

STT NURSE MANAGER PROGRAM PRACTICE TEST (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 is the purpose of assigning a preceptor to a new employee?**
 - A. To ensure the new hire feels welcome in the workplace
 - B. To provide ongoing feedback on performance
 - C. To work with the employee for a specific time period to achieve a specific goal
 - D. To offer training on technical skills
- 2. What is the value of a performance improvement plan for nurses?**
 - A. It provides a rigid structure that cannot be adapted
 - B. It focuses solely on punitive actions for poor performance
 - C. It provides a structured framework for addressing deficiencies
 - D. It is primarily used for administrative purposes
- 3. What is the primary purpose of the criminal system?**
 - A. To compensate the victim for harm done
 - B. To punish the wrongdoer for the crime committed
 - C. To rehabilitate offenders
 - D. To prevent future crimes
- 4. Informed consent must include information regarding which aspect?**
 - A. Potential benefits
 - B. Financial costs
 - C. Future medical care
 - D. All of the above
- 5. What distinguishes activity-based management from activity-based costing?**
 - A. Focus on historical data
 - B. Operational focus
 - C. Financial forecasting
 - D. Customer relationship management
- 6. What does accountability mean in the context of nursing management?**
 - A. Taking responsibility for actions and outcomes within the nursing department
 - B. Delegating tasks to subordinates without oversight
 - C. Sharing credit for successes but not failures
 - D. Focusing solely on compliance with regulations

- 7. Why is staff turnover a significant concern for Nurse Managers?**
- A. It indicates poor performance of a unit
 - B. It leads to higher costs and potential impacts on patient care quality
 - C. It helps identify problematic staff
 - D. It allows for more diverse hiring
- 8. Which aspect is critical for effective patient outcomes in nurse management?**
- A. Advanced technology alone
 - B. Collaboration between nurses and healthcare teams
 - C. Strict hierarchical structures
 - D. Limitation of external resources
- 9. What is an effective approach to managing a diverse nursing workforce?**
- A. Providing training on cultural competency
 - B. Promoting a single cultural perspective
 - C. Ignoring diversity in the workplace
 - D. Focusing only on individual performance
- 10. Which of the following represents a failure to act that could lead to a claim of negligence?**
- A. Failing to provide advanced training to staff
 - B. Not performing a thorough assessment of the patient
 - C. Ignoring hospital schedules
 - D. All of the above

Answers

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

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Explanations

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1. What is the purpose of assigning a preceptor to a new employee?

- A. To ensure the new hire feels welcome in the workplace
- B. To provide ongoing feedback on performance
- C. To work with the employee for a specific time period to achieve a specific goal**
- D. To offer training on technical skills

Assigning a preceptor to a new employee serves the primary purpose of working closely with the employee for a specific time period to help them achieve certain objectives related to their role. This relationship is intended to support the new hire in transitioning into their position smoothly and effectively. The preceptor acts as a mentor, guiding the new employee through the learning process and ensuring that they understand their responsibilities, the clinical environment, and the standards of practice required in their role. This relationship is structured around specific goals, which may include enhancing clinical competencies, understanding workflow and procedures, and integrating into the team dynamics. The preceptor's role is to provide targeted guidance and support, which is critical in a healthcare setting where safe and proficient patient care is paramount. By focusing on achieving specific performance or competency goals, the preceptor helps the new employee build confidence and competence in their role, which ultimately benefits both the employee and the organization.

2. What is the value of a performance improvement plan for nurses?

- A. It provides a rigid structure that cannot be adapted
- B. It focuses solely on punitive actions for poor performance
- C. It provides a structured framework for addressing deficiencies**
- D. It is primarily used for administrative purposes

The value of a performance improvement plan for nurses lies in its provision of a structured framework for addressing deficiencies. This approach is designed to identify specific areas where improvement is necessary, establish clear performance expectations, and outline the steps to achieve those improvements. By focusing on the development and support of the nurse, the performance improvement plan facilitates constructive feedback and fosters professional growth. A structured framework ensures that the process is systematic and measurable, allowing for ongoing assessment of progress. This not only helps nurses understand their shortcomings but also provides them with the tools and resources needed to enhance their skills and competencies. The ultimate goal is to improve patient care and safety by ensuring that nursing staff meet the standards expected in their professional roles, thereby creating an environment conducive to learning and improvement rather than simply enforcing punitive measures or administrative requirements.

