1. The organizational culture in a healthcare facility:
   a. provides the team with logistical and moral support
   b. is primarily to provide unit teams with boundaries and limits
   c. sets its standards after teams have been assembled
   d. is the interpretation of the facility’s mission statement

2. In Tuckman’s described model for team development, when individual team member concerns have been resolved, the team is in which stage?
   a. forming
   b. storming
   c. norming
   d. performing

3. Transformational leaders:
   a. integrate laissez-faire leadership principles
   b. meet goals and reward team progress
   c. meet goals and also focus on team member needs as a means to productivity
   d. are usually those team members with the most seniority and education

4. The authors of this article say the team building conference before every shift can be accomplished, with good outcomes, in less than how many minutes?
   a. 5 minutes
   b. 10 minutes
   c. 15 minutes
   d. 30 minutes

5. The following statements about team leaders are true EXCEPT:
   a. The team leader has the primary responsibility for team development.
   b. Competent team leaders are able to see the big picture.
   c. Competent nurses are competent team leaders.
   d. Team leaders must understand the work and scope of practice of each team member.

6. The most valuable resource to any team leader is:
   a. an all RN staff
   b. team members who have more than 5 years of experience on the team
   c. trust of leadership experience by administration
   d. the teamwork of the team members

7. Decision-making on a high-performing unit:
   a. is done solely by the leader
   b. by law, can only be done by a licensed healthcare professional
   c. is shared with the team leader and team members, with each knowing their limits
   d. shifts with the leadership, from month to month or some other measure of time

8. In the example of what is covered in the pre-shift team building session, which of the actions by the leader helps most to garner member buy-in?
   a. introduction of team members to each other
   b. discussing special challenges for the day
   c. discussing work history on the specific unit
   d. asking for assignment preferences from team members before making assignments

9. Corrigan and colleagues concluded active leadership with mental health consumers and staff:
   a. ensures team members are more productive when they don’t have the same daily assignment
   b. stimulates and inspires patients and is satisfactory to consumers
   c. promotes positive change for patients and staff when there are periods of laissez-faire leadership
d. were unaffected by different leadership characteristics

10. In the team building, pre-shift conference, sharing personal stories with team members accomplishes all the following EXCEPT: a. serves as an ice-breaker to relieve tension
   b. promotes cooperation
   c. reveals competencies
   d. generates respect

**Evaluation**

1. I can explain why team building is important in nursing, and how the organizational culture and a shared frame of reference support team development.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

2. I can describe the stages of team development and the transitions between stages that must be accomplished to prepare the team to engage in the task at hand.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

3. I can identify three characteristics of team leaders who build teams that work together effectively.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

4. The objectives relate to the overall goal of the article.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

5. The article is well-written and logically organized, and defines terms adequately.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

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**EVALUATION**

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