SECTION A

Part 1 of 4 - Chapter 13 Theory

Question 1 of 25	1.0 Points
What kind of study is done to assess a person's behaviour and characterist long period of time?	tics over a
C A. Case history research	
B. Specific personality measures	
C. Employee-organisation fit	
C D. Longitudinal studies	
Reset Selection	
Question 2 of 25	1.0 Points
According to the theory, the meanings that people attach to themse to others often result from the methods of communication, the use of language the interactions between people.	
C A. relational	
B. humanistic	
C. interpersonal	
D. social constructionism	
Reset Selection	
Question 3 of 25	1.0 Points
There are a number of theories and frameworks, or paradigms that account personality. The theories/approaches postulate that the structures functioning of personality are determined by unconscious forces and based primitive or irrational and sophisticated elements.	and
A. psychodynamic or psychoanalytic	
B. humanistic, phenomenological and existential	
C. cognitive and social cognitive	
C D. behaviourist or learning	
Reset Selection	

-	estion 4 of 25
The	importance of childhood experiences and development is a strong emphasis of
0	A. behaviourism
О	B. psychoanalytical theory
0	C. mature relationships
C	D. positive ego-development
Res	et Selection et Selection
In b	estion 5 of 25 1.0 Points viological studies, the frontal lobes of the brain have been found to play an
imp	portant role in personality aspects such as
О	A. aggression and irritability
0	B. emotions
C	C. foresight and anticipation
Res	D. hearing and language et Selection
_	estion 6 of 25 1.0 Points
	sonality study provides knowledge and a framework for dealing with in lous contexts.
0	A. financial management
C	B. maladjustment
О	C. cognitive deficiencies
C	D. human behaviour
Res	et Selection et Selection
Dark	t 2 of 4. Chanter 12 Application and Insight

Part 2 of 4 - Chapter 13 Application and Insight

Question 7 of 25

Which of the descriptions below describe Mike's feelings and behaviours based on the cognitive paradigm?

A. Mike struggles to maintain good relationships with other people a fulfill various life roles. He is experiencing a midlife crisis.	and to	
B. Mike only collects negative information about himself. Thus, he has self-esteem. His self-construct contains the notion that he cannot achieve is intelligent.		
C. To avoid punishment as a child, Mike probably learned to keep a low profile, something he is still doing today.		
D. Mike does not experience meaning in life. Reset Selection		
Question 8 of 25 Mike experiences distortion in his mental, physical and spiritual domains description of Mike refers to the perspective on personality.	1.0 Points . This	
A. Psychoanalytic		
B. African		
C. Biological		
D. Contextual Reset Selection		
Question 9 of 25 The research across and between cultures to determine applicability of psychological concepts within each culture is referred to as the of psychological knowledge. C A. indigenisation	1.0 Points	
B. intercontextualisation C. ontology D. ethnicity Reset Selection		
Question 10 of 25	1.0 Points	
In the work context, employees on the same levels and in similar jobs respectorm differently with regard to their relationships with co-workers and own behaviour and moods. Some people handle criticism well, whilst oth struggle to accept when they are wrong. This refers to	d their	

0	A. self-regulation
0	B. relational schemas
0	C. emotional intelligence
0	D. contextual experiences
Res	et Selection et Selection
	1.0 Points
Bon on t soft asp	gi, the bookkeeper of a small enterprise, is often called into meetings to report he outstanding payments of creditors. Her colleagues experience her as shy and spoken even in the face of conflict from the manager. When considering the ects in defining personality in all its dimensions, which would you consider as vant aspects in Bongi's case?
C trai	A. The external visible or observable physical experiences, behaviour and ts.
0	B. The dynamic nature of behaviour indicating motivation and change.
C	C. Possible invisible covert or unconscious behaviours
O	D. The uniqueness of each person
Res	et Selection et Selection
	1.0 Points
Wh	restion 12 of 25 ich of the descriptions below describe Mike's feelings and behaviours based on trait theory?
C pro	A. To avoid punishment as a child, Mike probably learned to keep a low file, something he is still doing today.
C his	B. Mike has unresolved conflicts with his father, which might still influence behaviour and his perception of authority.
C bec	C. Mike might possess personality characteristics that prevent him from oming a high achiever, such as being an introvert.
C Res	D. Mike does not experience meaning in life. et Selection

