

Part 1 of 3 - Chapter 13 Theory

5.0 Points

Question 1 of 15

1.0 Points

Which of the following involves a qualitative analysis of personality data?

- A. Controlled experiments
- B. A scientifically constructed personality test
- C. Factor analysis
- ✓ **D. The interpretation of communication**

Answer Key: D

Feedback: Well done! The clinical approach emphasises an intensive analysis of the individual and the uniqueness of behaviour. This approach uses subjective means of assessment and relies strongly on qualitative sources of information and analysis of communication (for example, projective techniques and narrative analysis). See section 13.6.5

Question 2 of 15

1.0 Points

The _____ context should be considered when administering psychometric assessments, in order to conform to the regulations stipulated in the Employment Equity Act No. 55 of 1998.

- A. work
- ✓ **B. cultural**
- C. managerial
- D. systemic

Answer Key: B

Feedback: Well done! This concept is known as indigenous psychologies - which implies studying behaviour and personality from a cultural perspective in order to ensure fairness across all groups. See section 13.3.9

Question 3 of 15

1.0 Points

What other term is used to describe psychodynamic theories?

- A. Gestalt psychology
- B. Third force
- ✓ **C. Depth psychology**
- D. Genetic psychology

Answer Key: C

Feedback: Well done! Psychodynamic and psychoanalytic theories form part of depth psychology, as it relates to unconscious aspects seated deep within people. See section 13.3.1

Question 4 of 15

1.0 Points

T-data of a candidate can be gathered by conducting _____.

- A. interviews with family members of the candidate
- B. interviews with the candidate
- ✓ C. standardised tests or experiments
- D. observations of the candidate's colleagues

Answer Key: C

Feedback: Good! T-data or test data is information gathered from standardised tests and questionnaires during experiments. See section 13.7

Question 5 of 15

1.0 Points

In the _____ perspectives there is less emphasis on the individual and more emphasis on the holistic nature of things, such as the individual being part of the community.

- A. Western and Asian
- B. African and European
- C. Asian and American
- ✓ D. African and Asian

Answer Key: D

Part 2 of 3 - Chapter 13 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

How would the psychosocial paradigm explain Mike's feelings and behaviour?

- ✓ A. Mike has a low self-esteem. He struggles to maintain good relationships with other people and to fulfil various life roles.
- B. There is not a good fit between Mike and his job.
- C. Mike experiences distortion in his mental, physical, and spiritual domain.
- D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: A

Feedback: Yes! These theorists stress the self as a core dimension of personality and personality development, and also the dominant role of interpersonal relationships, social and cultural factors, and the influence of other important people in the needs for relatedness and personality development. See section 13.3.7 in your prescribed book.

Question 7 of 15

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: Good! 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

Question 8 of 15

1.0 Points

The _____ perspective considers personality to entail certain neuro-psychic structures that exist in a people and which shape and direct behaviour.

- A. cognitive
- ✓ **B. trait**
- C. psycho-social
- D. humanistic

Answer Key: B

Feedback: Good! The trait perspective considers personality to entail certain neuro-psychic structures that exist in a people and which shape and direct behaviour. See section 13.3.4

Question 9 of 15

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 10 of 15

1.0 Points

The _____ approach is more concerned with the uniqueness of experience and individualism, while the _____ approach emphasises collectivism and the interrelatedness of people.

- ☒ A. humanistic; African
- ☐ B. humanistic; Western
- ☐ C. cognitive; African
- ☐ D. cognitive; Western

Answer Key: A

Feedback: Sections 13.3.3 and 13.3.9

Part 3 of 3 - Chapter 13 Case Study

5.0 Points

Read this case study and answer the questions that follows based on your understanding of the case study and the theory.

Julius is currently experiencing some uncertainty and stress in his job. His thinking and discourse about his situation is as follows:

"I am now forced to do administrative work in the building section, a job which I did not apply for, but was placed in a year ago after having applied unsuccessfully for a position as a project manager in the building section. There were many applicants across gender and race lines to fill two positions as building project managers. I do not understand what the HR people mean when they talk about the "right attributes and competencies", which I should possess in order to fulfil the job requirements in a project manager's position. They tried to explain to me some scores and indications, which they got from certain tests and questionnaires, which did not make a lot of sense. I am sure that I am the right person for such a managerial job. In my rural community, others tell me that I am ready to lead and direct people, because I am old enough, and have been appointed to be a leader in various areas of the community. During the selection by the HR-department, they did not ask me about my background and experience.

