

Test Content Outline
Effective Date: November 11, 2025

Nurse Executive, Advanced
Board Certification Examination

There are 150 questions on this examination. Of these, 125 are scored questions and 25 are pretest questions that are not scored. Pretest questions are used to determine how well these questions will perform before they are used on the scored portion of the examination. The pretest questions cannot be distinguished from those that will be scored, so it is important for a candidate to answer all questions. A candidate's score, however, is based solely on the 125 scored questions. Performance on pretest questions does not affect a candidate's score.

This Test Content Outline identifies the areas that are included on the examination. The percentage and number of questions in each of the major categories of the scored portion of the examination are also shown. *Note: The examples in parentheses are not all-inclusive and do not indicate importance.*

Category	Content Domain	Number of Questions	Percentage
I	Leadership	42	34%
II	Quality and Safety	32	26%
III	Human Capital Management	26	21%
IV	Health Care Delivery	25	20%
TOTAL		125	100%*

**Total does not come to 100 because of rounding.*

I Leadership

A. Knowledge

1. Leadership theories and styles and executive presence
2. Principles of relationship building
3. Strategic planning methods
4. Governance structures

B. Skill

1. Change management and complex project management and oversight
2. Coaching, mentoring, and succession planning
3. Communication techniques and strategies (eg, conflict resolution, consensus building, negotiation)
4. Business acumen (eg, forecasting, business planning, return on investment, awareness and impact of reimbursement methods)

II Quality and Safety

A. Knowledge

1. Health care standards (eg, regulatory and accrediting bodies)
2. Emergency preparedness and management
3. Principles of high reliability

B. Skill

1. Risk assessment and evaluation of plan of correction (eg, root cause analysis [RCA], failure mode effects analysis [FMEA])
2. Performance benchmarking interpretation and analysis
3. Continuum of evidence-based practice (EBP), process improvement (PI) and quality improvement (QI)

III Human Capital Management

A. Knowledge

1. Employee protection and labor laws (eg, Americans with Disabilities Act [ADA], Occupational Safety and Health Administration [OSHA], Rehabilitation Act, Age Discrimination in Employment Act [ADEA], Civil Rights Act)
2. Professional development (eg, competency, education, scope of practice)
3. Diversity, equity, and inclusion

B. Skill

1. Develop and monitor healthy workforce environment, workplace safety, and engagement strategies
2. Professional governance

IV Health Care Delivery

A. Knowledge

1. Strategies and effectiveness of health care delivery (eg, patient-centered medical homes, telehealth, staffing models, pipeline)
2. Health care ethics (eg, principles, codes, organizational structures)
3. Research translation and spirit of inquiry

B. Skill

1. Monitor patient outcomes
2. Guiding integration and implementation of technology (eg, AI, cybersecurity, system integration, predictive analytics)

Last Updated: April 7, 2025