

Part 1 of 1 – Chapter 18

Question 1 of 55

1.0 Points

George Kelly believes that people are to some extent always free to revise or replace their interpretation of events in order to predict future events. This is known as _____, which is the underlying assumption of Kelly's theory.

- ☐ A. a fundamental postulate
- ☐ B. cognitive dissonance
- ☐ C. preverbal constructs
- ☐ D. constructive alternativism

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1.0 Points

"If you become a taxi driver, you will also become a bad driver, since all taxi drivers are considered to be bad drivers." This statement is an example of _____.

- ☐ A. a pre-emptive construct
- ☐ B. encoding strategies
- ☐ C. a constellatory construct
- ☐ D. a propositional construct

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1.0 Points

The cognitive movement rejects the classical _____ view that people react passively to stimuli.

- ☐ A. humanistic
- ☐ B. behaviouristic
- ☐ C. psychodynamic
- ☐ D. subjective

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1.0 Points

A construct that does NOT allow individuals to change their opinions when new information arises that is relevant to the experience is called _____.

- ☐ A. a pre-emptive construct
- ☐ B. encoding strategies
- ☐ C. a constellatory construct
- ☐ D. a propositional construct

Question 5 of 55

1.0 Points

Which one of the following statements most comprehensively describes the core idea/s in cognitive psychology's study and description of personality?

- ☐ A. The study of how people learn or acquire knowledge and constructs by using their scientific abilities, intelligence and learning capacities
- ☐ B. People's ability to interact in the world and towards other people by using their cognitive and core self-evaluations.
- ☐ C. How people perceive, understand and respond in their world by obtaining and processing knowledge through all their cognitive processes.
- ☐ D. People learn and respond in the world by the strength of their episodic and semantic memories.

1.0
Points

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People utilise their _____ to view and predict the world and can maintain control and adapt their views of the world through a process known as _____.

- ☐ A. scientific abilities; constructive alternativism
- ☐ B. personal constructs; constructive alternativism
- ☐ C. scientific abilities; self-regulation
- ☐ D. personal constructs; self-regulation

1.0 Points

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According to Kelly's cognitive approach to the study of personality, _____ are the central aspects which will define the self or personality, and which are rather consistent and not easy to change without influencing many other aspects?

- ☐ A. core constructs
- ☐ B. core roles
- ☐ C. submerged constructs
- ☐ D. conscious constructs

1.0 Points

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How does Kelly explain the idea of defence mechanisms?

- ☐ A. He is in agreement with psychoanalysis that defence mechanisms are mostly unconscious.
- ☐ B. Kelly believes that people defend against unstructured and disconfirmed constructs
- ☐ C. Kelly believes that people may have preverbal constructs to defend the self.
- ☐ D. Kelly believes that people may resist acting according to core roles in order to defend themselves.

1.0
Points

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According to cognitive psychologists important aspects of motivational behaviour in people include _____.

- ☐ A. the drive to ensure unity and equity with all people.
- ☐ B. the ability to think and act according to a scientific process.
- ☐ C. the ability to identify with and accommodate people who share the same beliefs.

- ☐ D. the ability to obtain the knowledge to be able to anticipate and predict events in life

1.0 Points

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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.

1.0 Points

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Personality, according to cognitive psychologists like Kelly, is _____.

- ☐ A. characterised by various personal constructs and how they are used to understand the world and others in order to anticipate and predict future events.
- ☐ B. made up of a number of personal constructs which form the core of the self or personality.
- ☐ C. defined as the core roles a person assumes or that is given to him/her by others.
- ☐ D. recognisable and determined by the enduring consistency and validity of personal constructs in order to cope with life's requirements.

1.0
Points

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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.

1.0
Points

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According to _____, personality could be considered as the abstraction made by people of the psychological processes they observe or infer in others.