Question 13 of 25	1.0 Points
The approach is more concerned with the uniqueness of experient individualism, while the approach emphasises collectivism and the interrelatedness of people.	
A. humanistic; African	
B. humanistic; Western	
C. cognitive; African	
D. cognitive; Western Reset Selection Part 3 of 4 - Chapter 14 Theory	
Question 14 of 25 Adler illustrates the unconscious as a jade tree, with a small root system growth above the surface. Which factors contribute to the ample growth surface?	
C A. Self-disclosure and feedback	
B. Social and cultural influences	
C. Inherited biological instincts	
D. Sex and aggression instincts Reset Selection	
Question 15 of 25 Establishing intimate relationships is one of the developmental tasks of developmental stage of Freud's psychosexual stages. A. oral	1.0 Points the
C B. genital	
C. anal	
C D. phallic	
Reset Selection	
Question 16 of 25	1.0 Points

According to Freud, the is also known as rationality because it determines appropriate and socially acceptable times and places that will satisfy the id impulses.
C A. ego
C B. superego
C. conscience
C D. biological drive
Reset Selection
Question 17 of 25 In the word association test in pscyhodynamic practice, delayed responses to certain words can indicate a complex or that the person is
C A. happy
© B. depressed
C. lying
C D. truthful
Reset Selection
Question 18 of 25 According to Freud, the is an evaluative agent that selects the behaviour that minimises pain while maximising pleasure.
C A. id
C B. ego
C. superego
C D. suppressor
Reset Selection
Question 19 of 25 Horney disagreed with Freud on the ideas of the Oedipus complex and Electra complex. She proposed instead and indicated that the basic needs for care and safety influence personality development.
A. marviduation
B. libido

O	C. womb envy
0	D. projection
Rese	et Selection et Selection
Part	4 of 4 - Chapter 14 Application and Insight
-	stion 20 of 25 superego has two sub-systems: a consciousness that punishes behaviour and
the .	that rewards it.
О	A. id
•	B. ego
O	C. pleasure principle
O	D. biological drive
Rese	et Selection et Selection
Shar deversiti is tr desc pers	1.0 Points from was one of two children. Her mother showed more affection for her sister. From hated her mother, and adored her father. The result is that Sharon eloped an inferiority complex. She has a very dominant personality, and crises everybody – the government, her boss, her husband and her children. She sying to overcome her inferiority by making herself superior to others. This cription of Sharon relates to aspects found in the perspective on conality. A. humanistic B. behaviouristic C. psychoanalytic D. cognitive
Rese	et Selection et Selection
Who	stion 22 of 25 2.0 Points en a person displays behaviour that is the opposite of what he/she usually s, a defence mechanism known as is being used.
C	A. Repression
•	B. Reaction-formation

C	C. Intellectualisation	
C	D. Rationalisation	
Rese	et Selection	
A p	estion 23 of 25 verson with an exploitative orientation is denoted by traits resembling I l character and would be described by Horney as	1.0 Points Freud's
\odot	A. moving against people	
0	B. moving with people	
O	C. moving towards people	
Rese	D. moving away from people et Selection	
Prudmar down the she Base play	dence has just left her manager's office after a performance review when ager told Prudence that she has ensure that the reports for sales are taken to their offices promptly at nine every morning without fail or she we consequences. Prudence is fuming and thinks that she will show her me will not be shoved around; she will not take the reports down in the med on the structural model of personality which component of personaly in Prudence? A. Superego B. Shadow C. Ego D. Id et Selection	ken vill suffer nanager, norning!
Wit	estion 25 of 25 Thin the field of IO Psychology, unconscious processes are used to determ the study within individuals, as well as between teams and team rehin organisations.	
•	A. conflicts	
С	B. learned behaviours	
0	C. self-efficacy	

