MANAGER OF CARE PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR THE FULL VERSION STUDY GUIDE

https://managerofcare.examzify.com

Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright 1

Table of Contents 2

Introduction 3

How to Use This Guide 4

Questions 5

Answers 8

Explanations 10

Next Steps 15

SAMPLE

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.

SAMPLE

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!

SAMPLE

Questions

SAMPLE

1. RNs can delegate tasks to which of the following?

A. LPN

B. UAP

C. None of the above

D. Both LPN and UAP

2. What is the primary purpose of a disaster drill within a healthcare facility?

A. To practice routine patient checks during normal operation.

B. To evaluate only equipment readiness with no staff involvement.

C. To test emergency response plans, staff readiness, communication, and resource allocation under simulated disaster conditions.

D. To evaluate financial impact of emergencies.

3. In workforce planning, which metric best indicates staffing adequacy for safe patient care?

A. Total headcount only.

B. A staffing plan aligned with patient acuity and census, with monitoring overtime and nurse-to-patient ratios.

C. Over time hours cap.

D. Budget variance alone.

4. Which practice supports staffing flexibility in budget-limited settings?

A. Reducing training

B. Hiring only periphery staff

C. Cross-training staff to cover multiple roles

D. Maintaining rigid role definitions

5. Which type of conflict occurs between two different people?

A. Intrapersonal

B. Interpersonal

C. Intergroup

D. Organizational

SAMPLE

6. Which standard is most relevant to preventing wrong-site surgery?

A. Mandatory preoperative antibiotic protocol

B. Use of time-out and mark procedures per Joint Commission/NPSG

C. Verbal consent verification at bedside

D. Standard electronic health record review

7. Which statement correctly differentiates supervision from management in nursing care?

A. Management focuses on directing daily tasks, while supervision plans and evaluates unit-wide care.

B. Supervision is about planning and evaluating care across the unit.

C. Management involves planning, organizing, and evaluating care across the unit; supervision focuses on directing and supporting staff performance during daily tasks.

D. Supervision and management are the same.

8. Which factor most influences patient safety in the hospital setting?

A. Effective communication and teamwork

B. Outdated technology only

C. Wait times alone

D. Patient demographics

9. Which function evaluates staff performance and unit goals to ensure outcomes are met?

A. Directing

B. Staffing

C. Controlling

D. Priority

10. In resolving a team member conflict, what step should follow a private discussion and identify underlying issues?

A. Escalate to HR without discussion.

B. Document outcomes and set expectations.

C. Publicly reprimand both members.

D. Reassign duties and monitor.

SAMPLE

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. RNs can delegate tasks to which of the following?

A. LPN

B. UAP

C. None of the above

D. Both LPN and UAP

Delegation is the process of assigning tasks to team members who have the competence and scope to perform them, with clear directions and appropriate supervision. An RN can delegate to both licensed practical nurses and unlicensed assistive personnel when the task fits each person's scope of practice and the facility's policies. LPNs can take on more involved nursing tasks under supervision, drawing on nursing knowledge to monitor, support, and perform specific care activities. UAPs handle essential daily care and routine tasks such as hygiene, mobility assistance, and basic observation, under direction. The RN remains accountable for the patient's outcomes, providing the instructions, monitoring progress, and evaluating results to ensure safety and quality of care. Therefore, tasks can be delegated to both LPNs and UAPs when appropriate.

2. What is the primary purpose of a disaster drill within a healthcare facility?

A. To practice routine patient checks during normal operation.

B. To evaluate only equipment readiness with no staff involvement.

C. To test emergency response plans, staff readiness, communication, and resource allocation under simulated disaster conditions.

