



# NPD-BC Nurse Dev Exam Prep

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## Practice Questions

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**1. A nurse leader is tasked with introducing a new policy aimed at reducing medication errors within the unit. Recognizing initial resistance from the staff, which strategy should be employed to facilitate staff buy-in and ensure successful implementation?**

- A. Enforce strict adherence to the policy without prior discussion to emphasize its importance.
- B. Provide only written instructions and assume compliance will follow once staff read them.
- C. Schedule mandatory additional shifts to focus on the new policy, demonstrating its urgency.
- D. Organize workshops and feedback sessions to gather staff input and provide opportunities for questions.

**2. A charge nurse notices an increase in patient falls in her unit. What should be her first step to address this issue effectively?**

- A. Request additional funding for more safety equipment to prevent falls.
- B. Review incident reports to identify common factors contributing to the falls.
- C. Implement a new protocol to restrict patient mobility until further notice.
- D. Schedule a meeting with all staff to discuss solutions for reducing falls.

**3. In a professional development workshop for experienced nurses, how would a nurse educator with a laissez-faire teaching style likely manage the session to facilitate learning and project development?**

- A. The nurse educator frequently checks progress, ensuring alignment with workshop goals.
- B. The nurse educator assigns specific tasks to each attendee, providing constant feedback.
- C. The nurse educator implements a system of rewards for completing project milestones.
- D. The nurse educator provides resources and support upon request, allowing attendees to independently develop their projects.

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**4. A nursing leader is introducing a new digital tracking system to reduce medication errors. Which action most effectively demonstrates transformational leadership?**

- A. Providing incentives for staff who consistently use the system.
- B. Giving detailed instructions on how to operate the system.
- C. Inspiring the team with a vision of how the system will improve accuracy and patient safety.
- D. Requiring team members to strictly adhere to using the system.

**5. An experienced nurse is leading a quality improvement project in a hospital unit aimed at reducing catheter-associated urinary tract infections (CAUTIs). Which approach should the nurse take to effectively utilize available resources and ensure the project's success?**

- A. Concentrate solely on staff training and delegate data collection to administrative personnel.
- B. Collaborate with a multidisciplinary team including infection prevention specialists and unit staff to develop and implement the intervention.
- C. Work independently to avoid influencing the current team dynamics.
- D. Limit collaboration to nursing management to maintain focus and simplicity.

**6. A charge nurse is leading a newly formed team to develop protocols for an upcoming accreditation survey. Which leadership style would most effectively motivate and engage the team to ensure the successful completion of this task?**

- A. Transactional, offering rewards based on meeting distinct milestones established by the leader.
- B. Transformational, inspiring and motivating staff to collaborate and innovate in protocol development.
- C. Authoritarian, directing the team with specific tasks and strict adherence to guidelines.
- D. Laissez-faire, allowing the team complete freedom to choose their approach with minimal guidance.

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**7. A nurse leader is working with a team to implement a new community health program aimed at reducing local heart disease rates. What should be their primary focus to ensure effective and sustainable implementation?**

- A. The cost of the program compared to its potential health benefits and long-term impact.
- B. The program's popularity and trends among similar health initiatives.
- C. The preferences of local government and stakeholders.
- D. The ease with which the program can be initiated.



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**8. A nurse leader in a healthcare organization notices a decline in staff morale and engagement across various departments. Which action would best demonstrate transformational leadership?**

- A. The leader organizes a competition among departments with rewards for the highest-performing team based on efficiency.
- B. The leader assigns specific targets for each team member to ensure accountability and productivity.
- C. The leader implements a mentorship program that pairs experienced staff with new employees to foster growth and a sense of community.
- D. The leader develops a weekly report assessing individual performance metrics and shares it with departmental heads.

**9. A senior nurse is assigned to lead a project for implementing electronic health records (EHR) across multiple departments in a hospital. According to contingency theory, what should the nurse leader prioritize to ensure successful EHR implementation?**

- A. Focus on providing universal technological training to all staff.
- B. Enforce a directive leadership style to standardize processes quickly.
- C. Evaluate the technology readiness and staff expertise in each department before deciding on a leadership strategy.
- D. Apply the same leadership approach that worked in a previous hospital.

