

Stress, Trauma, and Burnout in the Health Care Workplace 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. Implementation of evidence-based team-building strategies to create resilient workplaces.**
 - A. Implementing evidence-based team-building strategies.**
 - B. Isolating teams.**
 - C. Punishing mistakes.**
 - D. Focusing only on patient outcomes.**

- 2. Which of the following is a potential sign of vicarious trauma in healthcare staff?**
 - A. Mood stability and consistent sleep**
 - B. Increased physical strength and no cognitive changes**
 - C. Intrusive memories or thoughts about trauma**
 - D. No distress at all**

- 3. Which practice at work supports colleagues who are distressed?**
 - A. Gossip about coworkers**
 - B. Check in with colleagues**
 - C. Ignore colleagues' distress**
 - D. Increase workload without notice**

- 4. Which statement best describes the relationship between moral distress and burnout/compassion fatigue?**
 - A. Burnout causes moral distress**
 - B. Moral distress is a factor in burnout and compassion fatigue**
 - C. Compassion fatigue cures burnout**
 - D. Moral distress has no relation to burnout**

- 5. Self-care is key to...**
 - A. Creating individual resilience and decreasing the effects of work-related stress and trauma.**
 - B. Increasing burnout.**
 - C. Isolating from colleagues.**
 - D. Ignoring symptoms.**

- 6. Who should be aware of the issues within their health care organization that can potentially lead to burnout, secondary traumatic stress, compassion fatigue, PTSD, and moral distress?**
- A. External stakeholders**
 - B. Team leaders, supervisors, and administrators**
 - C. Patients**
 - D. Support staff**
- 7. What is the purpose of integrating sleep hygiene into clinician wellness programs?**
- A. To increase work hours.**
 - B. To decrease patient safety.**
 - C. To reduce staff interactions.**
 - D. To improve sleep quality and resilience, reducing fatigue and cognitive errors.**
- 8. What role does leadership play in burnout prevention?**
- A. Leaders should impose strict schedules with little support**
 - B. Leaders model self-care, set reasonable workloads, provide resources, support psychological safety, and foster open communication**
 - C. Leadership has minimal impact**
 - D. Leadership only affects policies, not burnout**
- 9. Which describes return-to-work accommodations after burnout?**
- A. Phased/cautious re-entry with adjusted duties and hours, flexible scheduling, and ongoing support**
 - B. Immediate full duty return**
 - C. No schedule flexibility**
 - D. No ongoing support**
- 10. Who is typically affected by compassion fatigue?**
- A. Only physicians**
 - B. Only nurses**
 - C. Health care workers and family caregivers**
 - D. Only social workers**

Answers

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

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Explanations

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1. Implementation of evidence-based team-building strategies to create resilient workplaces.

- A. Implementing evidence-based team-building strategies.**
- B. Isolating teams.**
- C. Punishing mistakes.**
- D. Focusing only on patient outcomes.**

Building a resilient healthcare workplace relies on putting proven team-building approaches into practice. When teams use strategies supported by evidence—such as structured debriefs after events, regular inclusive huddles, clear role delineation, cross-training, shared mental models, and deliberate steps to foster psychological safety—their communication improves, trust grows, and they can coordinate quickly under pressure. This creates an environment where staff feel supported, learn from challenges, and recover more effectively after stress or adverse events, which lowers burnout and supports sustainable patient care. Isolating teams undermines collaboration and social support, which are key to resilience. Punishing mistakes erodes psychological safety and the willingness to report and learn from errors. Focusing only on patient outcomes can neglect staff well-being, ultimately harming resilience and safety since burnt-out or disengaged staff are more prone to mistakes and disengagement.