- ☐ A. Rogers
- ☐ B. Frankl
- ☐ C. Meyer
- ☐ D. Kelly

1.0 Points

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_____ constructs refer to the criteria or hypotheses through which people view and predict the world or their theories about the world and people they use to organise their own lives.

- ☐ A. Psychological
- ☐ B. Personality
- ☐ C. Personal
- ☐ D. Cognitive

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1.0 Points

In cognitive psychology concepts such as schemata, constructs, precepts, images and plans are used to refer to the _____ of personality.

- ☐ A. development
- ☐ B. structure
- ☐ C. motivation
- ☐ D. adjustment

Question 16 of 55

1.0 Points

John changed his opinion about how to restructure his department after receiving new information on job satisfaction in the organisation. John is influenced by the _____ construct.

- ☐ A. propositional
- ☐ B. constellatory
- ☐ C. pre-emptive
- ☐ D. cognitive

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1.0 Points

You regularly consult with companies on the advantages of cross-cultural learning for all employees and you have found that on ethnic, sexist and racist issues many employees across groups find it difficult to develop more flexible attitudes. In terms of cognitive assumptions one can understand this phenomenon best by applying the assumptions of the which one of the following constructs as proposed by Kelly?

- ☐ A. Pre-emptive constructs as they do not allow much new information
- ☐ B. The choice corollary because it enables people to use their freedom to act as they prefer.
- ☐ C. The organisation corollary in which these issues may be superordinate for some people.
- ☐ D. The range corollary which makes it difficult for individuals to include new or change existing schemata.

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1.0
Points

The construct that allows flexible thinking as it allows individuals to be included in more than one group at a time is called _____ while the construct that prevents reintegration of new information in order to place individual in only one group is called _____.

- ☐ A. propositional; range
- ☐ B. constellatory; pre-emptive

- ☐ C. pre-emptive; constellatory
- ☐ D. range; propositional

Question 19 of 55

1.0 Points

In cognitive theory, the term "construction" _____.

- ☐ A. refers to exposure/openness to new information
- ☐ B. the fact that people differ in their interpretations of things
- ☐ C. refers to anticipating repetitions in events
- ☐ D. the fact that people share similar meaning systems

Question 20 of 55

1.0 Points

In cognitive theory, the term "commonality" refers to _____.

- ☐ A. the fact that people differ in their interpretations of things
- ☐ B. the fact that people share similar meaning systems
- ☐ C. the ability to change and adapt meanings
- ☐ D. conflicts between constructs

Question 21 of 55

1.0 Points

In cognitive theory, the term "fragmentation" refers to _____.

- ☐ A. anticipating repetitions in events
- ☐ B. the fact that people share similar meaning systems
- ☐ C. the ability to change and adapt meanings
- ☐ D. conflicts between constructs

Question 22 of 55

1.0 Points

In cognitive theory, the term "individual" refers to _____.

- ☐ A. exposure/openness to new information
- ☐ B. the fact that people differ in their interpretations of things
- ☐ C. anticipating repetitions in events
- ☐ D. the fact that people share similar meaning systems

Question 23 of 55

1.0 Points

In cognitive theory, the term "experience" refers to _____.

- ☐ A. exposure/openness to new information

- ☐ B. the fact that people differ in their interpretations of things
- ☐ C. anticipating repetitions in events
- ☐ D. the fact that people share similar meaning systems

Question 24 of 55

1.0 Points

In cognitive theory, the term "modulation" refers to _____.

- ☐ A. anticipating repetitions in events
- ☐ B. the fact that people share similar meaning systems
- ☐ C. the ability to change and adapt meanings
- ☐ D. conflicts between constructs

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1.0 Points

Most or all of people's meaning systems allow them to compare both sides of information which refers to the _____ construct, while an event encountered by a person which he/she cannot or does not want to explain or give meaning to is described as a _____ construct.

