Practitioner: New Graduate Nurses’ Perceptions of Strategies That Facilitate or Hinder Development

1. Strategies used in the development of new graduate nurses (NGNs) are organizational, educational, and:
   A. Strategic.
   B. Emotional.
   C. Personal.
   D. Motivational.

2. As advanced beginners, NGNs found that:
   A. Procedural skills were easy but psychological skills were challenging.
   B. Psychosocial skills were easy but technical skills were challenging.
   C. Neither technical nor psychosocial skills were easy.
   D. Both technical and psychosocial skills were challenging.

3. As advanced beginners, a key facilitator in helping NGNs manage time was:
   A. Discovering ways to cut corners.
   B. Increased technical proficiency.
   C. Requesting assistance from others.
   D. Simplifying documentation requirements.

4. As NGNs developed into competent nurses, they independently prioritized care based on client health status, stability and:
   A. Importance of the task.
   B. Physician collaboration.
   C. Patient census.
   D. Type of unit.

5. A behavior that seemed to indicate that NGNs were developing as team members was:
   A. Focusing on completing tasks.
   B. Working independently.
   C. Sharing information.
   D. Reciprocating with colleagues.

6. As advanced beginners developed into competent nurses, they were better able to minimize their moral distress by:
   A. Avoiding client care situations they could not handle emotionally.
   B. Becoming more realistic about the care they could provide.
   C. Seeking outside guidance.
   D. Asking the charge nurse for a reassignment when they were feeling overwhelmed.
7. NGNs explained their employment experiences as:
   A. Supporting their professional growth.
   B. Unrelated to their identity.
   C. Having a strong impact on their development.
   D. Dependent on their readiness to learn.

8. NGNs developed personal strategies to seek information to more effectively:
   A. Assimilate with the team.
   B. Prioritize care.
   C. Cope with their emotions.
   D. Lessen their workload.

9. Developing a professional identity relates to:
   A. Providing psychosocial care.
   B. Managing time.
   C. Developing a sense of self.
   D. Adapting to change.

10. As the NGNs in this study became more confident in their ability to master skills, they concurrently:
    A. Developed a sense of self.
    B. Resolved moral distress.
    C. Envisioned their future.
    D. Became part of the team.

CNE QUIZ ANSWERS

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