Also, for some time now my supervisor Sepho, a much younger person, and I have not seen eye to eye.

I feel misunderstood, misused, and angry, because I know I am good at what I do, even if I am not enthusiastic about administrative tasks. I think I have good reason to be late at work some days; I must attend to my elderly mother and my two young children before coming to work, and I must travel quite a distance. I feel that I am treated differently from other male employees. Initially it was no problem, but now Sepho also has problems with my acting on my beliefs and dreams; I believe I get messages from my subjective mind and past history, aspects that I cannot ignore. Because of this, Sepho believes that I do not have enough discipline in my work team, because I will rather avoid conflict and try to solve problems by discussion and negotiation. However, I do believe in labour disputes and peaceful actions to get the best for all employees and people, which we were taught in our community life."

Question 11 of 15

1.0 Points

Julius may subconsciously (and even consciously) relate to historical or cultural beliefs, and even rebel against authority. However, he knows that it is not acceptable to challenge authority. Some of Julius's experiences may relate to what other people may consider maladjusted, as he hears voices in his mind. This is a description of Julius' behaviour based on the _____ theory.



A. Psychodynamic

B. Behaviourist or learning

C. Humanistic

D. Trait

Answer Key: A

Feedback: Yes! When you see the words "subconsciously", "rebel", "authority" ... you should immediately think of the psychodynamic theory, as it relates to Freud's theory of the unconscious.

Question 12 of 15

1.0 Points

It seems as if Julius is used to, or has acquired, certain attitudes and behaviours, for example, with regard to authority of younger persons, and doing things according to community influences. It seems that his work ethic may differ from practices in other environments, for example, one can't be late or absent for any reason.

This is a description of Julius' behaviour based on the _____ theory.

A. Psychodynamic theories

B. Psychosocial

C. Biological and evolutionary



D. Behaviourist or learning theories

Answer Key: D

Feedback: Yes! This description explains learned behaviours for certain situations, which relates to behaviourist and learning theories. He has learned to act in certain ways with certain people and in certain environments.

1.0 Points

Question 13 of 15

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and self-actualisation.

This is a description of Julius' behaviour based on the _____ theory.

- A. Trait
- ✓ **B. Humanistic**
- C. Psychodynamic
- D. Cognitive or social-cognitive

Answer Key: B

Feedback: Yes! The words "unique experiences", "uniqueness", "self-determination" and "self-actualisation" would have reminded you of humanism and its core assumptions.

1.0 Points

Question 14 of 15

Julius seems to be uninformed about requirements utilised in a more Western and modern world of work. He generalises his community work to more formal workplaces, and has false expectations of being able to do any work. His discourse suggests characteristics that could cause some difficulties in the workplace: these may be a lack of insight, rebelliousness, anger, rigidity, possible submissiveness in certain situations, and not being open to information, other experiences, and the ideas of other people. This is a description of Julius' behaviour based on the _____ theory.

- A. Psychodynamic
- B. Humanistic
- ✓ **C. Trait**
- D. Biological or evolutionary

Answer Key: C

Feedback: Yes, well done! The word "characteristics" and the listed aspects related to his character would immediately have alerted you to the trait theory.

1.0 Points

Question 15 of 15

An important personal construct of Julius is his beliefs that his community life determines who he is and how he behaves. Positive constructs are a sense of self-efficacy and hardiness in his beliefs that he can face challenges, and that he would be able to do even more complex tasks. These positive internal dispositions must possibly be facilitated to be more realistic and adapted to his attributes at the moment. This is a description of Julius' behaviour based on the _____ theory.

- A. Humanistic
- B. Psychosocial
- C. Biological or evolutionary
- ✓ **D. Cognitive or social-cognitive**

Answer Key: D

Feedback: Yes! Here you would have spotted the words "personal construct", "positive construct" and "internal dispositions" which would have reminded you of the cognitive theory.

Part 1 of 3 - Chapter 14 Theory

5.0 Points

Question 1 of 15

1.0 Points

Each psychosexual stage in Freud's theory has certain tasks that need to be resolved before a person can progress to the next stage. If a person does not properly resolve the tasks in a certain stage, the result is known as _____.