D. To evaluate financial impact of emergencies.

Disaster drills are about testing how a healthcare facility responds when an emergency happens. The primary purpose is to evaluate and improve the emergency response plans, ensure staff know their roles, confirm that communication channels stay effective, and verify that critical resources can be mobilized under realistic, simulated disaster conditions. This kind of drill helps identify gaps, practice coordination across departments, and build confidence for actual events. Routine patient checks during normal operation miss the emergency context; evaluating equipment readiness without staff involvement neglects the human factor; and while financial impact might be considered after an incident, it is not the main objective of a disaster drill.

3. In workforce planning, which metric best indicates staffing adequacy for safe patient care?

A. Total headcount only.

B. A staffing plan aligned with patient acuity and census, with monitoring overtime and nurse-to-patient ratios.

C. Over time hours cap.

D. Budget variance alone.

The main idea is that safe patient care depends on staffing that matches how sick patients are and how many patients there are, not just on how many staff members are available. A staffing plan that aligns with patient acuity and census, while also monitoring overtime and nurse-to-patient ratios, gives a true read on adequacy. Acuity reflects care intensity, census shows workload volume, and having a plan that ties these together ensures the right number of nurses are available where and when needed. Monitoring overtime helps detect gaps in coverage and potential fatigue risks, prompting timely adjustments. Nurse-to-patient ratios provide a direct safety threshold, ensuring each patient receives appropriate attention relative to their care needs. Total headcount can be misleading because it ignores patient complexity and actual workload. An overtime cap speaks to fatigue and feasibility but doesn't by itself indicate whether patient needs are being met. Budget variance focuses on financial performance and may conceal clinical staffing issues.

SAMPLE

4. Which practice supports staffing flexibility in budget-limited settings?

A. Reducing training

B. Hiring only periphery staff

C. Cross-training staff to cover multiple roles

D. Maintaining rigid role definitions

Cross-training staff to cover multiple roles boosts staffing flexibility, especially in budget-limited settings. When team members can perform several functions, you can reallocate duties quickly in response to changing patient volume, unexpected surges, or staff shortages without bringing in new hires. This approach also helps cover absences and reduces the need for overtime or extra hires, making the workforce more resilient while staying within budget. It builds a versatile team where competencies overlap, so coverage remains consistent even if some positions aren't filled or if demand shifts. Reducing training would limit workers to narrow tasks, making it harder to respond to gaps or spikes in demand. Hiring only periphery staff can create persistent skill gaps in core operations and lead to unstable coverage. Maintaining rigid role definitions prevents rapid reallocation of tasks and undermines the ability to adapt to changing needs, which is exactly what flexibility requires.

5. Which type of conflict occurs between two different people?

A. Intrapersonal

B. Interpersonal

C. Intergroup

D. Organizational

Interpersonal conflicts occur between two individuals, focusing on how people relate and communicate with one another. They typically arise from differences in goals, values, or personality, or from miscommunication and competition for limited resources. Because the dispute is between two people, it's distinct from intrapersonal conflict, which happens inside one person; intergroup conflict, which occurs between groups or teams; and organizational conflict, which involves wider organizational structures or policies. For example, two coworkers arguing over who should take the lead on a task illustrates interpersonal conflict.

6. Which standard is most relevant to preventing wrong-site surgery?

A. Mandatory preoperative antibiotic protocol

B. Use of time-out and mark procedures per Joint Commission/NPSG

C. Verbal consent verification at bedside

D. Standard electronic health record review

The essential safeguard against wrong-site surgery is the time-out with site marking as outlined in the Joint Commission/National Patient Safety Goals. This creates a deliberate, team-wide pause right before incision to verify the patient's identity, the exact procedure, and the surgical site and laterality. The surgeon generally marks the correct site beforehand, and all team members confirm these critical details during the time-out. This real-time verification directly targets and prevents mismatches that lead to operating on the wrong site. Other standards address important safety areas but not the specific site verification at the moment of incision: antibiotic protocols aim to prevent infection, verbal consent at the bedside concerns patient authorization, and standard EHR review ensures documentation accuracy.

