THE LEARNING SCOPE ▶ CE Offering ◀ 1 Contact Hour

1. In the two scenarios at the beginning of the article, with the child and adult each describing interactions with others, all of the following differences remain unchanged EXCEPT:
a. personalization of the differences
b. differences are viewed as negatives, not positives
c. in adulthood, the differences are manifested by individuals, just like they were as a child
d. when differences are not valued by a team member, it becomes more difficult to appreciate other team members

2. According to Belbin, the key to successful teambuilding is:
a. team members with similar skills are most effective when they work together on tasks
b. team members perform most effectively in roles that come natural to them
c. the team leader identifies each team member’s skill sets before the team begins a task
d. to periodically have team members evaluate trust in each other by doing trust exercises

3. According to Belbin, a natural team role for Plants is to:
a. take on jobs others want to avoid
b. be creative and generate ideas
c. pay attention to detail of tasks
d. judge what’s going on with the team

4. Teamworkers, according to Belbin’s team role descriptions:
a. are good listeners and have no problem taking a stand on difficult issues
b. keep the team running smoothly and often are appreciated only when absent
c. are skilled at making good decisions quickly and with good judgment
d. have great networking skills that can be a great benefit to team performance

5. In discussing her nine role descriptions, Belbin concludes:
a. when team roles have been identified, adding members with unfilled roles creates chaos
b. the team leader should be the gatekeeper and responsible for giving members constructive criticism
c. strife and discontent among team members are usually indicates the team is unbalanced in skill sets and differences
d. the work of the team members should be evenly divided for each person, regardless of skills

6. When hiring new team members for a specific nursing unit, Belbin says looking for a “nurse who fits in with the other staff”:
a. promotes collegiality in a shorter amount of time
b. guarantees there will be less conflict among the members
c. helps the group accept a team member; there is less testing of the newly hired
d. limits the team’s talent pool, differences result in new perspectives

7. In Gladwell’s The Tipping Point, the author says the success of any group:
a. depends on the amount of effort from each team member
b. is altered whenever a new person is added to the group
c. depends on the involvement of people with rare and “social gifts”
d. increases when a shared leadership approach is used

8. “Mavens,” as described by Gladwell, play the role in groups as:
a. role models
b. gatekeepers
c. idea-keepers
d. information specialists

9. Gladwell says every team needs a salesman to perform as a:
a. charismatic individual skilled in persuasion and negotiation
b. charmer to keep things light at times
c. person to put a spin on issues when necessary
d. an igniter to speed up the team’s progress

10. In the last scenario of a nurse verbalizing differences of team members with a colleague, her approach is different than the previous scenarios discussed in that:
a. she accepts the other person’s way of doing things without adding any negative qualifiers or comments
b. she may not agree with the person’s difference, but she can accept it positively
c. she stays away from accepting the other person’s difference, she still has to mention in a negative context
d. she is still personalizing the situation and wants things done her way

Evaluation

1. I can explain how differences in personalities, values, traits and opinions help build a stronger team.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

2. I can describe how Meredith Belbin’s “Team Roles” can be used to maximize team functioning.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

3. I can describe the characteristics of Connectors, Mavens and Salesmen, as explained by Malcolm Gladwell, and discuss how these roles are essential for any initiative’s success.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

4. I can discuss ways to utilize the talents of all team members.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

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

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

Celebrating Staff Differences
Earn 1 Contact Hour NOW!

Registration/Answer Form #393

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

EVALUATION
1. A B C D E
2. A B C D E
3. A B C D E
4. A B C D E
5. A B C D E
6. A B C D E

How many minutes did you need to complete this CE offering?
Minutes:

CUSTOMER INFORMATION
For accuracy, please print clearly.

Name:
Street Address:
City: State: Zip:
Daytime Phone:
E-mail Address:
License No. (FL required):
Payment $8
Make check (any checks returned for non-sufficient funds will be assessed a $25 service fee) or money order payable to Merion Publications Learning Scope, 2900 Horizon Dr., King of Prussia, PA 19406, or pay by credit card:
Name of Cardholder:
Credit Card No.:
Expiration Date:
How many minutes did you need to complete this CE offering?
Minutes:

Keep ADVANCE Coming!
This may be only a trial copy or it may be time to renew. You won’t continue to receive ADVANCE for Nurses unless you contact us for your FREE subscription.

YES! I am a Nurse, sign me up!
I prefer to receive a PRINT SUBSCRIPTION.
I prefer to receive the DIGITAL EDITION. (e-mail address required below)
I prefer to receive BOTH a print and digital edition. (e-mail address required below)

Date: Signature (required):

E-mail:

JOB TITLE that best describes your position (fill in just one circle completely):

RN
Director of Nursing
Manager/Supervisor
Nursing Administrator
Nursing Faculty
Private Practice
Staff Development
Staff Nurse
Program Director

PRACTICE SETTING that best describes your setting (fill in just one circle completely):

Ambulatory
Cardiac
Case Management
Chemical Dependency
Clinical Specialist
Critical Care
CRNA
Dermatology
Diabetes
Education
ED/SW
Geriatrics/LTC
Gynecology
Home Health
Hospice
ICU
Infection Control
IV Therapy
 Managed Care
Managerial
Administrative
Maternal/Child
Med/Surg
MROD
Nursing Clinical Informatics
School Nurse
Nursing
Occupational Health
Office
Oncology
OR/PACU
Orthopedics
Pediatrics
Psychiatric
Public Health
Rehab
Research
Sales/Marketing
School Nurse
Student
Subacute
Support Staffing
Travel Nursing
UH/VA

RN: