



WEAVING A WEB OF EXCELLENCE THROUGH STAFF DEVELOPMENT AND TRAINING

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The Cover Story and Clinical Issues published in this month's *MLO* are peer-reviewed.

Cover story objectives/CE questions written/approved by Masih Shokrani, PhD, MT(ASCP), Clinical Laboratory Sciences Program, College of Health and Human Sciences, Northern Illinois University, DeKalb, IL.

The CE Test questions cover only "Weaving a web of excellence through staff development and training."

CE QUESTIONS

- Before an idea makes sense to use and we incorporate what is being taught into our value system, we must first go through a _____ process.**
 - manipulation
 - conversional
 - transitional
- In psychology, ideas that are linked in mental structures are called "cognitive webs."**
 - TRUE
 - FALSE
- Pure information ensures that we identify with a concept and go through a conversional process.**
 - TRUE
 - FALSE
- During training events in the conversional phase, the instructor should help staff understand the "whys" of practice and policy, which tends to ease the needed transitions. The professional term for this understanding is**
 - filling the mind.
 - positive influence.
 - establishing a mindset.
- Traditionally, _____ has been the method of choice to relay information.**
 - writing blackboard or whiteboard notes
 - reading aloud from textbooks
 - lecturing
 - PowerPoint presentations
- The purpose in all education is to _____ in participants.**
 - evoke change
 - encourage memorization
 - create understanding
 - instill values
- For transformation to occur in a trainee, _____ must be factored into the learning equation.**
 - his intelligence quotient (IQ)
 - his test scores
 - his personality type
 - his motivation for professional development
- During the information phase of education, information now**
 - requires test taking to ensure the trainee comprehends the lessons.
 - becomes more in-depth and complicated.
 - makes sense, and the learner merges it into his present understanding.
- Training in skill development requires**
 - focused successful repetition of techniques, guarding against forming bad habits.
 - rewarding a trainee each time he repeats a technique with skill.
 - seeing how fast a technique can be performed.
 - looking over a trainee's shoulder at all times.
- In the cognitive web, concept, each item at any level in the map ties to other ideas within the infrastructure and outside of this cognitive web.**
 - TRUE
 - FALSE
- Curriculum planning before an event constitutes training.**
 - TRUE
 - FALSE
- The four dimensions of learning and change include knowledge, development, skills, and**
 - documentation.
 - affect.
 - conversion.
 - analysis.
- Understanding, concept webs, and context are part of the four dimensions of learning and change under the dimension of development.**
 - TRUE
 - FALSE
- The "affect" dimension of learning and change explores values, attitudes, perceptions, habits, norms, and related social relationships.**
 - TRUE
 - FALSE

15. Teaming methodology is critical to the _____ domain or dimension because group activity enhances people skills.
- knowledge
 - skills
 - affective
 - development
16. The so-called developmental domain involves those characteristics that are produced by natural physiological development: more _____ than _____.
- brains, brawn
 - common sense, book learning
 - wisdom, compassion
 - nature, nurture
17. When the developmental domain is considered, we understand that refers to activities involving a certain skill required to do close manipulative work, like pipetting and pouring; in other words, we need
- dexterity.
 - concentration.
 - hand-eye coordination.
 - a steady hand.
18. When teaching, rather than lecturing, use groups to discuss, demonstrate, analyze, and problem-solve; then, reconvene the entire class so all groups can share their discussions. Reassemble teams for another level of tasks; then reconvene the entire class for a final analysis. This is called
- knowledge recycling.
 - spiral curriculum.
 - format strategy.
 - learning acquisition.
19. Integrating all employees, including new ones, into the laboratory network helps them assume an attitude of _____ as an effective part of the team.
- stakeholder
 - superiority
 - gratitude
 - follower
20. The ultimate objective of the laboratory is to provide a synergistic collaboration that produces a(n) _____, meaning the whole becomes greater than the sum of its parts.
- wahnsinn
 - gluck
 - gestalt
 - der ruhm

TEST ANSWER FORM

CE Test on WEAVING A WEB OF EXCELLENCE THROUGH STAFF DEVELOPMENT AND TRAINING April 2010

(This form may be photocopied; it is no longer valid for CEUs after October 31, 2011.)

Circles must be filled in, or test will not be graded.
Shade circles like this: ● Not like this: ⊗

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