SAMPLE

7. Which statement correctly differentiates supervision from management in nursing care?

A. Management focuses on directing daily tasks, while supervision plans and evaluates unit-wide care.

B. Supervision is about planning and evaluating care across the unit.

C. Management involves planning, organizing, and evaluating care across the unit; supervision focuses on directing and supporting staff performance during daily tasks.

D. Supervision and management are the same.

In nursing care, the big idea is understanding two complementary roles with different scopes. Management is about the overall plan for the unit: deciding priorities, organizing staff and resources, coordinating care processes, and evaluating outcomes across the unit. Supervision, on the other hand, is about the day-to-day guidance of the staff who deliver care—directing tasks at the bedside, supporting performance, coaching, and ensuring that daily care aligns with standards and plans. The best phrasing captures this separation: management involves planning, organizing, and evaluating care across the unit, while supervision focuses on directing and supporting staff performance during daily tasks. For example, a manager might set staffing levels, develop unit policies, and assess overall quality metrics; a supervisor/charge nurse would assign tasks, monitor how care is being delivered at the bedside, provide feedback, and help staff troubleshoot problems in real time. The other descriptions mix these roles or scope too narrowly. One idea reverses the responsibilities by suggesting supervision plans and evaluates across the unit, which belongs to management. Another reduces management to directing daily tasks, which omits planning and evaluating at the broader unit level. And saying supervision and management are the same ignores their distinct functions.

8. Which factor most influences patient safety in the hospital setting?

A. Effective communication and teamwork

B. Outdated technology only

C. Wait times alone

D. Patient demographics

Effective communication and teamwork are central to patient safety in hospitals. When information is shared clearly, verified, and acted on across shifts and disciplines—during handoffs, medication administration, and coordinated care—the likelihood of miscommunication, omissions, and delays that can harm patients decreases significantly. Using standardized communication tools and fostering a culture where team members feel comfortable speaking up helps catch potential errors before they reach the patient and ensures care is synchronized across the entire care team. While outdated technology, wait times, or patient demographics can influence safety in various ways, they do not by themselves drive safety as reliably as how well the team communicates and collaborates. For example, even with advanced systems, safety can suffer if team members don't communicate effectively; conversely, strong teamwork helps mitigate risks related to technology, throughput delays, or diverse patient needs. So, the factor with the greatest impact on patient safety is how well the team communicates and works together.

SAMPLE

9. Which function evaluates staff performance and unit goals to ensure outcomes are met?

A. Directing

B. Staffing

C. Controlling

D. Priority

Controlling is the management function that monitors performance and compares it with established standards or goals. It involves collecting data on staff performance, patient outcomes, productivity, and quality metrics, then assessing whether the unit is on track. When variances are found, corrective actions are taken—adjusting processes, providing coaching, reallocating resources, or revising plans—to bring outcomes back in line with targets. This feedback loop helps ensure the unit meets its goals and maintains quality and efficiency. Directing focuses on guiding and motivating staff to perform tasks; staffing is about obtaining the right people; priority is not a standard management function.

10. In resolving a team member conflict, what step should follow a private discussion and identify underlying issues?

A. Escalate to HR without discussion.

B. Document outcomes and set expectations.

C. Publicly reprimand both members.

D. Reassign duties and monitor.

After a private discussion that uncovers what's driving the conflict, the next step is to document the outcomes and set clear expectations. Writing down what was agreed creates a concrete record of commitments, behavior standards, and deadlines. It helps both team members understand what's expected, reduces ambiguity, and provides a basis for follow-up to determine whether the issues are resolved. This step also signals accountability and fairness, which are essential for effective conflict resolution and ongoing teamwork. Escalating to HR without discussion bypasses the important understanding gained in the private conversation. Publicly reprimanding both members undermines trust and morale. Simply reassigning duties and monitoring may be helpful, but without documenting outcomes and expectations, there's no formal accountability or shared understanding of what must change.

SAMPLE

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://managerofcare.examzify.com

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

SAMPLE