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**10. A nurse practitioner is developing a patient education module on managing diabetes at home. Which tool would be most effective for creating interactive and engaging content that patients can access online?**

- A. Word processor
- B. PDF document
- C. Interactive software
- D. Email

**11. In the context of telemedicine, which feature most contributes to improving healthcare outcomes by enhancing care continuity?**

- A. The use of automated chatbots for routine questions.
- B. The ability to facilitate communication between healthcare providers and patients across various settings.
- C. The use of virtual reality simulations for patient education.
- D. The ability to store patient data on a secure cloud server.



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**12. A patient has been introduced to a new mobile application for managing their health records and medication schedules. Which feature is essential regarding communication with the healthcare team? Feature Description Secure Communication App allows secure messaging with healthcare providers Personal Health Records Access to complete medical history and records Medication Management Tracks prescriptions and sends reminders Public Database Accessibility Only authorized users can access data**

- A. Medication management only available offline.
- B. Only nurses can access communication history with the provider.
- C. App allows secure messaging with healthcare providers.
- D. Public access to stored medical data for educational purposes.

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**13. A nurse receives an email from a patient's family member expressing concerns about the care provided during their relative's stay. What should be the nurse's most appropriate response to the email?**

- A. Delete the email as it falls outside the nurse's direct responsibilities.
- B. Forward the email to all involved staff to ensure everyone is aware of the concern.
- C. Acknowledge the concerns and escalate the issue to a supervisor for further review and private follow-up.
- D. Reply immediately with detailed medical explanations to address the concerns.

**14. As a nurse leader needing to communicate critical updates to your team remotely, which digital tool would ensure effective and immediate understanding of the message?**

- A. Sending a detailed email with all updates included.
- B. Posting updates to the organization's intranet news board.
- C. Using an instant messaging app without structure.
- D. Video conferencing with a structured agenda for immediate feedback.

**15. A hospital is evaluating the security measures of its electronic health record (EHR) system. What is the most critical component to prioritize to ensure the confidentiality and integrity of patient data?**

- A. Developing a patient education program on data privacy.
- B. Implementing public awareness campaigns about EHR benefits.
- C. Creating an advanced analytics system to identify health trends.
- D. Regular audits and access controls of the EHR system.



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**16. A Health Educator running a community wellness program receives educational materials and incentives from a fitness equipment company. The educator frequently endorses this company's products during sessions. To uphold ethical standards and avoid conflicts of interest, what should the educator do?**

- A. Base recommendations on evidence-based practices that best meet the community's needs, regardless of incentives received.
- B. Continue to recommend the products, utilizing the company's educational materials as a primary source of information.
- C. Only recommend the equipment when there are no other options available.
- D. Inform participants about receiving materials and incentives from the company when recommending their products.

**17. A nurse leader reviewing hospital incident reports notices a trend of increased patient falls occurring during the night shift from midnight to 6 a.m. What is the most appropriate risk management action?**

- A. Increase lighting in all patient rooms throughout the hospital.
- B. Mandate that all night shift nurses undergo balance and mobility training.
- C. Implement a policy requiring patients to be checked every 10 minutes during the night.
- D. Analyze the work environment and staffing levels during the night shift to identify potential causes.

**18. A nurse is considering enrolling in a voluntary national nursing database. What is the primary reason for nurses to participate in such databases?**

- A. To contribute to research and support evidence-based health policies.
- B. To enhance personal networking opportunities.
- C. To fulfill employer's data sharing requirements.
- D. To gain additional credentials for career advancement.

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**19. During a workshop on ethical decision-making, a nurse educator presents a case study that prompts participants to discuss how they would approach a complex patient care situation. The educator encourages the participants to consider their past clinical experiences, the patient's preferences, and input from colleagues. Which aspect of virtue ethics is being emphasized through this teaching method?**

- A. The principle of justice.
- B. The principle of nonmaleficence.
- C. The application of deontological ethics.
- D. The cultivation of phronesis (practical wisdom).

**20. A nurse educator is discussing the importance of ethical principles in nursing research with a group of graduate students. Which statement best describes their role in research ethics?**

- A. They provide a framework for conducting research ethically, ensuring respect and integrity.
- B. They provide legal requirements for conducting research.
- C. They offer definitive rules that researchers must follow to avoid penalties.
- D. They are the sole source for resolving ethical challenges in research.