3. What is the primary purpose of the criminal system?

- A. To compensate the victim for harm done
- B. To punish the wrongdoer for the crime committed**
- C. To rehabilitate offenders
- D. To prevent future crimes

The primary purpose of the criminal justice system is to punish the wrongdoer for the crime committed. This function aligns with the principles of retribution and deterrence, which are fundamental to the justice system. Retribution focuses on ensuring that individuals who commit crimes face consequences proportional to their actions, thereby upholding societal norms and values. Deterrence aims to discourage both the offender and others in society from engaging in similar behavior in the future. While other aspects, such as rehabilitation and prevention, are considered important goals within the system, they serve as secondary objectives. Rehabilitation focuses on reforming offenders to prevent future criminal behavior, and prevention aims to address the root causes of crime to lower incidents. However, the immediate and foundational purpose of the criminal system lies in addressing and meting out justice for the crimes that have already been committed, ensuring accountability and restoring order to society.

4. Informed consent must include information regarding which aspect?

- A. Potential benefits
- B. Financial costs
- C. Future medical care
- D. All of the above

Informed consent is a fundamental ethical and legal requirement in healthcare that ensures patients have a clear understanding of what they are consenting to before undergoing any medical procedure or treatment. A critical component of informed consent is the inclusion of information about potential benefits of the treatment or procedure. This aspect of informed consent helps patients make educated choices regarding their healthcare by illustrating what they can reasonably expect to gain from the intervention. Recognizing potential benefits can guide patients in weighing their options and making decisions that align with their health goals and values. While financial costs and future medical care might also be relevant considerations for patients, they are not universally required components of the informed consent process. Financial implications can vary based on health insurance coverage and individual circumstances, and future care may not be directly tied to the consent of a specific treatment. Therefore, focusing on potential benefits is essential as it directly relates to the patient's decision-making process regarding the treatment at hand.

5. What distinguishes activity-based management from activity-based costing?

- A. Focus on historical data
- B. Operational focus
- C. Financial forecasting
- D. Customer relationship management

Activity-based management (ABM) is distinguished from activity-based costing (ABC) primarily by its operational focus. While ABC provides a detailed methodology for analyzing costs associated with specific activities to understand where resources are being consumed, ABM takes it a step further. It utilizes the information from ABC to make informed decisions aimed at improving operational efficiency and effectiveness. ABM emphasizes managing activities to enhance value and reduce waste, which can lead to better resource allocation, process improvement, and ultimately, increased profitability. The operational focus means that ABM is concerned with enhancing performance and driving productivity in business operations, rather than just tracking and analyzing costs for financial reporting purposes. In contrast, the other options touch on aspects that do not capture the essence of ABM's function. Historical data, while relevant in some contexts, is less pertinent to the proactive and forward-looking nature of ABM. Financial forecasting is more aligned with strategic planning and budget management rather than focusing on day-to-day operational improvements. Customer relationship management, though important, is not a defining characteristic of ABM's methodology. Thus, the operational focus is what truly sets activity-based management apart from activity-based costing.

6. What does accountability mean in the context of nursing management?

- A. Taking responsibility for actions and outcomes within the nursing department
- B. Delegating tasks to subordinates without oversight
- C. Sharing credit for successes but not failures
- D. Focusing solely on compliance with regulations

In the context of nursing management, accountability refers to taking responsibility for actions and outcomes within the nursing department. This concept is crucial because it underscores the importance of leadership in ensuring that all nursing staff adhere to best practices, meet care standards, and ultimately contribute to patient safety and quality of care. When a nurse manager practices accountability, they are not only answerable for their own decisions and actions but also for the performance of their team. This includes overseeing processes, addressing issues that arise, and ensuring that team members are supported in their professional development. Accountability also fosters a culture of transparency and trust, which is vital in a healthcare environment where collaboration and communication are key to successful patient outcomes. This emphasis on accountability helps create a structured environment where nurses feel empowered to take responsibility for their roles, leading to improved morale and professionalism within the department. It ultimately drives better patient care and enhances overall departmental performance.