SECTION B
Part 1 of 4 - Chapter 16 Theory
Question 1 of 25 Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by
C A. Allport
© B. Eysenck
C. Costa & McCrae
© D. Cattell Reset Selection
Question 2 of 25 The basic assumption that personality is best expressed in interpersonal situations, distinguishes the from other personality models.
• A. Interpersonal Trait Model
B. Three-Factor Model
C. MBTI
D. Five-Factor Model Reset Selection
Question 3 of 25 In trait psychology, the term subsidiation refers to
A. emotional or mood expressions
B. an approach to describe personality factors
C. the innate energy underlying behaviour
D. the predominance of certain types of behaviour over other types Reset Selection

C D. trait types
Reset Selection

Question 4 of 25	1.0 Points	
traits enable assessors to make nomothetic comparisons of people a cultures and situations but are only a rough indication of the uniqueness o person.		
C A. source		
© B. common		
C. secondary		
D. unique Reset Selection		
Question 5 of 25	1.0 Points	
Cattell describes as traits that may be present in many people as situations.	nd in various	
C A. common traits		
© B. source traits		
© C. surface traits		
D. unique traits Reset Selection		
Question 6 of 25	1.0 Points	
The theory has made an immense contribution to the use of psychological assessment when selecting employees.		
• A. trait		
C B. cognitive		
C. behaviouristic		
C D. humanistic		
Reset Selection		
Part 2 of 4 - Chapter 16 Application and Insight		

Question 7 of 25

that	main danger of using the theory to describe personality is due to the fact people might be labelled based on one dominant type, and the uniqueness of ple in the way they express themselves may be ignored.
O	A. psychodynamic
O	B. behaviourist
О	C. cognitive
•	D. trait
Res	<u>et Selection</u>
Allpis ba	estion 8 of 25 2.0 Points port, Jung and Adler agree on the idea of which proposes that motivation assed on propriate strivings, namely behaviour initiated by the individual's are life goals and intentions.
0	A. functional autonomy
0	B. deficiency needs
	C. ability traits
• • • • • • • • • • • • • • • • • • •	D. teleological principle
<u>Kes</u>	et Selection et Selection
Que	estion 9 of 25 1.0 Points
not all t betv also	work, Barney's door is always closed. When people knock on the door, he does answer. His colleagues sometimes wonder what he is up to behind closed doors he time. Even though he is allowed to work flexitime, he always takes lunch ween one and two, and leaves the office at exactly four o'clock. Colleagues have noticed that his desk is always extremely tidy. Using Eysenck's Three-Factor del as a guide, identify the traits which Barney displays.
	A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, king reflection, anxious, manipulative
0	B. Introverted, perfectionist (not impulsive), obsessive
0	C. Extroverted, active, sociable, risk-taking, assertive, expressive, creative
\cup	D. Extroverted, achievement-oriented, aggressive, anxious, lacking reflection

Question 10 of 25 Trait approaches explain healthy psychological adjustment according to	Points
A. the influences of disfunctional ergs and cardinal traits	
B. childhood influences and instincts that affect adult life	
• C. personality traits being integrated in order to become functionally autonomous	
D. the manner in which behaviour is rewarded or punished. Reset Selection	
Question 11 of 25 An employee often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions, being angry, anxious ar 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?	Points
 A. antagonism vs agreeableness B. apprehension vs insecurity C. neuroticism vs emotional stability 	
D. relaxed vs tension Reset Selection	
Question 12 of 25 If a person is expected to wait for an unreasonably long time before being serve a restaurant, this might affect his/her personality expression and behaviour. I known as, according to one of the approaches to personality consistent	Γhis is
 A. subsidiation B. situationism C. interteractionism D. trait instability 	
Reset Selection	