**21. A healthcare facility is adopting a new automated medication administration protocol. What risk management strategy should be prioritized to ensure patient safety during this transition?**

- A. Postponing all non-urgent medication administrations until full implementation is achieved.
- B. Recording medication administrations manually and entering them into the system at the end of each shift.
- C. Providing comprehensive training for all nursing staff on how to use the new automated system.
- D. Rolling out the new protocol first to senior nursing staff before involving junior members.

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**22. When a nurse manager is spearheading a project to redesign the hospital's patient flow process to improve emergency department efficiency, how should they use the consultative process to ensure the new system is effective and accepted by staff?**

- A. By involving a multidisciplinary team that includes representatives from nursing, admission, and emergency departments to provide input from different perspectives.
- B. By consulting only with emergency department experts to design the new process.
- C. By sending out the finalized plan to staff, informing them of changes, and requiring acknowledgment.
- D. By implementing the new process and gathering feedback during periodic mandatory training sessions.

**23. In developing a staffing plan for a new nursing unit, which team member is primarily responsible for the detailed planning and scheduling of staff shifts?**

- A. Clinical Nurse Educator
- B. Unit Secretary
- C. Nurse Manager
- D. Charge Nurse

**24. Which method is most effective for visually defining roles and responsibilities in a nursing project to ensure clarity and avoid overlap in tasks?**

- A. RACI Matrix
- B. Kanban Board
- C. Fishbone Diagram
- D. SWOT Analysis

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**25. While preparing to lead a workshop on evidence-based practice, you want to emphasize the importance of research quality in evaluating patient safety interventions. Which type of study design provides the highest level of evidence for causality in such interventions?**

- A. Cohort Study
- B. Case-control Study
- C. Cross-sectional Study
- D. Randomized Controlled Trial



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**26. A nurse educator is exploring different methods to evaluate the clinical skills of nursing students. Which of the following methods would provide the most accurate and reliable assessment of student competency in a specific clinical task? Assessment Method Description Direct Observation Instructor watches students perform tasks in a real clinical setting Simulation-Based Assessment Students demonstrate skills in a simulated environment with feedback systems Student Self-Reporting Students report their perceived competency through surveys Written Exams Students complete paper-based tests on clinical knowledge**

- A. Direct Observation
- B. Student Self-Reporting
- C. Written Exams
- D. Simulation-Based Assessment

**27. During a debriefing session after a diversity and inclusion workshop, a novice nurse expresses discomfort when addressing a patient using non-binary pronouns. Which response by the nurse mentor would best facilitate the nurse's cultural competence growth?**

- A. Suggest the nurse educate the patient on traditional gender roles to facilitate understanding.
- B. Encourage the nurse to reflect on their feelings and consider the patient's experiences and identity.
- C. Advise the nurse to ignore personal discomfort and focus strictly on medical tasks.
- D. Recommend avoiding using pronouns altogether to prevent future discomfort.

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**28. A compliance audit is being conducted in a healthcare facility to review nurse training records. Which practice by nurse managers suggests the need for further training on maintaining training compliance records?**

- A. Nurse managers are storing training completion records solely on personal computers without institutional backups.
- B. Nurse managers are recording each nurse's name, training title, and date of completion in a centralized database.
- C. Nurse managers submit quarterly training summaries to the compliance office as part of the standard protocol.
- D. Nurse managers ensure that all training programs attended are accredited and recognized by the institution.



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**29. A nurse educator is developing a workshop to enhance emergency room triage efficiency. Which of the following actions best ensures that the workshop content aligns with standards for clinical efficiency improvements?**

- A. Providing an extensive overview of the hospital's emergency room history.
- B. Ensuring the workshop is accessible to all healthcare staff, regardless of their role in the hospital.
- C. Incorporating evidence-based practices and recent research on triage efficiency.
- D. Using patient admittance statistics from the last 5 years.

**30. A nursing educator is assessing the impact of a newly implemented training program for wound care management for newly hired nurses. What is the most direct measure of the program's effectiveness?**

- A. Feedback from senior staff on the nurses' general conduct after the training.
- B. Direct observation of nurses performing wound care in a simulated environment.
- C. Satisfaction ratings from the nurses about the training program.
- D. Results of a written examination on wound care knowledge before and after the training.



