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PRACTICE QUESTIONS

American Nurses Credentialing Center Readiness Test

R24

Nursing Professional Development Readiness Test

EDITION

Demo

QUESTIONS

9

FORMAT

Limited Edition PDF

Before you begin

What this is

9 practice questions for American Nurses Credentialing Center Readiness Test R24 , each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, R24
- the question number
- the email address on your order

Write to **support@mometrix.net**. We reply within one business day.

QUESTION 1

SINGLE CHOICE

A nursing professional development (NPD) practitioner is planning an education session for a group of experienced telemetry nurses on a new cardiac monitoring system. Which principle of adult learning best supports tailoring the instruction to this audience?

- ☐ **A** Adults are most receptive to learning when content is presented in a teacher-centered lecture format.
- ☒ **B** Adult learners bring prior life and work experiences that should be acknowledged and incorporated into new learning.
- ☐ **C** Adult learners prefer abstract concepts over concrete, problem-solving activities in the clinical setting.
- ☐ **D** Adults learn most effectively when the educator makes all decisions about what and how content is delivered.

ANSWER B

WHY Knowles' principles of adult learning emphasize that adult learners bring substantial prior experience, which serves as a rich learning resource and should be built upon rather than ignored. Option A is incorrect because adults prefer interactive, learner-centered approaches over pure lecture. Option C is the opposite of how adults learn best; they prefer practical, problem-centered content. Option D contradicts the adult learning principle that adults need to be involved in planning their learning.

QUESTION 2

SINGLE CHOICE

A new graduate nurse on a medical-surgical unit is struggling with time management and prioritization. The NPD practitioner assigns the new graduate to work alongside an experienced nurse who excels in these skills for several shifts. Which NPD role is the practitioner primarily fulfilling?

- ☐ A Champion for inquiry
- ☐ B Learning facilitator
- ☒ C Mentor
- ☐ D Change agent

ANSWER C

WHY Mentoring involves a more experienced colleague guiding a less experienced one over time to develop professional skills, judgment, and role integration. The NPD practitioner is matching the new graduate with an experienced preceptor to model behaviors and provide guidance. Learning facilitator typically refers to planning/conducting educational activities. Champion for inquiry involves promoting research and evidence-based practice. Change agent focuses on leading organizational or practice change initiatives.

QUESTION 3

SINGLE CHOICE

An NPD practitioner is developing a new orientation program for ICU nurses. After completing the planning phase, the next step in the educational design process is to:

- ☐ A Conduct a needs assessment to identify gaps in knowledge, skills, and practice.
- ☒ B Implement the educational activities with the intended learners.
- ☐ C Evaluate the effectiveness of the program using Kirkpatrick's model.
- ☐ D Write learning objectives that align with the identified gaps.

ANSWER B

WHY The educational design process follows the sequence of assessment (needs assessment), planning (objectives, content, strategies), implementation (delivering the education), and evaluation (Kirkpatrick levels). After planning is complete, the next sequential step is implementation. Option A is the assessment phase, which occurs before planning. Option D belongs to the planning phase. Option C is the final evaluation phase.

QUESTION 4 SINGLE CHOICE

Six months after a pressure injury prevention education program, the NPD practitioner reviews unit-level data and finds that the incidence of hospital-acquired pressure injuries has decreased by 20%. According to Kirkpatrick's framework, which level of evaluation does this outcome represent?

- ☐ A Level 1 – Reaction
- ☐ B Level 2 – Learning
- ☐ C Level 3 – Behavior
- ☒ D Level 4 – Results

ANSWER D

WHY Kirkpatrick Level 4 (Results) measures the impact of education on organizational outcomes, such as quality indicators, patient outcomes, cost savings, or incidence rates. A reduction in pressure injury incidence is a patient/organizational outcome. Level 1 measures learner satisfaction, Level 2 measures knowledge/skill acquisition, and Level 3 measures application of learning in practice.

QUESTION 5 SINGLE CHOICE

According to the Nursing Professional Development: Scope and Standards of Practice, which activity is within the NPD practitioner's scope of practice?