- A. failure
- B. inferiority
- C. latency
- ✓ **D. fixation**

Answer Key: D

Question 2 of 15

1.0 Points

Unlike Freud, _____ believed that people could overcome their instincts and the impact of their past on their present life, by improving through growth.

- A. Klein
- B. Erikson
- C. Jung
- ✓ **D. Adler**

Answer Key: D

Feedback: Section 14.4

Question 3 of 15

1.0 Points

Psychodynamic thought is a method used to study conflict _____.

- ✓ **A. within teams**
- B. by means of experiments
- C. by means of narrative analysis

D. within systems

Answer Key: A

Feedback: Section 14.2

Question 4 of 15

1.0 Points

The unconscious motivation to overcome feelings of inferiority belong to the theorist _____.

- A. Freud
- B. Fromm
- C. Jung
- ☒ D. Adler

Answer Key: D

Feedback: Adler stated that overcoming feelings of inferiority to be the principle motive behind human behavior (p. 324 Sec 14.6)

Question 5 of 15

1.0 Points

Freud argued that human sexuality should be taken into account in _____ stage/s of development.

- A. the early childhood
- ☒ B. all
- C. the adulthood
- D. the adolescent

Answer Key: B

Feedback: Section 14.3

Part 2 of 3 - Chapter 14 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

According to psychoanalysis, aggression can be explained by the _____ drive, while empowerment can be explained by the _____ drive.

- A. life; death
- B. reality; death
- C. life; reality



D. death; life

Answer Key: D

Feedback: Well done! Instincts are divided into two groups, all of which reside in the unconscious: life instincts, of which the most important is the libido (or sexual instincts), and death instincts, of which the most important is aggression. See section 14.5

Question 7 of 15

1.0 Points

In Freud's stages of psychosexual development the genital stage is characterized by children beginning to explore romantic stages, which is during adolescent age. From the point of view of Erikson's stages of psychosocial development what would this stage be? Erikson views this stage as _____.

- A. Autonomy vs doubt
- B. Initiative vs guilt
- C. Identity vs inferiority



D. Identity vs role confusion

Answer Key: D

Feedback: Erikson views this stage as Identity vs role confusion where children develop a personal identity and sense of self (p. 328 Sec 14.7)

Question 8 of 15

1.0 Points

Sharon was one of two children. Her mother showed more affection for her sister. Sharon hated her mother, and adored her father. The result is that Sharon developed an inferiority complex. She has a very dominant personality, and criticises everybody – the government, her boss, her husband and her children. She is trying to overcome her inferiority by making herself superior to others. This description of Sharon relates to aspects found in the _____ perspective on personality.

- A. humanistic
- B. behaviouristic
- C. psychoanalytic
- D. cognitive




Answer Key: C

Feedback: Section 14.7

Question 9 of 15

1.0 Points

Prudence has just left her manager's office after a performance review where her manager told Prudence that she has ensure that the reports for sales are taken down to their offices promptly at nine every morning without fail or she will suffer the consequences. Prudence is fuming and thinks that she will show her manager, she will not be shoved around; she will not take the reports down in the morning! Based on the structural model of personality which component of personality is at play in Prudence?

- A. Superego
- B. Shadow
- C. Ego
-  D. Id


Answer Key: D

Feedback: Yes! The id as Prudence is acting as the child in response to her manager acting as the parent (Superego). See section 14.5.

Question 10 of 15

1.0 Points

Which part of the personality guides a person who apologises profusely after bumping another's car?

- A. The ego
- B. The anima
-  C. The superego
- D. The id

Answer Key: C

Feedback: Good! The superego acts as the parent as it is an internal morality governing ideas on what is right and wrong. See section 14.5

Part 3 of 3 - Chapter 14 Case Study

5.0 Points

Vuyu and Rupert

Vuyu approaches his manager, Rupert, about a salary increase as he thinks an increase and a promotion is overdue. He tries to hide his anger and frustration, and carefully explains that he has achieved all his goals set for the year and excelled at a number of them. It is important to him to enjoy, become his whole self, and be creative.

Rupert is sceptical. From his experience, he feels that this is a politically motivated request and that if he concedes he will have to grant an increase to all his workers.

Vuyu tells his colleagues that he thinks Rupert is bossy and against people like him making progress. He feels that Rupert often treats him like a child and does not allow him to act independently in his work. He sulks and takes sick leave for a couple of days.