Question 13 of 25 1.0 Points

Which of the following explanations indicate the reason/s for individual difference in and between people as postulated by behaviourist theories?	s
A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.	
B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment	
C. It is due to differences in the way people have cognitively construed their world and themselves.	
D. It is as a result of the way in which people are spiritually connected to their past and the cosmos. Reset Selection	
Part 3 of 4 - Chapter 17 Theory	
Question 14 of 25 In humanistic theory, the term phenomenology refers to	;
C A. people being in their world	
B. attributes people link to their personalities	
C. aspects shared by all cultures	
D. the study of people's conscious experiences Reset Selection	
Question 15 of 25 Rogers considers to be a directional and constructive motive that energises all striving behaviours, and which is biologically energised.	
• A. self-actualisation	
B. self-awareness	
C. self-esteem	
C D. self-identity Reset Selection	
Question 16 of 25 In humanistic theory, the term "meta needs" refer to	;

0	A. feelings of excitement based on achieving or experiencing something
0	B. basic physiological and safety needs
О	C. motivation because of living or being
•	D. growth or being-needs in people
Rese	et Selection et Selection
Whi	25. 1.0 Points sich phenomenon, according to Maslow and Rogers, is an inherent force in the gressive development and expansion of the self into a fully functioning and conomous person?
О	A. Social esteem
О	B. Self-valuing
O	C. Will to meaning
•	D. Self-actualisation
Rese	et Selection et Selection
The	estion 18 of 25 approach in psychology has as its central idea the uniqueness of every son's context and frame of reference. A. psychodynamic
0	
0	B. socio-cognitive C. behaviourist
•	D. humanist
	et Selection
Que	estion 19 of 25 asa's concept of "personal hardiness" can be defined as
•	A. behaviour marked by high levels of control, challenge and commitment
0	B. feelings that events are manageable, comprehensible and meaningful C. the growth of the psyche into adulthood
O	D. a positive view of events

Part 4 of 4 - Chapter 17 Application and Insight

Ques	tion 20 of 25 1.0 Points	
Masl	Maslow and Rogers agreed that people strive for growth towards	
C	A. positive regard	
•	B. self-actualisation	
0	C. belonging	
0	D. will to meaning	
Reset	<u>Selection</u>	
Buthin How the Coto as innov would Buthin Masle	tion 21 of 25 i has been promoted numerous times and earns quite a substantial salary. ever, he has lately been feeling very demotivated at work. Buthi approached EO of the company to discuss a plan he had which would entail him moving smaller subsidiary branch of the organisation in order to implement a new vative product which he had designed. The CEO agreed but told Buthi that he d have to take a pay cut as the subsidiary branch could not afford his salary. It agreed and left the CEO's office feeling highly motivated, According to ow's hierarchy of needs which need is Buthi exhibiting? A. Primary needs	
•	B. Secondary needs	
C	C. Achievement needs	
	D. Basic needs	
Reset	<u>t Selection</u>	
Whic	tion 22 of 25 1.0 Points th one of the following statements does NOT reflect the main assumptions of anistic approaches?	
0	A. People's subjective and phenomenological experiences are important	
0	B. People have innate goodness and potential to self-actualise	
•	C. People must be understood in terms of certain elements in personality	
C	D. People strive to find meaning, have choices and are able to self-determine	

Reset Selection

Question 23 of 25 According to, creative, experiential, and attitude values can make life meaningful.		
\odot	A. Frankl	
C	B. Maslow	
C	C. Rogers	
C	D. James	
Rese	et Selection et Selection	
_	1.0 Points	
	is always fully engaged in his work and he seems to enjoy the tasks he has to very day. His type of work performance could most likely be related to	
0	A. esteem needs	
C	B. spiritual drive	
\odot	C. a flow experience	
C	D. a process of valuing self-experiences	
Que	1.0 Points	
Greg is an engineer who cares about nature, loves his family and has good relationships with his colleagues and friends. He works very hard and gets good performance bonuses. However, Simon tends to always focus on the fact that Greg is an engineer, stating that he is unable to think outside the box and that he has a very limited view of the world based on his analytical thinking as an engineer. Greg feels judged by this. Based on humanist theory, why does Greg feel judged?		
0	A. Because Simon is not an engineer	
•	B. Personality is a Gestalt; an integration of social, physical, mental and	
psyc	chosocial aspects	
C	C. Greg is ashamed of being an engineer	
© wor	D. Personality is usually based on one distinguishing aspect, such as one's k role.	