- ☐ A. propositional; constellatory
- ☐ B. constellatory; propositional
- ☐ C. dichotomy; suspended
- ☐ D. suspended; dichotomy

Question 26 of 55

1.0 Points

According to cognitive psychologists, what explains some differences in thinking and behaviour in sub-cultures and between and across cultures?

- ☐ A. Collective differences of genetic influences which determine certain experiences.
- ☐ B. The fact that people in groups form certain pre-determined relationships which will influence meaning systems.
- ☐ C. Meaning systems formed in peoples' collective personal and historical experiences.
- ☐ D. The impact of macro political and socio-economic influences

Question 27 of 55

1.0
Points

Cognitive psychology is mainly concerned with the _____.

- ☐ A. unconscious
- ☐ B. conscious
- ☐ C. motivation
- ☐ D. ego

Question 28 of 55

1.0 Points

Why is the REP Test valuable in cognitive research?

- ☐ A. Its findings can assist people to form and understand new constructs in their lives.
- ☐ B. People's constructs can be determined by comparing and contrasting different aspects of meaning systems in and between people.
- ☐ C. It can be used to measure the levels of accommodation and assimilation in people's cognitive structures.
- ☐ D. It is especially valuable in determining the structure of cognition in personality.

1.0
Points

Question 29 of 55

_____ theory is based on the premise that an individual compares his/her perceived input to output ration with that of others.

- ☐ A. Behaviourist
- ☐ B. Cognitive
- ☐ C. Equity
- ☐ D. Social

1.0 Points

Question 30 of 55

Mary and Simon took part in the same team building event however their perception of the event differs completely. According to the cognitive theory, the difference is as a result of _____.

- ☐ A. meaning structures
- ☐ B. core constructs
- ☐ C. personality types
- ☐ D. BASIC-ID

1.0 Points

Question 31 of 55

According to cognitive psychology human motivation is mostly directed towards_____, whilst the driving force in motivation is _____, and motivation can be considered the _____ of human performance.

- ☐ A. knowledge; self-efficacy; creativity
- ☐ B. self-efficacy; knowledge; energy
- ☐ C. self-efficacy; creativity; energy
- ☐ D. knowledge; self-efficacy; energy

1.0 Points

Question 32 of 55

In cognitive theory, _____ occurs as the result of an inability to understand important events and anticipate the future

- ☐ A. hostility
- ☐ B. anxiety

- ☐ C. a threat
- ☐ D. guilt

Question 33 of 55

1.0 Points

A constructive and productive strategy in job and task design, if one considers possible undeveloped and under-used competencies of employees, is to _____.

- ☐ A. focus all the control in the management and supervision levels
- ☐ B. give sub-ordinates (employees) more autonomy and decision-making powers
- ☐ C. take care to have accurate job descriptions with adequate supervision
- ☐ D. retain skills by giving such employees higher salaries compared to competing employers

Question 34 of 55

1.0 Points

A cognitive approach in work design and employee performance management will NOT focus on _____.

- ☐ A. adequate salary and annual increases
- ☐ B. enabling employees to realise the personal value of their work and tasks
- ☐ C. enabling employees to realise that their jobs have reachable goals and challenges
- ☐ D. enhancing cognitive complexity rather than simplicity

Question 35 of 55

1.0 Points

With regard to ideas in cognitive psychology, it is more constructive and accurate to assess employee and managerial competencies and potential by using assessment instruments which evaluate _____.

- ☐ A. cognitive modifiability
- ☐ B. cognitive control in performance
- ☐ C. performance after training in verbal and numerical training
- ☐ D. circumspection and control

Question 36 of 55

1.0 Points

Based on cognitive psychology, which one of the following explanations best describes the status of a person's psychological maladjustment?

- ☐ A. A person may have available several constructs available to help them cope and adapt.
- ☐ B. A person may have a repertoire of core roles which he/she can use in different situations
- ☐ C. A person regularly evaluates their way of thinking and may discard some of their constructs.
- ☐ D. A person's meanings systems do not have a sufficient range which leaves them unable to cope and predict the future.

Question 37 of 55

1.0
Points

In cognitive theory, the term "aggression" 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

Question 38 of 55

1.0 Points

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

- ☐ A. the inability to understand and predict events
- ☐ B. an identity crisis, with widespread changes in core roles
- ☐ C. something that violates the core role
- ☐ D. holding on to invalid constructs

Question 39 of 55

1.0 Points

In cognitive theory, the term "threat" 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

Question 40 of 55

1.0 Points

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

- ☐ A. the inability to understand and predict events
- ☐ B. an identity crisis, with widespread changes in core roles
- ☐ C. something that violates the core role
- ☐ D. holding on to invalid constructs

Question 41 of 55

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

Question 42 of 55

1.0 Points

Which one of the following statements point to strong influences which can lead to the manifestation of depression, according to cognitive psychology?

- ☐ A. Suicide is often a factor and accelerates depressive and manic feelings.
- ☐ B. Too much attention is given to too many stimuli from the environment.
- ☐ C. Events are interpreted as very serious and negative emotions are emphasised.
- ☐ D. Depression causes people to perceive that they are not loved and appreciated

Question 43 of 55

1.0 Points

One of your friends is implicated in a theft and you react by using several constructs to interpret the situation, such as guilty versus not-guilty; hearsay versus fact; isolated incident versus common occurrence; framed versus guilty; good versus bad. This indicates the use of _____ in the C-P-C cycle of cognitive theory.

- ☐ A. circumspection
- ☐ B. pre-emption
- ☐ C. control
- ☐ D. choice

Question 44 of 55

1.0 Points

One of your friends is implicated in a theft and you react by choosing one construct for dealing with the situation, such as hearsay versus fact. This indicates the use of _____ in the C-P-C cycle of cognitive theory.

- ☐ A. circumspection
- ☐ B. pre-emption
- ☐ C. control
- ☐ D. choice

Question 45 of 55

1.0 Points

One of your friends is implicated in a theft and you react by deciding not to make a judgement until enough information has been collected. This indicates the use of _____ in the C-P-C cycle of cognitive theory.

- ☐ A. circumspection
- ☐ B. pre-emption
- ☐ C. control
- ☐ D. choice

Question 46 of 55

1.0 Points

A person may be intolerant towards people speaking a different language, or having a different religion, or not following certain customs. However, as that person grows older, he/she realises that people have more commonalities than differences, and becomes more accepting or understanding of the forces in a situation, and adjusts his/her construct accordingly. This is an example of a construct becoming _____.

- ☐ A. rigid
- ☐ B. permeable

- ☐ C. habitual
- ☐ D. unyielding

Question 47 of 55

1.0 Points

In cognitive theory, the term _____ construct refers to how someone views him/herself in comparison to others.

- ☐ A. self-
- ☐ B. suspended
- ☐ C. submerged
- ☐ D. propositional

Question 48 of 55

1.0 Points

In cognitive theory, the term _____ construct refers to a construct of which certain particulars are excluded from awareness because these particulars have not been completely formed in the mind to enable recall.

- ☐ A. self-
- ☐ B. suspended
- ☐ C. submerged
- ☐ D. propositional

Question 49 of 55

1.0 Points

In cognitive theory, the term _____ construct refers to a construct that is less available to awareness owing to the intolerable implications it holds for the individual.

- ☐ A. self-
- ☐ B. suspended
- ☐ C. submerged
- ☐ D. propositional

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1.0 Points

In cognitive theory, the term _____ construct refers to a construct that leaves elements open to alternative constructions. It allows room for flexibility.

- ☐ A. self-
- ☐ B. suspended
- ☐ C. submerged
- ☐ D. propositional

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1.0 Points

In cognitive theory, the term _____ construct refers to a construct that prohibits its elements to belong to another range, in other words, a "nothing but" construct.