Rupert decides to have a firm, fatherly talk with him, because Vuyu behaves similarly every time he does not get his way.

Question 11 of 15

1.0 Points

Vuyu withdraws from the situation by being absent and by sulking. This is a defense mechanism known as _____.



- A. regression
- B. repression
- C. fantasy
- D. rationalisation

Answer Key: A

Feedback: Good work! Vuyu aims to avoid painful feelings and experiences by reverting to earlier, immature or less stressful patterns of behaviour, like sulking which is usually associated with children. See Table 14.1 in your prescribed book.

Question 12 of 15

1.0 Points

Vuyo does not trust his manager, which might indicate fixation at the _____ stage, when referring to Freud's psychosexual stages.



- A. anal
- B. phallic
- C. oral
- D. genital

Answer Key: C

Feedback: Yes! Vuyo does not trust his manager, which might indicate fixation at the oral stage (oral-aggressive type). See Table 14.3 in your prescribed book.

Question 13 of 15

1.0 Points

Freud would reason that Vuyu's behaviour is aimed at satisfying unfulfilled needs and desires that originated in childhood. His argumentative nature might sprout from conflict during the _____ stage.



- A. anal
- B. phallic
- C. genital
- D. oral


Answer Key: D

Feedback: Well done! Freud would reason that Vuyu's behaviour is aimed at satisfying unfulfilled needs and desires that originated in childhood. His argumentative nature might sprout from conflict during the oral stage. His need to be creative represents the strive for pleasure. See Table 14.3 in your prescribed book.

Question 14 of 15

1.0 Points

Based on Freud's psychosexual stages, when Vuyo sulks and withdraws by being absent, it might indicate a lack of _____, related to the _____ stage.

- A. control; oral
- B. trust; phallic
- C. trust; genital
-  D. control; anal


Answer Key: D

Feedback: Good work! Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

Question 15 of 15

1.0 Points

Adler would state that Vuyu's behaviour is aimed at overcoming feelings of _____; the "will to power" principle.

- A. superiority
-  B. inferiority
- C. guilt
- D. anxiety

Answer Key: B

Feedback: Yes! Adler would state that Vuyu's behaviour is aimed at overcoming feelings of inferiority, the "will to power" principle. Promotion and more money are symbols of power. See section 14.6 in your prescribed book.

Part 1 of 3 - Chapter 15 Theory

5.0 Points

Question 1 of 15

1.0 Points

Expectancies refer to _____.

- A. what others expect of you

- B. what you expect of others
- C. praise you receive after the completion of a task
- ✓ D. the rewards you think you will get if you behave in a specific way
- E. the valence of a reward

Answer Key: D

Question 2 of 15

1.0 Points

_____ conditioning occurs when a response is caused by a specific identifiable stimulus. Such responses are mostly _____.

- ✓ A. Classical; automatic
- B. Classical; learned
- C. Operant; learned
- D. Operant; automatic
- E. Classical; shaped

Answer Key: A

Question 3 of 15

1.0 Points

_____ conditioning occurs when a response is caused by a specific identifiable stimulus. Such responses are mostly _____.

- A. Operant; automatic
- B. Operant; learned
- C. Classical; learned
- ✓ D. Classical; automatic

Answer Key: D

Feedback: Classical conditioning occurs when a response is caused by a specific identifiable stimulus. Such responses are mostly automatic. Operant conditioning, however, can be regarded as reward or consequence learning (Bergh & Geldenhuys, 2013, section 15.5.4).

Question 4 of 15

1.0 Points

Wearing a white lab coats is part of the behavioural profile that can be associated with medical doctors in most movies. Which of the following terms best describes the tendency to associate doctors with white coats?

- ✓ **A. Signature situations**
- B. Generalised expectancy
- C. Reciprocal determinism
- D. Psychological situations

Answer Key: A

Feedback: Wearing a white lab coat is considered as the identifier for doctors in most movies – it is also referred to as the signature situation. Social-cognitive psychologists define and classify signature situations as very specific situations in which particular people behave in particular ways or establish particular signature behavioural profiles in certain situations (Bergh & Geldenhuys, 2013, section 15.5.5.1).