7. Why is staff turnover a significant concern for Nurse Managers?

- A. It indicates poor performance of a unit
- B. It leads to higher costs and potential impacts on patient care quality
- C. It helps identify problematic staff
- D. It allows for more diverse hiring

Staff turnover is a significant concern for Nurse Managers primarily because it can lead to higher costs and potential impacts on the quality of patient care. High turnover rates can result in the need for constant recruitment and training of new staff, which incurs additional expenses in terms of both time and resources. Moreover, when experienced staff leave, the remaining employees may be overworked or may have reduced morale, leading to burnout and further turnover. The quality of patient care can suffer due to insufficient staffing levels, lack of continuity in care, and the inexperience of newly hired personnel. Inconsistent staff can disrupt team dynamics and patient relationships, which are critical components of effective nursing practice. Therefore, Nurse Managers must prioritize minimizing turnover to maintain a stable and proficient workforce that delivers high-quality patient care.

8. Which aspect is critical for effective patient outcomes in nurse management?

- A. Advanced technology alone
- B. Collaboration between nurses and healthcare teams**
- C. Strict hierarchical structures
- D. Limitation of external resources

Collaboration between nurses and healthcare teams plays a pivotal role in achieving effective patient outcomes in nurse management. When healthcare professionals, including nurses, physicians, and other allied health workers, work together seamlessly, they can provide more comprehensive, coordinated, and higher-quality care to patients. This teamwork fosters open communication, leads to the sharing of critical information, and enhances decision-making processes, all of which are vital in meeting the individual needs of patients. Moreover, a collaborative approach allows for the pooling of diverse skills and knowledge, which can result in more innovative solutions to patient care challenges and ensure that care plans are holistic and tailored to each patient's unique circumstances. The integration of perspectives from different disciplines also promotes a patient-centered approach, ensuring that treatment is aligned with the patient's values and preferences. While advanced technology can significantly enhance healthcare delivery, it is most effective when integrated into a team environment where nurses and other healthcare providers communicate and collaborate. Hierarchical structures can sometimes inhibit team dynamics and communication, potentially leading to fragmented care. Likewise, limiting external resources may hinder the team's ability to deliver comprehensive care, while collaboration broadens options and access to the necessary services and support for optimal patient outcomes.

9. What is an effective approach to managing a diverse nursing workforce?

- A. Providing training on cultural competency**
- B. Promoting a single cultural perspective
- C. Ignoring diversity in the workplace
- D. Focusing only on individual performance

Providing training on cultural competency is essential for effectively managing a diverse nursing workforce. Cultural competency training equips nurses with the necessary skills and knowledge to understand, appreciate, and navigate the differences and similarities among various cultural groups. This kind of training fosters an inclusive environment where all staff members feel valued and respected, and it promotes better communication and collaboration among team members. An emphasis on cultural competency also positively impacts patient care. When nurses understand diverse cultural backgrounds, they can offer more sensitive and appropriate care that caters to individual patient needs, which can enhance patient satisfaction and outcomes. By actively engaging in training that addresses diversity, healthcare managers can help build a cohesive team that leverages varied perspectives and experiences, ultimately contributing to a more effective and harmonious workplace.

10. Which of the following represents a failure to act that could lead to a claim of negligence?

- A. Failing to provide advanced training to staff
- B. Not performing a thorough assessment of the patient**
- C. Ignoring hospital schedules
- D. All of the above

The correct answer highlights a critical aspect of patient care and legal accountability in healthcare. Not performing a thorough assessment of the patient can lead to significant adverse outcomes, including deterioration of the patient's condition, failure to identify necessary interventions, and ultimately causing harm. In healthcare, thorough assessments are essential to ensure that a patient's needs are identified and addressed promptly. When this fundamental duty is neglected, it can be viewed as a failure to act appropriately, which is a key element in negligence claims. The other options, while also indicative of failures in the healthcare setting, may not directly cause immediate harm to patients in the same way that a lack of assessment does. For example, failing to provide advanced training to staff may impact patient care in the long term, and ignoring hospital schedules might interfere with operational efficiency or staff satisfaction but does not inherently compromise patient safety directly like neglecting patient assessments does. This distinction is crucial in understanding the legal implications of actions within nursing and healthcare management.

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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://sttnursemanagerprogram.examzify.com>

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

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