Burnout, Boundaries, & Retention: Leading in a High-Stress RT Environment SD Post-Test

1. Which combination best describes the three dimensions of occupational burnout?

A. Anxiety, insomnia, & increased absenteeism
B. Exhaustion, cynicism or mental distance, & reduced professional effectiveness
C. Frustration, disagreement with coworkers, & dissatisfaction with pay
D. Physical fatigue, increased workload, & lack of advancement

2. An RT feels overwhelmed after an unusually difficult shift but returns rested & engaged after time off. Which interpretation is most appropriate?

A. The therapist demonstrates all three dimensions of burnout
B. The therapist needs a formal performance improvement plan
C. The therapist's response confirms chronic workplace stress
D. The therapist may be experiencing temporary stress rather than burnout

3. A department offers stress-management training, but excessive assignments & missed breaks continue. Which additional action most directly addresses organizational contributors to burnout?

A. Review workload demands & adjust assignments & staffing support
B. Encourage employees to practice relaxation techniques before work
C. Provide employees with additional information about sleep habits
D. Ask employees to identify personal wellness goals for the year

4. A previously engaged RT becomes cynical, withdraws from coworkers, & stops volunteering. What is the most appropriate initial leadership response?

A. Reduce the therapist's responsibilities without discussing the changes
B. Wait until the annual evaluation to address the behavior
C. Meet privately to discuss the changes & explore contributing factors
D. Remind the therapist that experienced staff should maintain a positive attitude

5. Which situation best illustrates moral distress?

A. An RT feels nervous while learning an unfamiliar ventilator
B. An RT believes a treatment is ethically inappropriate but feels unable to influence the plan
C. An RT disagrees with a coworker about vacation scheduling
D. An RT feels tired after responding to several emergencies

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6. A dependable RT repeatedly accepts extra shifts & precepts new employees with little recovery time. Which leadership action best supports sustainable commitment?

A. Recognize the therapist publicly & continue the current workload
B. Offer the therapist additional committee responsibilities
C. Encourage other employees to match the therapist's availability
D. Discuss limits, redistribute responsibilities, & protect recovery time

7. An RT reports being unable to complete essential patient care within the assigned workload. What is the best immediate response from the supervisor?

A. Review the tasks at risk, establish priorities, & arrange appropriate assistance
B. Ask the therapist to complete the assignment before discussing concerns
C. Explain that other therapists have managed similar assignments
D. Recommend discussing time-management skills at the next evaluation

8. Which leadership behavior best supports psychological safety?

A. Asking employees to raise concerns only during scheduled meetings
B. Addressing concerns only when several employees report the same issue
C. Inviting concerns, responding respectfully, & explaining follow-up actions
D. Encouraging employees to resolve every concern before contacting a supervisor

9. What is the primary purpose of a stay interview?

A. Determine whether an employee qualifies for promotion
B. Learn what keeps an employee & what might cause them to leave while there is time to act
C. Document the reasons an employee has accepted another position
D. Persuade an employee to commit to a specific length of employment

10. An experienced RT says, "I'm thinking about leaving. I'm constantly precepting, & nothing changes when I raise concerns." Which response is most appropriate?

A. "We're trying to hire, so the situation should improve eventually."
B. "You're one of our strongest therapists, so we need you to keep precepting."
C. "Other departments are short staffed too, so changing jobs may not help."
D. "Tell me more about what's driving this. Let's identify changes we can make & set a follow-up date."