Question 5 of 15

1.0 Points

_____ is the simplest form of learning and motivated behaviour.

- A. Conditioning
- ✓ **B. Habituation**
- C. Reinforcement
- D. Homeostasis

Answer Key: B

Feedback: The formation of habits is the simplest form of learning and motivated behaviour. Habits can become ingrained when initial stimuli are frequent, important or coupled with emotions (Bergh & Geldenhuys, 2013, section 15.5.2).

Part 2 of 3 - Chapter 15 Insight & Application

5.0 Points

Question 6 of 15

1.0 Points

The concept reciprocal determinism refers to _____.

- ✓ **A. the influence of personal attributes, situations and behaviours on personality**
- B. the mutual influence of hereditary and environmental influences on personality
- C. the determining influence of non-conscious and conscious factors on personality
- D. the influence of cognitive and emotional factors on personality

Answer Key: A

Feedback: Ch 15, sect 15.5

Question 7 of 15

1.0 Points

Social –cognitive behaviourist theories explain behaviour deficiencies or psychological disorders as incorrect learning or reinforcement because of _____.

- ✓ **A. mental representations**
B. partial reinforcement
C. emotional arousal
D. aversive reactions

Answer Key: A

Feedback: Prescribed book, section 15.7

Question 8 of 15

1.0 Points

Learning which happens when the association between stimuli and responses depends on other people's behaviour in the same situation, is known as _____ learning.

- A. operant
B. critical
✓ **C. vicarious**
D. self-guided

Answer Key: C

Feedback: Ch 15, Sect 15.5

Question 9 of 15

1.0 Points

When Thabo prepares to go to school in the morning, he goes through a sequence of reactions referred to as _____.

- A. reinforcement
B. instrumental behaviour
✗ C. operant behaviour
D. respondent behaviour
E. response tendencies

Answer Key: E

Question 10 of 15

1.0 Points

Select the concepts which, according to behaviourist theories, can be said to be primarily central to human motivation.

- ✓ **A. Reinforcement and rewarding**
- B. Drive reduction and operants
- C. Habituation and habits
- D. Conditioning and homeostasis

Answer Key: A

Feedback: Ch 15, sect 15.5

Part 3 of 3 - Chapter 15 Case Study

5.0 Points

Phillip

Phillip is studying computer science. He attends all his classes and does his homework diligently. He schedules time to study, and warns his family not to expect too much of him while he is studying for a test, as he wants to focus and do well. His parents are supportive and understanding. His mother is a lawyer and his father is a teacher, and they too often have to catch up on work in the evenings.

Phillip has high expectations for himself. He believes that if he does well, he will find a job that is interesting and challenging. His lecturers praise him for his dedication and good results. Phillip believes that studying does not only take place in the classroom, and he is eager to read magazines and other articles related to computer science. Even though his parents are not experts in his field, he likes telling them what he has learned that is interesting or mind-boggling.

Phillip has many friends and he likes spending time with them. They like enticing him to go out when he has to study, but he does not give in. When he feels he deserves a break, Philip will go out with his friends.

Question 11 of 15

1.0 Points

Based on the to the S-R relationship from the behaviourist perspective, Phillip is praised for his diligence (_____), which reinforces his behaviour (_____).

- ✓ **A. stimulus; response**
- B. response; stimulus
- C. reward; response
- D. response; reward

Answer Key: A

Feedback: Yes! According to the behaviourist perspective, Phillip's behaviour has been shaped by his environment, both at home and at the academic institution where he is studying. He is exposed to educational opportunities, and at home he is allowed to focus on his studies. He is also praised for his diligence (S), which reinforces his behaviour (R). This is called the S-R relationship. See section 15.2 in your prescribed book.

Question 12 of 15

1.0 Points

Phillip could subconsciously think that he has to study and achieve well, because both his parents are high achievers. At the same time his behaviour is influenced by the visible and conscious environment. In behaviourism, this is known as _____, which is the behaviourists' view of unconscious processes.

- A. the unconscious
- ✓ B. parallel processing
- C. stimulus
- D. response

Answer Key: B

Feedback: Excellent! In later developments in cognitive influences in learning, some authors also referred to unconscious cognition or non consciousness to indicate that much of people's thinking happens at a level of "unawareness" of information. This thinking was called parallel processing. See section 15.3.5 in your prescribed book.

Question 13 of 15

1.0 Points

Phillip has learnt from his parents when they are working at home. This is an example of _____.