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## Answer Key & Explanations

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**1. D — Organize workshops and feedback sessions to gather staff input and provide opportunities for questions.**

Answer: Organize workshops and feedback sessions to gather staff input and provide opportunities for questions. This approach encourages staff involvement, addressing concerns, enhancing understanding, and fostering a supportive environment for the policy change. Enforcing strict adherence without discussion can lead to resentment and lack of engagement. Relying solely on written instructions may result in misunderstanding and non-compliance due to diverse learning styles. Mandatory shifts may increase stress and resistance, undermining the policy goals.

**2. B — Review incident reports to identify common factors contributing to the falls.**

Answer: Review incident reports to identify common factors contributing to the falls. Understanding the specific causes or patterns associated with the increase in falls is essential before deciding on interventions. Immediate actions like restricting mobility or implementing solutions without data can be premature and potentially ineffective.

**3. D — The nurse educator provides resources and support upon request, allowing attendees to independently develop their projects.**

Answer: The nurse educator provides resources and support upon request, allowing attendees to independently develop their projects. Laissez-faire teaching emphasizes autonomy, relying on the individuals' self-motivation and expertise, while resources are available when solicited. Regular checks and alignment checks indicate a more directive approach. Specific task assignments with feedback depict a structured and directive style. Reward systems align with motivation strategies typical of transactional teaching approaches.

**4. C — Inspiring the team with a vision of how the system will improve accuracy and patient safety.**

Answer: Inspiring the team with a vision of how the system will improve accuracy and patient safety. Transformational leaders motivate by creating a compelling vision of the future, in this case, showing how the new system can enhance safety and accuracy. Enforcing usage and providing incentives are more transactional. Instructions alone do not inspire and are managerial.

**5. B — Collaborate with a multidisciplinary team including infection prevention specialists and unit staff to develop and implement the intervention.**

Answer: Collaborate with a multidisciplinary team including infection prevention specialists and unit staff to develop and implement the intervention. Collaboration with specialists and staff allows for comprehensive planning and execution of the project. This ensures input from various perspectives, potentially leading to more effective strategies. Restricting collaboration or focusing solely on one aspect could lead to a short-sighted plan that may not address all areas involved in reducing infections.

**6. B — Transformational, inspiring and motivating staff to collaborate and innovate in protocol development.**

The transformational leadership style is most effective because it motivates and inspires team members to work together towards common goals, fostering a sense of collaboration and innovation essential for the



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successful development of protocols. An authoritarian approach may limit team input and flexibility, leading to reduced engagement. Laissez-faire style might result in a lack of direction, while a transactional style could focus too much on individual achievements rather than team collaboration.

**7. A — The cost of the program compared to its potential health benefits and long-term impact.**

Answer: The cost of the program compared to its potential health benefits and long-term impact. Prioritizing the financial efficacy and potential positive outcomes ensures the program's success and sustainability. Trends may help inform but should not dictate the decision, while stakeholder preferences and ease of initiation should not overshadow long-term benefits and cost-effectiveness.

**8. C — The leader implements a mentorship program that pairs experienced staff with new employees to foster growth and a sense of community.**

Answer: The leader implements a mentorship program that pairs experienced staff with new employees to foster growth and a sense of community. This approach motivates and inspires team members through personal growth and collaboration, hallmarks of transformational leadership. Developing reports or organizing competitions with rewards focus more on performance-based metrics and rewards, aligning with transactional leadership. Assigning specific targets aligns more with controlling and managing productivity rather than inspiring it.

**9. C — Evaluate the technology readiness and staff expertise in each department before deciding on a leadership strategy.**

Answer: Evaluate the technology readiness and staff expertise in each department before deciding on a leadership strategy. Contingency theory suggests that the leadership style should be adapted based on the specific situation at hand. In this scenario, understanding the varying technological readiness and expertise of each department is crucial to choosing an appropriate leadership strategy that will facilitate successful EHR implementation. Applying a past successful approach without considering current variables contradicts contingency theory, which emphasizes situational adaptability. Universal training, while beneficial, might not address specific departmental needs. A directive approach may overlook the nuances required for departmental adaptation.

**10. C — Interactive software**

Answer: Interactive software Interactive software allows for the creation of engaging and dynamic modules that enhance learning experiences for patients managing diabetes. It supports multimedia and interactivity, which are essential for effective patient education. Email is primarily for communication and is not suitable for creating interactive educational content. A word processor is primarily for text documents and lacks interactive features. PDF documents are static and do not allow for interactive learning experiences.

