Ch 5 Questions - Video

1) Which of the following does the heredity approach state?

b) An individual's personality is determined by molecular structure of the genes.

2) Valerie Sinclair, a climate campaigner at an environmental organization, invariably uses rationale to make decisions for project implementation. She believes that the right decisions can be made only through scrutiny and analysis. Each time she needs to make a decision, she weighs all options before taking action. Which of the following is Sinclair's personality type according to the Myers-Briggs Type Indicator (MBTI) classification? (page 140)

c) thinking

3) What is the major problem with the Myers-Briggs Type Indicator as a measure of personality? (page 140)

b) It forces a person to be categorized as either one type or another.

4) _____ is as important for managers as for front-line employees and, among all Big Five Model traits, is most consistently related to job performance. (page 142)

c. Conscientiousness

5) Individuals scoring _____ have a strong ability to adjust his or her behavior to external, situational factors and can behave differently in different situations. (page 147)

d) high on self-monitoring

6) Which of the following statements is most likely to be true regarding people with proactive personalities? (page 148)

d) They are more likely than others to be seen as leaders.

7) Which of the following is true of values? (page 151)

c) They have content and intensity attributes.

8) Which of the following is an instrumental value? (page 152)

c) personal discipline

9. John Holland's personality-job fit theory presents six personality types. Which of the following is one of these six types? (page 154)

d) investigative

10. With reference to the Hofstede's framework, which country scores highest in individualism? (page 156)

a) United States

Ch 5 Questions - Study Guide

1) Esther Lugo has gone for an interview at an advertising firm in Manhattan and has been asked to complete a self-report survey to help interviewers understand if she is the right candidate for the job. From the interview, they have found that she is extroverted, empathic, scrupulous, and cooperative in nature, which are key characteristics needed for the job. These characteristics about Lugo indicate her _____.

E) personality

2) Which of the following does the heredity approach state?

B) An individual's personality is determined by molecular structure of the genes.

3) Elaine Chamberlain works as a research executive at an environmental organization. Though her colleagues are helpful and friendly, because of her shy nature, she often eats her lunch at her desk and has limited interactions with them. She is glad that her nature of work does not require her to interact with her co-workers to a high extent. Which of the following types is Chamberlain most likely to be characterized as according to the Myers-Briggs Type Indicator (MBTI) classification?

B) introverted

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Ch 5 Questions - Study Guide (cont)

4) Which dimension of the Big Five model is a measure of reliability?

C) conscientiousness

5) Which of the following statements is true about people with positive core self-evaluations?

A) They are committed to their goals and set ambitious goals.

6) Individuals scoring _____ have a strong ability to adjust their behavior to external, situational factors and can behave differently in different situations.

D) high on self-monitoring

7) Milton Rokeach created the Rokeach Value Survey (RVS), which consists of two sets of values, namely _____ values and _____ values.

A) instrumental; terminal

8) Which of the following is an instrumental value according to the Rokeach Value Survey?

C) personal discipline

Ch 5 Questions - Additional

1) Esther Lugo has gone for an interview at an advertising firm in Manhattan and has been asked to complete a self-report survey to help interviewers understand if she is the right candidate for the job. From the interview, they have found that she is extroverted, empathic, scrupulous, and cooperative in nature, which are key characteristics needed for the job. These characteristics about Lugo indicate her _____.

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