

Part 1 of 14 - Chapter 13 Theory

4.0 Points

Question 1 of 50

1.0 Points

O-data on a candidate can be gathered by means of _____.

- ☐ A. the candidate's personal history
- ☐ B. an interview with the candidate
- ☐ C. standardised tests or experiments
- ✓ ☒ D. ratings by the candidate's colleagues

Answer Key: D

Feedback: Good! O-data or observer data is information obtained through observations and ratings by people who are knowledgeable about participants. See section 13.7

Question 2 of 50

1.0 Points

In trait theory, traits are mainly influenced by _____ factors.

- ✗ ☒ A. unconscious
- ☐ B. inherited biological
- ☐ C. social
- ☐ D. cultural

Answer Key: B

Feedback: Traits are mainly influenced by genetics and biological aspects, but the environment also plays a role. See section 13.3.4

Question 3 of 50

1.0 Points

In personality study the concept of "nurture" refers to _____.

- ☐ A. the heuristic value of theories
- ✓ ☒ B. environmental influences on personality
- ☐ C. parsimony in personality theories
- ☐ D. the influence of biological factors

Answer Key: B

Feedback: Yes! Have you heard of the expression nature versus nurture? Nurture refers to family influences and influences from the environment. If you have time, watch the video clip Nature versus Nurture, Through the Wormhole with Morgan Freeman on YouTube. It provides interesting insights into these concepts. You can copy this link into your browser: <https://www.youtube.com/watch?v=edQ3JnGmA4U> Section 13.2.2

Question 4 of 50

1.0 Points

_____ research involves research on the validity and reliability of work performance variables which are used to correlate with or relate to personality attributes.

- ☐ A. Moderator
- ☐ B. Biographical
- ☒ C. Classic personality
- ☐ D. Criterion

Answer Key: D

Feedback: A special application of correlation research in the work context is criterion research, in which problems of validity, reliability and restrictedness are special issues. Researchers try to find work performance criteria that are specific to certain jobs but also have universal applications and may be related to psychological concepts, such as personality. See section 13.7

Part 2 of 14 - Chapter 13 Application

4.0 Points

Question 5 of 50

1.0 Points

If you were asked to explain how the concepts and assumptions related to the cultural perspective relates to your own life, which of the following strategies would be the most applicable?

- ☐ A. Explain the early childhood experiences that influence your current behaviour.
- ☐ B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.
- ☐ C. Indicate how you make your own choices in your striving to experience meaning.
- ☒ D. Explain the cultural customs which influence your behaviour.

Answer Key: D

Feedback: Good! Culture consists of collective norms, values, beliefs, ways of thinking, perceptions and behaviours (particularly those based on past events) that characterise the unique ways in which people do things and which may influence personality and behaviours. Culture can explain uniqueness and similarities, and how different life roles are expressed. Cross-cultural research aims at identifying similarities and differences across various cultural groups. See section 13.3.8

Question 6 of 50

1.0 Points

Mike has a low self-esteem. He struggles to maintain good relationships with other people and fulfill various life roles (work, helping teenage children into adulthood). He is experiencing a midlife crisis. This description of Mike relates to the _____ perspective on personality.

- ✓ ☐ A. psychoanalytic
- ☒ B. psychosocial
- ☐ C. humanist
- ☐ D. behaviourist

Answer Key: B

Feedback: Well done! Psychosocial theories stress the self as a core dimension of personality and personality development, as well as the impact of peoples' social interest and social factors on personality development. See section 13.3.7

Question 7 of 50

1.0 Points

Susan could have certain personality characteristics that cause conflict in the workplace, namely a lack of direction, introversion, emotional instability and a lack of openness to experience. This description of Susan relates to the _____ perspective on personality.

- ☐ A. psychodynamic
- ✗ ☒ B. behaviourist
- ☐ C. humanist
- ☐ D. trait

Answer Key: D

Feedback: This scenario relates to personality traits, which of course refers to the trait and type theories. See section 13.3.4

Question 8 of 50

1.0 Points

When studying personality, Simon always relates cultural phenomena to people's conscious and unconscious needs and conflict. Simon most probably approaches personality from the _____ perspective/s.

- ☒ A. African and Asian
- ☐ B. humanistic
- ☐ C. behaviourist
- ☐ D. psychodynamic

Answer Key: D

Feedback: In psychodynamic and psychoanalytic theories the main emphasis is on the unconscious and people's experience of conflicts because of internal biological drives, unconscious motives, various personality structures past events and the norms of society. See section 13.3.8

Part 3 of 14 - Chapter 14 Theory

4.0 Points

Question 9 of 50

1.0 Points

In psychopathology theory, _____ postulated that the exclusive use of a single type of behaviour, regardless of the situation, points to a neurosis.

- ☒ A. Freud
- ☐ B. Erikson
- ☐ C. Adler
- ☐ D. Horney

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50

1.0 Points

An important difference between Freud's ideas and that of the later neo-Freudians, is that the neo-Freudians _____.

- ☐ A. strongly believe in the causal influence of biological factors
- ☒ B. emphasise sexual drives more than Freud
- ☐ C. emphasise the determining powers of social factors
- ☐ D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

Question 11 of 50

1.0 Points

In Freud's three levels of consciousness, available memory that can easily be retrieved to consciousness is referred to as the _____.

- ☐ A. unconscious
- ☐ B. conscious
- ✓ ☒ C. preconscious
- ☐ D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

Question 12 of 50

1.0 Points

Adler illustrates the unconscious as a jade tree, with a small root system and lots of growth above the surface. Which factors contribute to the ample growth above the surface?

- ☐ A. Self-disclosure and feedback
- ✓ ☒ B. Social and cultural influences
- ☐ C. Inherited biological instincts
- ☐ D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application


3.0 Points

Question 13 of 50

1.0 Points

Jung's concept of _____ emphasises the role of culturally inherited predispositions and experiences in all people, while a future orientation that directs human behaviour is associated with the concept of _____.

- ☐ A. collective unconscious; pleasure principle

-  ☒ B. collective unconscious; morality principle
- ☐ C. collective unconscious; reality principle
- ☐ D. collective unconscious; teleological principle


Answer Key: D

Feedback: Jung believed that the collective unconscious contained archetypes, which are culturally inherited predispositions and experiences in all people. Jung also adhered to the teleological principle, which links the present with the future through a future goal that guides and directs behaviour. See sections 14.5 and 14.6

Question 14 of 50

1.0 Points

A person with an exploitative orientation is denoted by traits resembling Freud's anal character and would be described by Horney as _____.

-  ☒ A. moving against people
- ☐ B. moving with people
- ☐ C. moving towards people
- ☐ D. moving away from people


Answer Key: A

Feedback: Well done! This type of person is described by Horney as moving against people (the hostile type who has a constant need to feel superior to others and to exploit other people). See section 14.8.2

Question 15 of 50

1.0 Points

In your organisation it is clear that some employees' ways of thinking and doing and how others perceive them, may be the result of universal "social or behaviour genetics", or how people are influenced by past and historical experiences. Which of the following concepts related to psychodynamic theory, best describes this phenomenon?

-  ☒ A. Archetypes
- ☐ B. Internal morality
- ☐ C. Regression
- ☐ D. Persona

Answer Key: A

Feedback: Good! Jung's personal unconscious resembles a blend of Freud's unconscious and preconscious. The collective unconscious was an extension of Freud's unconscious. Jung believed that the collective unconscious contained archetypes, which are culturally inherited predispositions to perceive, act and think in certain ways. See section 14.5

Part 5 of 14 - Chapter 16 Theory

4.0 Points

Question 16 of 50

1.0 Points

Which temperament is associated with a person who is very optimistic by nature?

- ☐ A. melancholic
- ☐ B. phlegmatic
- ☐ C. choleric
- ☒ D. sanguine

Answer Key: D

Question 17 of 50

1.0 Points

Which one of the following factors does NOT belong to Eysenck's classification of three main or inclusive factors of personality?

- ☐ A. extroversion vs introversion
- ☐ B. neuroticism vs emotional stability
- ☒ C. conscientiousness vs lack of direction
- ☐ D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Question 18 of 50

1.0 Points

The basic permanent innate energy of all behaviour much like drives or instincts is termed as _____.

- ☐ A. attitudes
- ☐ B. sentiments
- ☒ C. ergs
- ☐ D. traits

Answer Key: C

Feedback: Ergs are termed as the basic permanent innate energy of all behaviour. (p. 368 Section 16.8)

Question 19 of 50

1.0 Points

The aim of criterion research in personality research is to _____.

- ☐ A. correlate personality traits and maladjustment
- ☐ B. predict performance based on personality traits
- ☒ C. identify similarities and differences in people
- ☐ D. provide empirical data on maladjustment

Answer Key: B

Part 6 of 14 - Chapter 16 Application

3.0 Points

Question 20 of 50

1.0 Points

An important assumption according to trait psychology is that _____.

- ☐ A. more or less enduring traits provide people with an identifiable personality profile across time and situations
- ☒ B. traits recognisable in people are foremost learned behaviour influenced by the environment
- ☐ C. genetic factors may only have a determining effect with regard to intellectual personality traits.
- ☐ D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

Question 21 of 50

1.0 Points

If you believe that personality consists of more or less consistent psycho-physical systems in the person that determine behaviour in general and in specific situations, you are using a _____ approach to define personality.

- ☒ A. behaviourist
- ☐ B. cognitive

- ☐ C. trait
- ☐ D. humanistic

Answer Key: C

Feedback: Ch 16, sect 16.4

Question 22 of 50

1.0 Points

An employee often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions, being angry, anxious and a general lack of self-confidence. According to the FFM on personality these behaviours can arguably best be classified under which one of the following factors?

- ☐ A. antagonism vs agreeableness
- ☐ B. apprehension vs insecurity
- ☒ C. neuroticism vs emotional stability
- ☐ D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

Part 7 of 14 - Chapter 17 Theory

4.0 Points

Question 23 of 50

1.0 Points

If a person focuses on things like earnings, they are focusing on _____ needs, which indicates that they are not self-actualising.

- ☐ A. higher level
- ☐ B. spiritual
- ☐ C. deficiency/primary
- ☒ D. growth/secondary

Answer Key: C

Feedback: Whoops, that is not correct. Focus on primary or deficiency needs is not related to self-actualisation. See prescribed book section 17.6.2

Question 24 of 50

1.0 Points

In humanistic theory, the term etics refers to _____.

- ☐ A. people being in their world
- ☐ B. aspects shared by all cultures
- ☒ C. the study of people's conscious experiences
- ☐ D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 25 of 50

1.0 Points

The _____ approach believes that people can transcend or overcome their environment or circumstances.

- ☐ A. behaviourism
- ☒ B. humanistic
- ☐ C. cognitive
- ☐ D. trait

Answer Key: B

Question 26 of 50

1.0 Points

Rogers stated that people can only develop into fully functioning people if they experience _____.

- ☐ A. self-determination
- ☒ B. unconditional positive regard
- ☐ C. the will to meaning
- ☐ D. life stages

Answer Key: B

Part 8 of 14 - Chapter 17 Application

3.0 Points

Question 27 of 50

1.0 Points

Which one of the following statements does NOT reflect the main assumptions of humanistic approaches?

- ☐ A. People's subjective and phenomenological experiences are important
- ☐ B. People have innate goodness and potential to self-actualise
- ☒ C. People must be understood in terms of certain elements in personality
- ☐ D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

Question 28 of 50

1.0 Points

Which one of the following ideas from humanistic psychology is arguably the most valuable for application in the world of work?

- ☐ A. Emphasising and understanding people's previous traumatic experiences.
- ☐ B. Amending job designs to ensure that people find it more meaningful.
- ☐ C. Using self-concepts to assess and select people for jobs and promotion.
- ☒ D. Enabling employees to learn from others in their work environment.

Answer Key: B

Feedback: Chapter 17, textbook, section 17.1 - This is an insight question, which may be better understood by reading section 17.1. Humanism emphasises the positive nature of human beings and in essence, the redesigning of work in order to ensure that it is meaningful to employees. The other options refer to psychoanalysis, behaviourism and trait theories.

Question 29 of 50

1.0 Points

Fortgenesis relates to _____.

- ☐ A. resilience
- ☐ B. unconditional positive regard
- ☒ C. self-actualisation
- ☐ D. affiliation

Answer Key: A

Feedback: Fortigenesis relates to resilience as it refers to an even stronger form of salutogenesis, which directly relates to health and resilience (Bergh & Geldenhuys, 2013, section 17.7).

Part 9 of 14 - Chapter 18 Theory

4.0 Points

Question 30 of 50

1.0 Points

In cognitive theory, the term "hostility" is defined as _____.

- ☐ A. an identity crisis, with widespread changes in core roles
- ☐ B. something that violates the core role
- ✓ ☒ C. holding on to invalid constructs
- ☐ D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Question 31 of 50

1.0 Points

Based on Kelly's "person as scientist" principle, people are not controlled by past or present events, but rather control events based on _____.

- ☐ A. questions asked and answers found
- ✗ ☒ B. unconscious forces
- ☐ C. reward and punishment of behaviour
- ☐ D. passive response

Answer Key: A

Feedback: Whoops. Kelly believed that a person is not controlled by present events (as Skinner suggested) or past ones (as Freud suggested), but rather controls events depending on the questions raised and the answers found. The only way in which people can be enslaved by the past or present is through their interpretation of events (over which they have control). See section 18.2 in your prescribed book and the text box on page 394.

Question 32 of 50

1.0 Points

The concept "perceptualisation" in cognitive psychology refers to _____.

- ☐ A. becoming aware of stimuli before the moment and meaning is gone.
- ☐ B. interpreting and giving meaning to internal and external stimuli.

- ✓ ☒ C. the process of obtaining and receiving information and integrating information into meaningful contents.
- ☐ D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Feedback: Section 18.5

Question 33 of 50

1.0 Points

As an ultimate goal in life, Kelly asserted that people should _____.

- ✗ ☐ A. overcome their childhood fixations
- ☐ B. strive for meaning in life
- ☐ C. define a set of constructs that best enables them to predict events
- ☐ D. develop virtues and characteristics which will enable them to achieve well-being in all life roles

Answer Key: C

Feedback: Incorrect. Kelly asserted that people should define a set of constructs that best enables them to predict events. (He did not postulate any other ultimate goal in life.) See section 18.2 in your prescribed book and the text box on page 394

Part 10 of 14 - Chapter 18 Application

3.0 Points

Question 34 of 50

1.0 Points

During an exit interview an employee describes the strong points and weak points of the organisation and his supervisors. Using Kelly's ideas on personal constructs, the employee's perceptions can be explained by the _____ corollary.

- ☐ A. fragmentation
- ☐ B. choice
- ☐ C. range
- ✓ ☒ D. dichotomy

Answer Key: D

Question 35 of 50

1.0 Points

An employee believes that he has better qualifications, more experience and performs better in his job compared to a colleague who has been promoted to a managerial position above him without any explanation by management. Which action from the following options do you think will arguably best decrease this employee's cognitive dissonance?

- ☐ A. The employee will only work harder to perform even better in order to prove his point.
- ☐ B. He will bring complaints of unfair labour practice against the management.
- ☒ C. The employee will not perform up to his usual standards or what is expected of him.
- ☐ D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Feedback: Section 18.4.3

Question 36 of 50

1.0 Points

Why, according to cognitive psychologists, do people experience psychological adjustment problems?

- ☐ A. They cannot solve conflicts from their past traumatic experiences.
- ☒ B. Their ways of thinking are not applicable to more or all situations and events.
- ☐ C. They rely too much on defence mechanisms and C-P-C cycles.
- ☐ D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Part 11 of 14 - Chapter 19 Theory

4.0 Points

Question 37 of 50

1.0 Points

With regard to psychological and social well-being, the term "environmental mastery" is defined as _____.

- ☐ A. accepting people as being good and kind
- ☒ B. a person experiencing the community as logical and predictable

- ☐ C. a sense of direction towards specific goals
- ☐ D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50

1.0 Points

An individual who understands events in life and finds them controllable and meaningful is experiencing _____.

- ☐ A. a sense of coherence
- ☒ B. positive coping
- ☐ C. hardiness
- ☐ D. learned resourcefulness

Answer Key: A

Question 39 of 50

1.0 Points

According to Antonovsky, a _____ is any characteristic of the person, group, subculture or society that facilitates the avoidance or combating of a wide variety of stressors

- ☐ A. positive emotion
- ☐ B. generalised resistance resource
- ☒ C. well-being construct
- ☐ D. life stressor

Answer Key: B

Feedback: Antonovsky used the concept of a generalised resistance resource (GRR). A GRR is any characteristic of the person, group, subculture or society that facilitates the avoidance or combating of a wide variety of stressors. See prescribed book section 19.4.1

Question 40 of 50

1.0 Points

In the theory on psychological well-being, the term "engagement" refers to _____.

- ☒ A. positive, absorbed commitment
- ☐ B. protected use of strengths

- ☐ C. confidence in capacities to achieve, like self-efficacy
- ☐ D. strengths to reach out, beyond oneself

Answer Key: A

Feedback: Section 19.5.5

Part 12 of 14 - Chapter 19 Application

3.0 Points

Question 41 of 50

1.0 Points

Which of the following is a factor in psychological well-being as opposed to social well-being?

- ☐ A. Mastering environmental challenges.
- ☒ B. Accepting other people irrespective of the fact that they do things differently from you.
- ☐ C. Affiliating with societal groups such as the parent-teacher associations.
- ☐ D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Question 42 of 50

1.0 Points

In a career development workshop you have designed the training interventions to strengthen the participants' ability to control their emotions and needs, which will improve their planning skills and increase their ability to enjoy life. On which of the following salutogenesis constructs have you based your workshop?

- ☐ A. Locus of control
- ☐ B. Sense of coherence
- ☒ C. Learned resourcefulness
- ☐ D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50

1.0 Points

Which of the following is an example of eudaimonia?

- ☐ A. A person who is excited about an upcoming tour to France
- ✓ ☒ B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found
- ☐ C. Soccer crowds singing and shouting at the World Cup
- ☐ D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory

4.0 Points

Question 44 of 50

1.0 Points

Personality disorders characterised by dramatic, emotional and erratic behaviour include _____ personalities.

- ☐ A. borderline, psychopath and sociopath
- ☐ B. obsessive-compulsive, avoidant and dependant
- ☐ C. narcissistic, antisocial and histrionic
- ✗ ☒ D. paranoid, schizoid and shizotypal

Answer Key: C

Question 45 of 50

1.0 Points

Which one of the following methods or approaches is used to determine why and how people can be diagnosed and classified as having a certain psychological disorder?

- ✗ ☒ A. The social readjustment scale
- ☐ B. Systems-interactional model
- ☐ C. General Adaptation Syndrome
- ☐ D. Diagnostic Statistical Manual

Answer Key: D

Question 46 of 50

1.0 Points

The _____ Model suggests that jobs should be designed in a way which minimises high job demands, which can cause strain over which an employee has no control.

- ✓ ☒ A. Demands-Control
☐ B. Demands-and-Resources
☐ C. Job-Characteristics
☐ D. Risk-Management

Answer Key: A

Question 47 of 50

1.0 Points

In the DSM, only axis _____, and to a lesser degree axes _____ and _____, address some aspects of occupational behaviours as possible causal or symptomatic indicators.

- ☐ A. IV; 1; V
☐ B. 1; II; III
✗ ☒ C. 1; III; V
☐ D. IV; 1; III

Answer Key: A

Feedback: That is not correct. It is only axis IV, and to a lesser degree axes 1 and V, that address some aspects of occupational behaviours as possible causal or symptomatic indicators. See section 20.5 of the prescribed book.

Part 14 of 14 - Chapter 20 Application

3.0 Points

Question 48 of 50

1.0 Points

You arrive at work one morning to find your colleague standing with security demanding to check everyone's access card as she needs to make sure no one entering is an alien from outer space planning to do experiments on their colleagues. Which personality disorder is she probably exhibiting?

- ☐ A. Paranoid personality
☐ B. Antisocial personality
☐ C. Narcissistic personality
✓ ☒ D. Schizotypal personality

Answer Key: D

Feedback: Your colleague is exhibiting schizotypal personality disorder displaying magical thinking. (P.449 Section 20.5.3)

Question 49 of 50

1.0 Points

Behavioural patterns of overcommitment in the workplace may be a result of _____.

- ☐ A. aspirations that are too low
- ☒ B. creating intimate relationships or other non-work roles
- ☐ C. weak abilities and poor creative ability
- ☐ D. obsessive-compulsive personality characteristics

Answer Key: D

Question 50 of 50

1.0 Points

Years ago in Pretoria the so-called “Prince of Pretoria” appeared and represented himself as a Prince from another country. He appeared to be quite rational, dressed very smartly and convinced many people of his royal status so that he was treated like a prince. Even after it was established that he was not a prince but an individual with psychological problems and was admitted for treatment in a mental institution, he persisted in his beliefs. This case can best be described as _____.

- ☐ A. post-traumatic stress disorder
- ☐ B. delusional disorder
- ☐ C. dissociative amnesia
- ☒ D. dissociative identity disorder

Answer Key: B

Feedback: Whoops! This person was suffering from a delusional disorder in that he perceived as reality something that was simply not true or rational.