2. Which of the following is a potential sign of vicarious trauma in healthcare staff?

- A. Mood stability and consistent sleep**
- B. Increased physical strength and no cognitive changes**
- C. Intrusive memories or thoughts about trauma**
- D. No distress at all**

Vicarious trauma shows up when healthcare workers absorb others' traumatic stories and begin to experience changes in how they think and feel. A key sign is intrusive memories or thoughts about the trauma. These are distressing, involuntary recollections that can pop into mind during or after work, disrupt concentration, and disturb sleep. This reflects how exposure to patients' trauma can alter one's internal processing and worldview. Other options don't fit because feeling emotionally stable with good sleep suggests no significant trauma-related impact, and increased physical strength with no cognitive changes isn't consistent with the cognitive and emotional shifts seen in vicarious trauma. Feeling no distress at all also wouldn't align with the distress and intrusive processing that characterize this response. If intrusive thoughts surface, it's a signal to seek support and put coping strategies in place.

3. Which practice at work supports colleagues who are distressed?

- A. Gossip about coworkers
- B. Check in with colleagues**
- C. Ignore colleagues' distress
- D. Increase workload without notice

When people are distressed, taking a compassionate, proactive step to connect with them matters. Checking in with a colleague demonstrates care and creates a safe space for them to share what they're experiencing. That simple reach-out signals that they're not alone, can reduce feelings of isolation, and helps normalize seeking support. It also opens the door to practical help, whether that means offering a listening ear, adjusting workload, or guiding them to resources like a supervisor, a mentor, or employee assistance programs. In a healthcare setting, where stress can accumulate quickly and affect performance and safety, this kind of peer support helps maintain well-being and quality of care. Gossip hurts trust and can spread misinformation, making distress feel more isolating. Ignoring distress sends the message that no one cares, which can worsen burnout and appearance of disengagement. Increasing workload without notice adds pressure and elevates stress, making distress worse and harming both people and patient safety. The supportive choice stands out because it both acknowledges the person's experience and offers a bridge to help, without judgment or unnecessary pressure.

4. Which statement best describes the relationship between moral distress and burnout/compassion fatigue?

- A. Burnout causes moral distress
- B. Moral distress is a factor in burnout and compassion fatigue**
- C. Compassion fatigue cures burnout
- D. Moral distress has no relation to burnout

Moral distress arises when a clinician knows the ethically correct action but cannot take it due to constraints like policies, resource limits, or hierarchical pressure. The resulting mix of frustration, guilt, and powerlessness tends to accumulate over time, wearing down resilience and engagement. That buildup is a key route to burnout, which includes emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment, and it also feeds compassion fatigue, the emotional wear from continual exposure to others' suffering. Because moral distress adds a distinct emotional strain beyond day-to-day workload, it helps explain why some clinicians experience burnout and compassion fatigue even when other stressors are similar. It's not a cure for burnout, and burnout can, in turn, worsen moral distress by lowering coping capacity, but the main effect described here is that moral distress acts as a contributing factor to both burnout and compassion fatigue.

5. Self-care is key to...

- A. Creating individual resilience and decreasing the effects of work-related stress and trauma.**
- B. Increasing burnout.**
- C. Isolating from colleagues.**
- D. Ignoring symptoms.**

Self-care is about actively maintaining your well-being so you can cope with the demands of a healthcare role. When you practice self-care, you build personal resilience and improve how you respond to stress and exposure to trauma. Regular sleep, good nutrition, physical activity, clear boundaries, and social support help regulate your nervous system, sustain energy, and preserve empathy for patients and teammates. In high-emotion work environments, this protective habit reduces the adverse effects of work-related stress and trauma over time, making you more capable and steady in daily practice. It's not about increasing burnout; by strengthening coping resources, self-care helps prevent or lessen burnout. It doesn't mean isolating from colleagues—connections and support networks are part of healthy self-care. And it isn't about ignoring symptoms—recognizing distress and seeking help when needed is a key aspect of staying well.

6. Who should be aware of the issues within their health care organization that can potentially lead to burnout, secondary traumatic stress, compassion fatigue, PTSD, and moral distress?

- A. External stakeholders**
- B. Team leaders, supervisors, and administrators**
- C. Patients**
- D. Support staff**

The key idea is that the people who shape and oversee the work environment are best positioned to recognize and address risks for burnout and related conditions. Team leaders, supervisors, and administrators are in daily contact with staffing levels, workflow demands, exposure to traumatic events, and ethical tensions. They have the authority to implement changes that can reduce risk—such as adjusting workloads, ensuring adequate staffing, providing structured debriefing after difficult events, offering access to mental health resources, and building a supportive, open culture that encourages reporting and early help. When leadership stays aware of these organizational factors and actively acts on them, staff are more likely to experience protection against burnout, secondary traumatic stress, compassion fatigue, PTSD, and moral distress. External stakeholders, patients, and support staff all have important perspectives, but the capacity to recognize and alter systemic risks typically rests with those who oversee and manage the organization.