- ☐ A Performing a comprehensive physical assessment and diagnosing a patient's medical condition.
- ☒ B Developing, implementing, and evaluating competency-based educational programs for nursing staff.
- ☐ C Prescribing pharmacological agents for patients experiencing acute symptoms.
- ☐ D Ordering diagnostic laboratory tests independently for inpatients on the assigned unit.

ANSWER B

WHY The NPD scope and standards identify the NPD practitioner's role in assessing learning needs, planning education, implementing educational activities, and evaluating outcomes for nurses and the healthcare team. Options A, C, and D describe activities reserved for licensed independent practitioners (advanced practice nurses or physicians), not within the NPD practitioner's scope.

QUESTION 6

SINGLE CHOICE

An NPD practitioner is leading a unit-based initiative to adopt a new bedside handoff process. Staff resistance has been strong, and several nurses have voiced concerns during team meetings. According to change theory, what is the most appropriate next step for the NPD practitioner?

- ☐ **A** Proceed with implementation immediately and address concerns only after the change is fully in place.
- ☒ **B** Identify the reasons for resistance and engage stakeholders to address concerns and build commitment.
- ☐ **C** Abandon the change initiative because the resistance indicates it is not a needed improvement.
- ☐ **D** Report the resisting staff members to the unit manager for disciplinary action.

ANSWER B

WHY Effective change agents identify sources of resistance (fear, lack of information, prior negative experiences) and engage stakeholders to address concerns, communicate benefits, and build ownership. Option A ignores resistance and is likely to worsen adoption. Option C is premature; resistance is normal and does not indicate the change is unnecessary. Option D is punitive and inconsistent with the NPD role of supporting professional growth.

QUESTION 7 SINGLE CHOICE

An NPD practitioner is recording a video of a simulation session to use in a future training module. A staff nurse who participated objects to being filmed and asks that the footage not be used. Which ethical principle obligates the NPD practitioner to honor this request?

- ☐ A Beneficence
- ☐ B Justice
- ☒ C Respect for autonomy
- ☐ D Nonmaleficence

ANSWER C

WHY Respect for autonomy requires honoring an individual's right to make informed decisions about what happens to them, including the use of their image or likeness. Beneficence is the duty to do good; nonmaleficence is the duty to do no harm; justice relates to fairness in the distribution of benefits and burdens. While all principles may apply broadly, the specific obligation to honor the nurse's request to not be filmed is rooted in autonomy.

QUESTION 8 SINGLE CHOICE

An NPD practitioner is planning an in-service on preventing catheter-associated urinary tract infections (CAUTIs). Which source provides the most current, evidence-based recommendations to guide the educational content?

- ☐ A A textbook of medical-surgical nursing published five years ago.
- ☒ B Clinical practice guidelines from a recognized professional or governmental body.
- ☐ C Personal opinions of senior nurses on the unit gathered informally at huddle.
- ☐ D Vendor marketing materials describing the features of a new urinary catheter product.

ANSWER B

WHY Evidence-based practice in NPD relies on the best available evidence, which most often comes from peer-reviewed research, systematic reviews, and clinical practice guidelines issued by recognized professional organizations or governmental bodies (e.g., CDC, IDSA). Textbooks may be outdated, informal opinions are not evidence, and vendor materials are biased toward product promotion.

QUESTION 9

SINGLE CHOICE

An NPD practitioner is reviewing the Nursing Professional Development: Scope and Standards of Practice to clarify their responsibilities. Which activity is explicitly within the NPD practitioner's scope of practice?

- ☐ A Diagnosing patient conditions and prescribing nursing interventions for a specific assigned patient
- ☒ B Developing, implementing, and evaluating staff education programs based on identified learning needs
- ☐ C Performing the annual performance review and merit-based salary decisions for unit staff
- ☐ D Ordering diagnostic laboratory tests independently under protocol

ANSWER B

WHY The Nursing Professional Development: Scope and Standards of Practice defines the NPD practitioner's role as encompassing educational design, delivery, and evaluation to support professional role development of nurses and other healthcare personnel. Direct patient diagnosis and prescriptive authority (A, D) fall outside this scope, and performance/merit management (C) is a human resources function, not an NPD responsibility.