- ☐ A. submerged
- ☐ B. propositional
- ☐ C. pre-emptive
- ☐ D. constellatory

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1.0 Points

In cognitive theory, the term _____ construct refers to a construct that rigidly determines the way in which other constructs apply to its elements, as in stereotypical thinking.

- ☐ A. submerged
- ☐ B. propositional
- ☐ C. pre-emptive
- ☐ D. constellatory

Question 53 of 55

1.0 Points

In cognitive theory, _____ points to the fact that all human behaviour is aimed at predicting events.

- ☐ A. the fundamental postulate
- ☐ B. constructive alternativism
- ☐ C. cognitive dissonance
- ☐ D. the core construct

Question 54 of 55

1.0 Points

When I explain love as a reaction to someone who has already been assimilated (incorporated into existing schemas) and who strongly supports one's idea of self, I am explaining it from the perspective of the _____ theory.

- ☐ A. behaviourist
- ☐ B. humanist
- ☐ C. cognitive
- ☐ D. psychodynamic

Question 55 of 55

1.0 Points

When pleasure is described as mastering a new experience, the _____ perspective is used.

- ☐ A. behaviourist
- ☐ B. humanist
- ☐ C. cognitive
- ☐ D. psychodynamic

Part 1 of 1 – Chapter 20

Question 1 of 9

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

Question 2 of 9

1.0 Points

With regards to substance related disorders which one of the following would you consider as taking place after or during substance use and which may impact more or less all domains of human behavior – consciousness, thinking, judgment, perception and physical and psychological behaviour?

- ☐ A. Substance intoxication
- ☐ B. Substance withdrawal
- ☐ C. Substance abuse
- ☐ D. Substance dependence

Question 3 of 9

1.0 Points

Vasi was an avid mountain climber who went out every weekend with friends. Lately however, she just does not have the energy, feels sad constantly, does not want to see her friends and has no interest in climbing any more. What mood disorder does Vasi probably have?

- ☐ A. Dysthymic depressive disorder
- ☐ B. Bipolar affective disorder
- ☐ C. Major depressive disorder
- ☐ D. Cyclothymic depressive disorder

Question 4 of 9

1.0 Points

In the Zulu and Xhosa culture, there is a disorder known as phambana. The DSM would probably classify it as _____.

- ☐ A. major depression
- ☐ B. psychotic disorder
- ☐ C. anxiety
- ☐ D. epilepsy

Question 5 of 9

1.0 Points

The _____ personality, which exhibits patterns of over commitment to work, often refers to an individual who shows resilience and inner resources that will promote health.

- ☐ A. Hardy type
- ☐ B. Type A
- ☐ C. Type B
- ☐ D. Type C

Question 6 of 9

1.0 Points

You have been tasked by your manager to improve the working conditions of the department by using various health-promoting approaches. The employees have been complaining of exhaustion, depression as well as low job and life satisfaction. Which approach or model do you think might be most suited?

- ☐ A. Job characteristics model
- ☐ B. Demands-control model
- ☐ C. Risk-management model
- ☐ D. Demands and resources model

Question 7 of 9

1.0 Points

In analysing organisational health, organisational pathology is _____.

- ☐ A. determined largely by the context in which an organisation functions as well as organisational paradigms.
- ☐ B. characterised by greater stress for authority figures as authority becomes centralised
- ☐ C. signified by patterns of basic assumptions which a given group has established
- ☐ D. characterised by more people withdrawing from tasks and activities, and increasing job satisfaction because of conflict

Question 8 of 9

1.0
Points

The loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments is often referred to as _____.

- ☐ A. Presenteeism
- ☐ B. Workaholism
- ☐ C. Anxiety
- ☐ D. Burnout

Question 9 of 9

1.0 Points

Which one of the following disorders is classified as a psychotic disorder?

- ☐ A. Delirium
- ☐ B. Delusion
- ☐ C. Dementia



D. Dissociative disorder