Part 1 of 6 - Chapter 18 Theory

Question 1 of 25	1.0 Points
Based on Festinger's Equity Theory, if an individual feels that they are underpaid, this will result in effort, or other attempts to achieve equity in the organisation	
C A. increased	
© B. decreased	
C. equal	
D. no change in Reset Selection	
Question 2 of 25	1.0 Points
The cognitive movement rejects the classical view that people re to stimuli.	act passively
C A. humanistic	
B. behaviouristic	
C. psychodynamic	
C D. subjective	
Reset Selection	
Question 3 of 25 In cognitive psychology, the process of knowing or cognition is not seen personality, but personality.	1.0 Points
C A. the entire; as an element of	
B. an element of; is the entire	
C. the structure; an element of	
C D. none of the above	
Reset Selection	

Question 4 of 25 1.0 Points

repi	e of the categories of representation is memory, which refers to abstract resentations of the meanings of things, for example people's knowledge of hematics or language comprehension
O	A. short term
O	B. sporadic
C	C. episodic
\odot	D. semantic
Res	et Selection et Selection
Part	t 2 of 6 - Chapter 18 Application and Insight
Que	estion 5 of 25
The mar	top management of a company wants to establish a new performance nagement programme. According to cognitive perspectives a prerequisite for the cess of such a programme will be
C	A. the upwards shift of decision-making in the hierarchy
0	B. low levels of challenge for all role players in the programme
•	C. that all employees "buy into" the system and participate in decision-making
C Rese	D. the upwards shift of control in the hierarchy et Selection
Que	estion 6 of 25 1.0 Points
	e of your friends is implicated in a theft and you react by deciding not to make a gement until enough information has been collected. This indicates the use of in the C-P-C cycle of cognitive theory.
C	A. circumspection
0	B. pre-emption
•	C. control
0	D. choice
Res	et Selection et Selection

Question 7 of 25

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.
C A. fragmentation
B. choice
C. range
© D. dichotomy
Reset Selection
Question 8 of 25 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. Reset Selection
ACCEPT SCIENTIFIC
Part 3 of 6 - Chapter 19 Theory
Question 9 of 25
In terms of meaningfulness, can be seen as a meaning-destroying variable.
A. expectancies for physical fitness
© B. self-acceptance
C. affiliation with others
• D. expectancies for financial success
Reset Selection

Question 10 of 25 1.0 Points

is referred to as a person's perceptions and evaluations of his/her own life in terms of his/her general state of well-being.	
C A. Positive psychological and social functioning	
B. Subjective or psychological well-being	
C. Emotional or affective well-being	
C D. Environmental mastery	
Reset Selection	
Question 11 of 25 Studies suggest that psychological well-being consists of six facets. Which facet best describes the person who feels competent to manage a complex environment by creating contexts that allow them to manage the responsibilities of daily life?	
A. Environmental mastery	
B. Self-acceptance	
C. Personal growth	
D. Purpose in life Reset Selection	
Question 12 of 25 Character strength such as loyalty towards teams, ensuring fairness and the ability to engage in teamwork representsas virtue. C A. transcendence	
C B. temperance	
C. humanity	
© D. justice	
Reset Selection	
Part 4 of 6 - Chapter 19 Application and Insight	
Question 13 of 25	
Sarah experiences problems in her life. Instead of blaming others and demonstrating learned helplessness, she demonstrates self-regulation by identifying resources to help her. Self-regulation is a principle based on the perspective.	

