

Developing ward leadership skills

TEST YOUR KNOWLEDGE BY COMPLETING THIS MULTIPLE-CHOICE QUIZ

1. Which of the following does the role of ward leader involve?

- a) Being accountable for patient safety
- b) Cascading organisational goals to staff
- c) Providing opportunities for staff development
- d) All of the above

2. Nurses in leadership positions, including ward managers, need to be able to:

- a) Use the same leadership style in every situation
- b) Use the leadership style most appropriate to a situation
- c) Use the leadership style prescribed for the situation
- d) Learn two leadership styles and use one or the other according to the situation

3. Which leadership style seems the most relevant to adopt for the purpose of being a role model?

- a) Traditional
- b) Transformational
- c) Transactional
- d) Diffuse

4. The situational leadership model is based on leaders:

- a) Providing high levels of direction and support to all staff, regardless of experience
- b) Behaving ethically and displaying integrity to create a climate of trust and openness
- c) Working with other leaders within and outside the organisation to foster supportive networks
- d) Tailoring direction and support to the confidence, competence, experience and commitment of followers

5. What are compassionate leaders' four core behaviours?

- a) Attending, understating, empathising and hindering
- b) Accentuating, understanding, embracing and helping
- c) Attending, understanding, empathising and helping
- d) Arguing, understating, empathising and helping

6. Implementing policies and procedures while inspiring staff to work towards organisational goals requires:

- a) A mixed approach where leadership takes precedence over management
- b) A mix of management and leadership where neither dominates

- c) A mixed approach where management takes precedence over leadership
- d) The delegation of management and leadership to two different members of the team

7. Which of the following best describes mentoring and coaching in relation to one another?

- a) A mentor's role is supportive and educational, while a coach's role is to draw out the coachee's skills
- b) A mentor always works with nursing students, while a coach always works with registered nurses
- c) Mentoring is concerned with teaching a specific skill, while coaching is concerned with teaching the theory behind the skill
- d) A coach may support a newly appointed nurse to manage their new role, while a mentor may support an experienced nurse who wants career progress

8. Which of the following statements is incorrect?

- a) The ward leader does not need to create an environment conducive to learning because members of the team will naturally support each other
- b) Nursing students can be supported to learn through mentoring, including peer-to-peer mentoring
- c) Newly registered nurses can be guided by more experienced colleagues to adapt to professional life and its challenges
- d) For experienced nurses, being able to pass on their experience to others can be deeply satisfying

9. Clarity about an organisation's direction of travel and the motivations of people in senior leadership positions...

- a) Supports clinical areas to troubleshoot and firefight
- b) Is counterproductive in times of crisis, such as the COVID-19 pandemic
- c) Can enable clinical areas to work in a strategic way
- d) Should not be a concern of the ward leader

10. What can ward leaders do to enhance their well-being?

- a) Develop a self-care plan
- b) Source support from formal and informal networks
- c) Use a mindfulness app
- d) All of the above

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

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: _____