7. What is the purpose of integrating sleep hygiene into clinician wellness programs?

- A. To increase work hours.**
- B. To decrease patient safety.**
- C. To reduce staff interactions.**
- D. To improve sleep quality and resilience, reducing fatigue and cognitive errors.**

The main idea is that sleep quality and resilience directly affect how clinicians think, react, and collaborate, especially under stress. Sleep hygiene in wellness programs aims to improve how well clinicians sleep and how quickly they recover from shifts, which reduces fatigue and strengthens cognitive functioning. When sleep is restorative, attention, memory, and executive function improve, leading to fewer lapses, better judgment, and safer patient care. Conversely, longer work hours or poor sleep practices tend to worsen fatigue and increase the likelihood of cognitive errors, which can compromise safety and well-being. So, integrating sleep hygiene supports sharper thinking, better mood, and stronger resilience, all of which contribute to safer, more reliable care.

8. What role does leadership play in burnout prevention?

- A. Leaders should impose strict schedules with little support**
- B. Leaders model self-care, set reasonable workloads, provide resources, support psychological safety, and foster open communication**
- C. Leadership has minimal impact**
- D. Leadership only affects policies, not burnout**

The key idea is that leadership shapes the everyday experience of work and, through that, directly influences burnout risk. When leaders model self-care, ensure workloads are reasonable, provide necessary resources, support psychological safety, and encourage open communication, they create a work environment where staff feel supported, have some control over their work, and can seek help without stigma. This kind of leadership reduces chronic stress, helps teams cope with emotional demands, and lowers the likelihood of burnout. Imposing strict schedules with little support would likely increase stress and burnout rather than prevent it. Saying leadership has minimal impact or that it only affects policies ignores how daily behaviors, decisions, and the culture leaders foster drive repeated stress and disengagement. In short, leadership matters because it directly shapes the conditions under which staff work, not just the written rules.

9. Which describes return-to-work accommodations after burnout?

- A. Phased/cautious re-entry with adjusted duties and hours, flexible scheduling, and ongoing support**
- B. Immediate full duty return**
- C. No schedule flexibility**
- D. No ongoing support**

Accommodations after burnout should prioritize a gradual, supported return to work. The best approach combines phased or cautious re-entry with adjusted duties and hours, flexible scheduling, and ongoing support. Phasing in work allows you to rebuild stamina without overloading you, while adjusted duties reduce exposure to the most stressful tasks during recovery. Flexible scheduling helps you balance rest and work as you improve, and ongoing support—such as regular check-ins, access to mental health resources, and a supportive supervisor—provides the structure and resources needed to manage symptoms and prevent relapse. Returning to full duties immediately or having no schedule flexibility or ongoing support tends to worsen burnout symptoms and impair long-term recovery and performance.

10. Who is typically affected by compassion fatigue?

- A. Only physicians**
- B. Only nurses**
- C. Health care workers and family caregivers**
- D. Only social workers**

Compassion fatigue comes from sustained exposure to others' suffering and the emotional burden of caregiving. It isn't limited to one job title; anyone who regularly supports or cares for people in distress is at risk. In healthcare, this includes various professionals such as physicians, nurses, and social workers, but it also covers family caregivers who look after loved ones at home. The ongoing exposure to pain, trauma, and high-demand caring roles can deplete coping resources, leading to emotional detachment, reduced empathy, sleep problems, and physical fatigue. Because the exhaustion and numbness can arise across formal care settings and informal caregiving, the group described as typically affected includes both health care workers and family caregivers. The other choices suggest the issue affects only a single profession, which doesn't reflect how compassion fatigue develops in real-world caregiving.

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://stresstraumaburnoutinhcworkplace.examzify.com>

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

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