**11. B — The ability to facilitate communication between healthcare providers and patients across various settings.**

Answer: The ability to facilitate communication between healthcare providers and patients across various settings. Enhancing communication through telemedicine ensures that healthcare providers have access to the most current patient information and allows for timely interventions, improving healthcare outcomes. While virtual reality simulations can aid in patient education, they do not directly enhance care continuity. Secure data storage allows for historical records to be kept safely but does not directly impact immediate care outcomes. Automated chatbots support patient engagement but are limited to routine queries and do not facilitate the comprehensive provider-patient communication needed for enhanced care continuity.



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**12. C — App allows secure messaging with healthcare providers.**

Answer: App allows secure messaging with healthcare providers. Secure communication is an essential feature of mobile health applications, enabling patients to connect with their healthcare team. The concern for privacy and confidentiality ensures that only authorized users, like the patient and their healthcare providers, can access sensitive medical information.

**13. C — Acknowledge the concerns and escalate the issue to a supervisor for further review and private follow-up.**

The correct response is to acknowledge the concerns and escalate the issue to a supervisor for further review. This respects confidentiality and ensures that the matter is handled appropriately within hospital protocols. Responding with detailed medical information infringes on privacy laws, while ignoring or broadly disseminating the email could exacerbate the issue.

**14. D — Video conferencing with a structured agenda for immediate feedback.**

Answer: Video conferencing with a structured agenda for immediate feedback. Video conferencing allows for real-time interaction and clarifications, which are essential for communicating critical updates effectively. While emails and posts provide detailed information, they lack immediacy and the ability for instant clarification, making them less suitable for urgent updates. Instant messaging, without an agenda, may lead to miscommunication and incomplete information dissemination.

**15. D — Regular audits and access controls of the EHR system.**

Answer: Regular audits and access controls of the EHR system. Ensuring confidentiality and integrity of patient data requires robust access control mechanisms and routine audits to detect any unauthorized access or potential vulnerabilities. While educating patients on data privacy is beneficial, it does not directly contribute to securing the EHR system. Similarly, public awareness campaigns and analytics systems, though useful, do not address direct security measures for maintaining data confidentiality and integrity.

**16. A — Base recommendations on evidence-based practices that best meet the community's needs, regardless of incentives received.**

The correct answer involves prioritizing evidence-based practices that align with the community's requirements, uninfluenced by incentives. Relying on promotional materials could lead to biased advice, whereas disclosing incentives does not eliminate the potential conflict of interest.

**17. D — Analyze the work environment and staffing levels during the night shift to identify potential causes.**

Answer: Analyze the work environment and staffing levels during the night shift to identify potential causes. Analyzing work conditions and staffing levels can identify systemic issues, allowing for targeted interventions that address the root causes of patient falls. Increasing lighting without analysis can be unnecessary, while retraining staff and imposing frequent checks might not relate directly to the cause of increased falls.

**18. A — To contribute to research and support evidence-based health policies.**

Answer: To contribute to research and support evidence-based health policies. Engaging in a national nursing database primarily serves the purpose of collecting data that can be used for research and understanding trends in healthcare, which supports the development of evidence-based health policies. While personal networking and career advancement may be incidental benefits, they are not the primary purpose.

**19. D — The cultivation of phronesis (practical wisdom).**

Answer: The cultivation of phronesis (practical wisdom). Practical wisdom (phronesis) involves using



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experience and knowledge to make sound ethical decisions, aligning with the virtues of good practice, as illustrated in the workshop. Justice focuses on fairness and equality in ethical principles, not virtue ethics. Nonmaleficence is an ethical principle aimed at avoiding harm, unrelated to virtue ethics. Deontological ethics involves rule-based decision-making, not reflective practice highlighted in virtue ethics.

**20. A — They provide a framework for conducting research ethically, ensuring respect and integrity.**

Answer: They provide a framework for conducting research ethically, ensuring respect and integrity. Ethical principles in nursing research serve as guidelines to ensure research is conducted with respect for participants, integrity, and social responsibility. They are not legal mandates nor are they the sole source for addressing ethical challenges in research.

**21. C — Providing comprehensive training for all nursing staff on how to use the new automated system.**

Answer: Providing comprehensive training for all nursing staff on how to use the new automated system. Comprehensive training ensures all staff are competent in using the new system, reducing the risk of errors and improving patient safety. Priority rollouts based on seniority can create gaps in proficiency. Postponing procedures can negatively impact patient well-being, and manual documentation increases the risk of error and is inefficient.

