result in overlooking ethical considerations, as the drive to succeed may take precedence over collective values and ethical practices. This focus on individualism can lead to a sense of detachment from communal or organizational ethical standards, creating a scenario where personal or professional advancement is prioritized, potentially at the expense of ethical reflection. Generation X's context of often being latchkey children and experiencing a rise in divorce rates may have further shaped their independent disposition, aligning their behaviors with a mindset that prioritizes self-reliance and achievement. In contrast, other generations like Millennials may be more focused on social responsibility and ethics, Baby Boomers often emphasize loyalty and structure, and the Silent Generation is known for valuing conformity and stability. Thus, the characteristics of Generation X distinctly highlight the balance between independence and ethical awareness.

9. What is an example of an unsupported conclusion?

- A. A well-researched hypothesis.
- B. A conclusion based on anecdotal evidence.**
- C. An established scientific fact.
- D. A meticulously analyzed theory.

A conclusion based on anecdotal evidence illustrates an unsupported conclusion, as it relies on personal accounts or isolated examples rather than systematic research or data. Anecdotal evidence lacks the rigor of scientific methods and does not provide a reliable foundation for drawing conclusions. This type of evidence often fails to account for variables and broader contexts, making it less compelling in a systematic analysis. In contrast, a well-researched hypothesis draws upon established data and theories, a scientific fact represents a conclusion that has been consistently validated through research, and a meticulously analyzed theory is built upon extensive scrutiny and evidence in the field. Each of these options reflects a level of evidential support that bolsters the conclusions drawn, which is not the case with anecdotal evidence.

10. What is the significance of understanding one's audience in persuasive communication?

- A. It allows for the customization of the message**
- B. It simplifies the content for easy understanding
- C. It eliminates the need for follow-ups
- D. It increases the urgency of the message

Understanding one's audience is crucial in persuasive communication because it allows for the customization of the message. This means tailoring the communication style, tone, and content to resonate with the specific needs, values, interests, and concerns of the audience. When the message is customized, it is more likely to capture the audience's attention, engage their interest, and motivate them to respond favorably. By clearly understanding what drives the audience, the communicator can highlight relevant benefits and address potential objections, thereby enhancing the overall effectiveness of the persuasion. This tailored approach converts abstract ideas into applicable insights relevant to the audience, fostering a connection that can lead to better outcomes. While simplifying content can contribute to clarity and understanding, and urgency may influence a prompt response, neither of these aspects inherently involves the strategic adaptation of the message rooted in audience analysis. Additionally, while follow-up may or may not be necessary depending on the communication's clarity and impact, understanding the audience does not eliminate this need.

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://neabc.examzify.com>

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

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