0	A. behaviourism	
O	B. humanistic	
C	C. psychoanalytic	
\odot	D. cognitive	
Res	et Selection et Selection	
-	estion 14 of 25 ich of the following is an example of eudaimonia?	1.0 Points
O	A. A person who is excited about an upcoming tour to France	
© sati	B. A person who is deeply involved in solving a difficult problem an isfied when a creative solution is found	ıd
O	C. Soccer crowds singing and shouting at the World Cup	
C Res	D. Winning R400 in a contest and inviting your friends for a drink set Selection	
Wh alte exa	estion 15 of 25 ich one of the concepts of psychological and social well-being in the formatives explains the behaviour and attitude of the person in the following mple? "Martha is very creative in her thinking and has great confidentions, even if they are different from the way most other people think	wing ce in her
O	A. Social actualisation	
•	B. Autonomy	
O	C. Social integration	
C Res	D. Purpose in life set Selection	
~	estion 16 of 25 nele is patient with people because she believes that people are genera	1.0 Points
eve	n though their behaviour can be confusing at times. This facet of sociang is known as social	•
•	A. acceptance	
0	B. actualisation	
O	C. integration	

Reset Selection	
Part 5 of 6 - Chapter 20 Theory	
Question 17 of 25 The aspect of subjective well-being that positive psychologists refer to as well-being, includes	1.0 Points emotional
A. interpersonal relationships and social support	
B. self-acceptance and social support	
C. happiness and life satisfaction	
D. self-acceptance and personal growth Reset Selection	
Question 18 of 25 In the theory related to stress models, the term "chronic stress" refers to _	1.0 Points
• A. stress manifesting continuously across time	
B. sudden, serious stress experiences	
C. stress associated with negative consequences	
D. stress perceived positively Reset Selection	
Question 19 of 25 disorders are also known as affective psychosis.	1.0 Points
A. Personality	
B. Anxiety	
C. Substance-abuse	
D. Mood Reset Selection	
Question 20 of 25	1.0 Points
is/are characterised by repeated and unexpected panic attacks and	d anxiety.

C D. contribution

0	A. Obsessive-compulsive disorders
O	B. Generalised anxiety disorders
0	C. Phobic disorders
\odot	D. Panic disorder
Res	et Selection
Part	t 6 of 6 - Chapter 20 Application and Insight
Oue	21.0 Points
Yea him very like indi	rs ago in Pretoria the so-called "Prince of Pretoria" appeared and represented iself as a Prince from another country. He appeared to be quite rational, dressed y smartly and convinced many people of his royal status so that he was treated a prince. Even after it was established that he was not a prince but an ividual with psychological problems and was admitted for treatment in a mental itution, he persisted in his beliefs. This case can best be described as
0	A. post-traumatic stress disorder
•	B. delusional disorder
0	C. dissociative amnesia
0	D. dissociative identity disorder
Res	et Selection et Selection
Que	estion 22 of 25 1.0 Points
belo rela she prol	d the following passage and choose the correct combination from the options ow. Sashi is well loved by all her colleagues and she tends to work in a calm, xed manner. Andrea, however, is seen as hostile and aggressive at times when is rushing to complete her tasks, with a general lack of caring for others. Sashi bably has a Type personality, whereas Andrea probably has a Type personality.
0	A. A; C
0	B. C; A
0	C. A; B
•	D. B; A
Resi	et Selection

Question 23 of 25 1.0 Points

Whi	ch of the following is a symptom of burnout?
•	A. Intense difficulty to respond to emotional stimuli
О	B. Goal-achievement
O	C. A constant need for the company of others
0	D. Periods of excitement alternated by periods of depression
Kes	et Selection et Selection
_	stion 24 of 25 lercommitment is often the result of
О	A. fear of failure
О	B. fear of success
O	C. misdirected anger at authority
•	D. all of the above
Res	et Selection et Selection
Afte	stion 25 of 25 1.0 Points er a serious explosion in a chemical factory a few employees were sent for excelling because of requiring drapms and thoughts about the incident which
caus	nselling because of recurring dreams and thoughts about the incident which sed loss of sleep, substance abuse and influenced their work behaviour quite matically. These employees are probably suffering from varying levels of
•	A. post-traumatic stress disorder
С	B. obsessive compulsive disorder
O	C. generalised anxiety disorder
O	D. panic disorder