

# Guide To Nursing Management

Test Bank for Guide to Nursing Management and Leadership 8th Edition  
by Tomey

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CHAPTER 7: THEORIES OF LEADERSHIP AND MANAGEMENT  
DEVELOPMENT

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## MULTIPLE CHOICE

1. A newly hired staff nurse observed the nurse manager's leadership style. The nurse manager used rules and policies to guide the staff and expected compliance. The nurse manager's leadership style was: a. Shared governance b. Democratic c. Laissez-faire d. Bureaucratic

ANS: D

The leader or manager who adopts the bureaucratic style relies on rules and policies, takes an autocratic approach to directions, and expects compliance.

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2. The nurse manager sees herself as demonstrating leadership skills based on the situation. She can be a follower as well as a leader; she is aware of her behavior and the behavior of her followers. The nurse manager's leadership style is:
  - a. Transactional leadership
  - b. Integrative leadership
  - c. Transformational leadership
  - d. Situational leadership

ANS: B

Integrative leadership is a holistic approach to oneself and others that requires adaptive behavior. Leaders need to be aware of their own behavior and influence on others, the individual differences of followers, group characteristics, motivation, task structures, environmental factors, and situational variables and adjust their leadership style accordingly.

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