Key Term Review

- **Acuity levels** refer to the level of care clients need and can be used to determine staffing schedules.
- A **census estimate** includes the number of clients on a unit multiplied by the amount of care required.
- Determining a **mix of skills** includes maintaining a profile of each staff member, including their qualifications, certifications, general skills, language skills, and background.
- The **modeling and role-modeling theory** uses Maslow's hierarchy of needs, which assumes that as basic physiological and safety needs are met, nurses can move to seeking social belongingness, self-esteem, self-actualization, and transcendence.
- A **standard scheduling process** includes formulating policies for choosing vacation times, selecting shifts, and exchanging shifts.

Leadership Development Exercises

Leadership Development Exercise 16-1

Describe the nursing shortage's impact on staffing to at least three colleagues.

Leadership Development Exercise 16-2

Discuss the relationship between job satisfaction and staffing.

Leadership Development Exercise 16-3

Debate the cost-effectiveness of safe nurse staffing with at least one other colleague.

Leadership Development Exercise 16-4

a. Analyze staffing needs for one real or hypothetical unit using the information in this chapter.
b. Devise a plan to show administration that your staffing plan is cost-effective.

Leadership Development Exercise 16-5

Discuss critical issues in retaining nursing staff with at least three other colleagues.

Leadership Development Exercise 16-6

Discuss with at least three colleagues how to use the modeling and role-modeling theory to retain staff.

Advanced Leadership Development Exercises

■ **Leadership Development Exercise 16-7**

Teach peers or less experienced nurse leaders how to analyze staffing needs and retain nursing staff.

■ **Leadership Development Exercise 16-8**

Design a problem statement to study a staffing issue. Obtain feedback from at least three colleagues with research knowledge. Ask them if your problem statement is researchable. If it isn't, ask for suggestions about how to specify the problem statement. Revise your problem statement based on that feedback.

■ **Leadership Development Exercise 16-9**

Develop a research project to study a staffing issue. Obtain feedback from at least three colleagues with research experience in undertaking nursing studies. Ask these nursing colleagues whether your design will answer your problem statement. If not, revise your project based on that feedback.

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