

Talent management

TEST YOUR KNOWLEDGE BY COMPLETING THIS MULTIPLE-CHOICE QUIZ

1. Effective talent management does not:

- a) Enhance staff morale
- b) Provide exactly the same opportunities for every member of staff
- c) Improve staff engagement
- d) Increase the retention of skilled and talented individuals

2. So far, the London talent management support network (TMSN) programme has not been developed for:

- a) Black and minority ethnic nurses and midwives in the London area
- b) Learning disability nurses in Scotland
- c) Dental nurses in England
- d) Healthcare workers in Brazil

3. Which of these nurses might be described as talented?

- a) A nurse presenting at a conference who shows a natural aptitude for articulating ideas and presenting to a large audience
- b) A first-year nursing student with a good attendance record
- c) A nurse who undertakes clinical tasks reliably but never goes the extra mile
- d) A first-year nursing student who likes to do everything by the book

4. An action learning set (ALS) is a group that consists of how many people?

- a) Usually a maximum of 50
- b) Usually a maximum of 120
- c) Usually a maximum of eight
- d) Never more than eight

5. A convincing business case for a talent management support network needs to explain:

- a) The drivers for change
- b) How facilitators will be trained and supported
- c) How applications and participants will be managed
- d) All of the above

6. Which of the following is an example of a driver for change providing a rationale for setting up a talent management network?

- a) Workforce data on staff turnover
- b) The outcomes of a staff survey
- c) The strategy and vision of the organisation(s) setting up the network
- d) All of the above

7. What does WRES stand for?

- a) Workforce Religion Equality Standard
- b) World Race Equality Summit
- c) Workforce Race Equality Standard
- d) Workforce Race Equality Symposium

8. Which of the following statements is incorrect?

- a) Well trained facilitators are crucial to the effectiveness of ALSs
- b) Facilitating ALSs is not particularly demanding, so facilitators do not generally need any support
- c) It is important to make facilitators aware of the time commitment their involvement will require
- d) If facilitators are not remunerated it is important to find ways of incentivising them

9. Which of the following statements is correct?

- a) A potential hidden cost is the time commitment of ALS facilitators
- b) The hiring of venues for welcome and closing events will inevitably be the main expenditure
- c) Compared with in-person activities, online activities incur no cost
- d) ALS facilitators must be remunerated

10. It is important that the process of applying to the (TMSN) programme includes:

- a) The applicant's date of birth
- b) A way of checking that the applicant has secured the agreement of their line manager for taking time off work
- c) The applicant's dietary preferences
- d) A way for the applicant to indicate the sessions they will miss

How to complete this assessment

This multiple-choice quiz will help you test your knowledge. It comprises ten multiple choice questions broadly linked to the previous article. There is one correct answer to each question.

You can read the article before answering the questions or attempt the questions first, then read the article and see if you would answer them differently.

You may want to write a reflective account. Visit rcni.com/reflective-account

Go online to complete this multiple-choice quiz and you can save it to your RCNi portfolio to help meet your revalidation requirements. Go to rcni.com/cpd/test-your-knowledge

This multiple-choice quiz was compiled by Anne-Claire Bouzanne

The answers to this quiz are:

1 b 2 b 3 c 4 c 5 d 6 c 7 c 8 b 9 a 10 b

This activity has taken me ___ minutes/hours to complete. Now that I have read this article and completed this assessment, I think my knowledge is:

Excellent Good Satisfactory Unsatisfactory Poor

As a result of this I intend to: _____

