Career Coaching: Innovative Academic–Practice Partnership for Professional Development

1. A career coaching program helps to accomplish the Institute of Medicine’s imperative that:
   A. Nurses achieve higher levels of education.
   B. Nurses be more involved in policy making organizations.
   C. Schools of nursing and hospitals collaborate to improve patient outcomes.
   D. Health care systems provide professional development opportunities for nurses.

2. Coaching is a developmental strategy used:
   A. Primarily with new nurses.
   B. With all levels of personnel.
   C. Principally with nurses who aspire to executive positions.
   D. For nurses facing disciplinary action.

3. Helping a person reach higher effectiveness through dialogue leading to awareness and action is the function of a:
   A. Coach.
   B. Preceptor.
   C. Manager.
   D. Supervisor.

4. Establishing a positive relationship between the coach and the one being coached occurs in what phase?
   A. Initial.
   B. Beginning.
   C. Learning.
   D. Foundation.

5. During the learning process phase of coaching, the one being coached:
   A. May decide to enroll in classes at an area university.
   B. Works together with the coach to discover professional aspirations.
   C. Discusses opportunities for clinical advancement with the coach.
   D. Commits to a specific professional development plan.

6. An appreciative inquiry approach is used to:
   A. Assist in creating a plan for success in school.
   B. Establish a collegial relationship with the nurse.
   C. Help the nurse commit to a career development action plan.
   D. Identify the most successful and rewarding aspects of the nurse’s career.
CNE QUIZ

7. The nurse is empowered to make behavioral changes in which coaching phase?
   A. Initiation.
   B. Foundation.
   C. Learning process.
   D. Taking action.

8. The coaching session considers various personal factors to:
   A. Create work-life balance.
   B. Avoid scheduling conflicts.
   C. Sidestep conflicts with family responsibilities.
   D. Maintain satisfactory employment status.

9. The career coach’s close interaction with nurses and nurse leaders:
   A. Ensures career advancement.
   B. Helps to support the health care system’s strategic plan.
   C. Enhances the career coach’s teaching effectiveness.
   D. Improves the health care system’s personnel disciplinary effectiveness.

10. The university considers the role of the career coach to be a/an:
    A. Important scholarly endeavor.
    B. Requirement for promotion.
    C. Overload faculty assignment.
    D. Necessary practice component for all faculty.

CNE QUIZ ANSWERS

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