Leadership Proctored ATI Study Guide

Leadership Styles

Authoritarian/Autocratic

- Decisions made with little input from the team, leader dictates instructions
- Leads to mistrust and high turn-over
- This style may be useful in emergency situations

Laissez-Faire

- Hands off approach
- Leader allows team to make decisions for themselves with no direction
- Leads to low productivity and frustration
- Laissez Faire=Lazy

Democratic

- Leader and team work together towards goals and outcomes
- Promotes group satisfaction, but may slow decision making

Transactional

- Focused on current work completion, rewards for finishing tasks, and consequences for delayed tasks
- May lack big picture thought

Transformational

- Promotes teamwork and shared decision making
- Leader is respected and trustworthy
- Ideal Style

Acute vs. Chronic

- New onset symptoms take priority over symptoms associated with a chronic illness.
- Example
 - A patient with a long bone fracture with sudden onset of chest pain and dyspnea takes priority over a COPD patient with an SpO2 of 89% (common for this disorder)
- Common words that represent Acute
 - New Onset, Sudden

Unexpected vs. Expected

- Unexpected findings take priority over S/S that are expected for a patient's diagnosis
- Example
 - A diabetic patient with a blood sugar reading of 40 mg/dL takes priority over a patient with appendicitis complaining of RLQ pain (expected with this diagnosis)

Restrictive/Invasive Procedures

- Begin with the least restrictive or invasive interventions
- Example 1
 - For a confused patient at risk for falls, provide a sitter (non-restrictive) instead of applying restraints (restrictive)
- Example 2.
 - For a patient having difficulty urinating, try pouring warm water over the perineum (non-invasive) before inserting a urinary catheter (invasive)

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Lyle D. Zardiackas, Matthew J. Kraay, Howard L. Freese

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