

Care CEUs

Implementing Change in Long Term Care

1. In a person-centered nursing home care setting, residents are given choices and are able to make decisions.

- A. TRUE
 - B. FALSE
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2. Which of the following statements regarding resident-directed routines is most accurate?

- A. Resident-directed routines allow residents to continue patterns of daily life they had inside a hospital.
 - B. Resident-directed routines allow residents to continue patterns of daily life they had inside a long-term care facility.
 - C. Resident-directed routines allow residents to continue patterns of daily life they had outside a long-term care facility.
 - D. Resident-directed routines do not impact daily life.
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3. You are a recognized leader in a long-term care facility. You are asked to develop a strategic plan for an action of change within the long-term care facility. What should be your first step?

- A. Develop a vision of where to go.
 - B. Determine the “gap” between current state and the vision.
 - C. Assess the current state of the organization or unit.
 - D. Set a direction, including baseline goals.
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4. Which of the following statements regarding action guidelines is most accurate?

- A. Address the “how” before the “why.”
 - B. Address the “why” before the “how.”
 - C. Plans speak louder than actions and concepts.
 - D. Concepts speak louder than actions and plans.
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5. When developing a strategic plan, it is not necessary to create a way to measure the effectiveness of the plan.

- A. TRUE
 - B. FALSE
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6. You are a recognized leader in a long-term care facility. You are asked to ensure staff empowerment as major changes occur within the long-term care facility. Which of the following methods may be used to ensure staff empowerment occurs?

- A. Provide limited opportunities for staff to increase their knowledge about clinical care areas.
 - B. Provide staff with the reasoning behind changes.
 - C. Limit the availability of information regarding the changes until they are made.
 - D. Make multiple changes to staff schedule patterns.
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7. You are asked to put together a team to enact change within a long-term care facility. According to the related literature, what is the ideal number of participants for an organization's team?

- A. 4 - 6 members
 - B. 6 -10 members
 - C. 10 - 20 members
 - D. 20 - 25 members
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8. You are asked to coach a team. Which of the following methods may be used to effectively coach your team?

- A. Tell your team what to do.
 - B. Ensure authority is maintained at all times.
 - C. Focus on long-term improvement.
 - D. View team members as subordinates rather than colleagues.
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9. Which of the following statements is most accurate?

- A. Leadership teams within long-term care facilities should not include unit nurses.
 - B. Leadership teams within long-term care facilities should include unit nurses.
 - C. Leadership teams within long-term care facilities should not include CNAs.
 - D. Leadership teams within long-term care facilities should include only senior CNAs.
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10. Team objectives should be carefully stated in writing.

- A. TRUE
 - B. FALSE
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11. A long-term care facility's leadership team should include which of the following members?

- A. Dietary Aide
 - B. Social Worker
 - C. Activities Facilitator
 - D. Director of Nursing
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12. Culture-change initiatives rely on change occurring at multiple levels of the organization to be successful.

- A. TRUE
 - B. FALSE
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13. Increased autonomy may be considered a reason for turnover of direct-care workers?

- A. TRUE
 - B. FALSE
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14. Which of the following statements regarding mentoring programs is most accurate?

- A. Incentives, such as title changes, are not recommended.
 - B. A combined process of formal application and interview is suggested for selecting mentor candidates.
 - C. New mentors do not need to receive training.
 - D. Mentors should always be selected from new employees.
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15. As an initial step to implementing change within a long-term facility, it is important to create a general awareness about what the key philosophy is and why it has been decided to embark on the changes.

- A. TRUE
 - B. FALSE
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16. Which of the following methods may be used to collect quality-of-life data from residents of a long-term care facility?

- A. Ask very specific questions.
 - B. Ask indirect questions.
 - C. Ask questions that personalize the response.
 - D. Ask directly what the resident would change.
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17. For clinical changes to succeed in long-term care facilities, it is not necessary for all staff to have basic clinical proficiency.

- A. TRUE
 - B. FALSE
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18. Effective accountability systems should contain a data collection system that can distinguish one unit from another.

- A. TRUE
 - B. FALSE
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