Key Term Review

- **Delegation** is "transferring responsibility for the performance of an activity . . . while retaining accountability for the outcome" (ANA, 1995).
- **UAPs** are unlicensed assistive personnel, such as nursing assistants.

Leadership Development Exercises

Leadership Development Exercise 9-1

Look up your nurse practice act, and find out what tasks you can delegate to UAPs.

Leadership Development Exercise 9-2

Look up hospital policies where you are a student. Find job descriptions for UAPs.

Leadership Development Exercise 9-3

Consult your state board of nursing rulings about what can be delegated. Also see whether it provides job descriptions for UAPs.

Leadership Development Exercise 9-4

For each of the following client conditions, formulate a statement to delegate an associated task to a UAP:

a. Dehydration
b. Depression
c. Uncontrolled diabetes
d. Parkinson's
e. Abdominal surgery
f. Bacterial pneumonia
g. Congestive heart failure
h. Labor and delivery
i. Chronic pain
j. Bipolar disorder
k. Urinary tract infection
l. Asthma

Leadership Development Exercise 9-5

a. Role-play with at least three other students the delegation statements you developed in Leadership Development Exercise 9-4.
b. Ask for feedback, using Box 9-1 as your guide.

Leadership Development Exercise 9-6

You are going to introduce yourself and a UAP to a client.

a. What exactly would you say?
b. Role-play with at least two other students.
c. Obtain feedback from the other students.

Leadership Development Exercise 9-7

The UAP you're working with does not follow through on the special skin care regime for clients with spinal cord injuries.

a. What do you do and say?
b. Role-play with at least three other students.
c. Obtain feedback on what you said, and repeat role-playing, if necessary.

Advanced Leadership Development Exercises

Leadership Development Exercise 9-8

Teach delegation skills to student nurses in an undergraduate leadership course.

Leadership Development Exercise 9-9

Formulate a problem statement for a nursing project related to delegation.

Leadership Development Exercise 9-10

Design a research project related to delegation.

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