**22. A — By involving a multidisciplinary team that includes representatives from nursing, admission, and emergency departments to provide input from different perspectives.**

Answer: By involving a multidisciplinary team that includes representatives from nursing, admission, and emergency departments to provide input from different perspectives. Incorporating a multidisciplinary team allows for varied perspectives, which can lead to a more comprehensive redesign that addresses issues from multiple angles. It ensures that the voices of those directly interacting with patients and involved in the flow process are heard, increasing the likelihood of the redesign being effective and embraced. Consulting only with experts or informing staff post-process can miss practical insights and limit staff buy-in. Obtaining direct feedback during planning stages is crucial to developing a practical and widely accepted solution.

**23. B — Unit Secretary**

The correct answer is the Unit Secretary. The Unit Secretary is responsible for coordinating schedules and handling administrative tasks, which include the detailed planning and scheduling of staff shifts. While the Nurse Manager oversees unit operations and the Charge Nurse leads the team during shifts, the detailed planning is the Unit Secretary's responsibility. The Clinical Nurse Educator implements educational programs rather than managing scheduling tasks.

**24. A — RACI Matrix**

Answer: RACI Matrix RACI stands for Responsible, Accountable, Consulted, and Informed. The RACI Matrix defines the roles and responsibilities in a project, helping ensure clarity and avoid task overlaps which is crucial for efficient project management. Kanban Boards are used primarily for workflow management and progress tracking, not specifically for defining roles. Fishbone Diagrams are utilized for root cause analysis, not role clarification. SWOT Analysis identifies strengths, weaknesses, opportunities, and threats in a process or organization, not for task delineation in projects.

**25. D — Randomized Controlled Trial**

Answer: Randomized Controlled Trial. Randomized controlled trials are the gold standard for evaluating intervention effectiveness because they minimize bias through random assignment, allowing for strong causal



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inference. Cohort studies track outcomes over time but do not inherently clarify causal relationships due to potential confounding variables. Case-control studies are retrospective, good for identifying risk factors, but less reliable for proving causality. Cross-sectional studies provide a snapshot of data but do not imply causation due to their nature of observing participants at one point in time.

**26. D — Simulation-Based Assessment**

Answer: Simulation-Based Assessment. Simulation-Based Assessment provides an objective and controlled environment where students can demonstrate their clinical skills. This method offers consistent feedback and assessment through standardized scenarios, making it an accurate and reliable measure of student competency. While direct observation allows for real-time assessment, it is subject to variability in instructors' observations. Student self-reporting is subjective and may not accurately reflect competency, and written exams test knowledge but not practical skills.

**27. B — Encourage the nurse to reflect on their feelings and consider the patient's experiences and identity.**

Answer: Encourage the nurse to reflect on their feelings and consider the patient's experiences and identity. Encouraging reflection and understanding of the patient's identity helps develop cultural competence and empathy. Ignoring personal discomfort or avoiding pronouns doesn't address the underlying issues or promote growth. Educating the patient on traditional roles reflects an imposition of personal views rather than understanding and respecting the patient's identity.

**28. A — Nurse managers are storing training completion records solely on personal computers without institutional backups.**

Answer: Nurse managers are storing training completion records solely on personal computers without institutional backups. Storing records on personal devices without systematic backups can lead to data loss and inconsistent record availability, highlighting the need for further training. Recording in a centralized database, submitting summaries, and attending accredited programs are parts of best practices for maintaining compliance.

**29. C — Incorporating evidence-based practices and recent research on triage efficiency.**

Answer: Incorporating evidence-based practices and recent research on triage efficiency. Incorporating evidence-based practices ensures the workshop content is current and relevant, aligning with professional and educational standards for clinical efficiency improvements. While using statistics can be useful, they need to be supported by current educational strategies to meet best practice standards. Historical context and accessibility are important, yet secondary to educational content relevance and quality.

**30. B — Direct observation of nurses performing wound care in a simulated environment.**

Answer: Direct observation of nurses performing wound care in a simulated environment. Observational assessment during a simulation provides the most accurate measure of practical skill proficiency. While satisfaction ratings and exam results offer valuable insights, they may not directly reflect practical competency. Peer feedback is beneficial for overall performance evaluation but does not isolate the training program's specific impact.



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