1. According to the self-determination theory, which of the following psychological needs involves our connections with others?
   a. autonomy
   b. competence
   c. relatedness
   d. security

2. Satisfying our need for autonomy in the workplace correlates to which statement?
   a. each employee works independently
   b. choices are made available when possible
   c. conversation is kept to a minimum
   d. information is kept private

3. How can one best support coworkers who express a desire to take a continuing education course?
   a. be sure they understand they will have to pay for it
   b. praise them for seeking additional knowledge
   c. remind them that it isn’t a requirement
   d. telling them that you haven’t taken one in the last 10 years

4. How could you best motivate the patient care technician (PCT) to measure all Foley output by 3 p.m.?
   a. explain how important this information is
   b. point out that the other PCTs all do it
   c. promise him a longer lunch period
   d. tell him that you are too busy to do it

5. A plaque to honor years of dedication and service to one’s patients will be most appreciated by a nurse from which generation?
   a. Baby Boomer
   b. Generation X
   c. Millennial
   d. Veteran

6. Which of the following gestures can motivate coworkers to strive toward continued excellent nursing practice?
   a. continue reading while they ask about a new medication
   b. stern directions from supervisor
   c. roll your eyes when they report their third successful IV insertion
   d. Veteran

7. One would expect a nurse raised in the Millennial generation to most benefit from which external force used to increase internal motivation regarding job performance?
   a. inclusion in unit decisions
   b. stem directions from supervisor
   c. strict time limit to complete orientation
   d. waiting three months before first evaluation

8. Partnering with coworkers to support internal motivation refers to:
   a. leading them through each step toward their goal
   b. offering them suggestions and following up on progress
   c. reminding them to expect a lengthy process
   d. telling them what they should do to be successful

9. Which of the following initiatives is an example of transformational nursing leadership components applied at the unit level?
   a. creating a welcome binder for new hires
   b. involving only senior staff in decision-making
   c. limiting team meetings to once per year
   d. maintaining the same charge nurse each day

10. The ultimate value of motivating nursing coworkers can be realized by:
    a. employees who hold off retirement until age 70
    b. higher levels of job satisfaction resulting in improved patient care
    c. large percentage of staff who pursue an advanced degree
    d. less administration necessary to lead initiatives

Evaluation

1. I can identify both intrinsic and extrinsic motivating factors of nurses.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

2. I can differentiate how nurses of various generations may be motivated.
   a. strongly agree
   b. agree
   c. neutral
   d. disagree
   e. strongly disagree

3. I can explain how motivating coworkers translates into improved patient care.
   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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10. A B C D

EVALUATION

1. A B C D E
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5. A B C D E

Before April 29, 2015, print this page, complete the multiple choice questions by circling the correct answer and mail or fax to: ADVANCE for Nurses, Learning Scope, 2900 Horizon Dr., King of Prussia, PA 19406; 610-278-1426.

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