- A. stimulus learning
- B. response learning
- C. reward learning
- ✓ D. observational learning

Answer Key: D

Feedback: Well done! Phillip has high expectancies and believes he can attain his goal (finding an interesting and challenging job). These represent cognitive processes in motivation behaviour. Phillip has learnt from his parents when they are working at home. This is an example of observational learning. See section 15.5.5.1 in your prescribed book.

Question 14 of 15

1.0 Points

The behaviourist perspective does not focus on personality characteristics, but rather perceives personality as responses that are _____.

- ✓
- A. inherited
 - B. culturally based
 - C. learned**
 - D. trait based

Answer Key: C

Feedback: Well done! The behaviourist perspective does not focus on personality characteristics per se, but rather perceives personality as responses that are learned or as recurrent patterns of behaviour and habits that characterise personality. See section 15.6 in your prescribed book.

Question 15 of 15

1.0 Points

In the S-O-R equation, which symbol represents the environment?

- ✓
- A. None
 - B. S**
 - C. O
 - D. R

Answer Key: B

Feedback: Yes! The "S" represents the stimulus or environment, or the source of the stimulus that leads to a reaction. In the case study, Phillip's environment includes his classes, his family and his friends. See section 15.2

Part 1 of 3 - Chapter 16 Theory

5.0 Points

Question 1 of 15

1.0 Points

Which of the following is a factor indicated by both the Three-Factor and Five-Factor Models of personality?

- ✓
- A. Conscientiousness - lack of direction
 - B. Tough-mindedness- psychotism
 - C. Submissiveness - dominance
 - D. Extraversion - introversion**

Answer Key: D

Question 2 of 15

1.0 Points

The _____ theory has made an immense contribution to the use of psychological assessment when selecting employees.



A. trait

B. cognitive

C. behaviouristic

D. humanistic

Answer Key: A

Question 3 of 15

1.0 Points

Cattell believed that people's general intelligence is largely _____, and termed it _____ general intelligence.



A. inherited; fluid

B. inherited; crystallised

C. learned; fluid

D. learned; crystallised

Answer Key: A

Question 4 of 15

1.0 Points

The functions thinking, feeling, sensing, and intuition together with introversion and extraversion, form the basis of the _____.



A. 16PF questionnaire

B. MBTI

C. Five-factor Model

D. Three-factor Model

Answer Key: B

Question 5 of 15

1.0 Points

According to Allport and Cattell, _____ traits are fundamental and determine personality structure and the way in which other traits are manifested.

- ✓
- A. surface
 - B. source**
 - C. common
 - D. unique

Answer Key: B

Part 2 of 3 - Chapter 16 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

At work, Charl is eager to perform, but has difficulty in his social interactions. He quite often has strong emotional reactions and is sometimes difficult to work with due to his over-emphasis on detail. From a trait perspective using the FFM of personality Charl most probably manifests symptoms of a _____ personality disorder.

- ✓
- A. narcissistic
 - B. optimal
 - C. neurotic
 - D. compulsive**

Answer Key: D

Question 7 of 15

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

Question 8 of 15

1.0 Points

Why are trait and style concepts similar to concepts such as id, ego, super-ego, as well as self-concepts and responses, habits and constructs? These concepts _____.

- A. all represent trait descriptions of personality
- B. are concepts used to define personality development and adjustment
- ✓ C. are dimensional or structural concepts used to describe what personality is
- D. are used to describe factor or psychometric models of personality

Answer Key: C

Question 9 of 15

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

Question 10 of 15

1.0 Points

Angie always emphasises preciseness and cleanliness in her personal and work life. However, she is so concerned with this, that it hinders good relationships and the timeous execution of tasks. This is described as a _____ trait.

- A. central personal disposition
- B. surface
- C. source
- ✓ D. cardinal

Answer Key: D

Part 3 of 3 - Chapter 16: Case study

5.0 Points

Read this case study carefully, considering it from the trait psychology perspective and then answer the questions that follow.

Personality in the work context

I work with a group of people that are very interesting. I have got to know them so well that I can predict how each of them will react in different situations.

Take for instance Amos. If I had to describe him, I would say that he is intelligent, hardworking and trustworthy. On the other hand, he can be very emotional. I would say he thinks with his emotions and not his brain. Amos complains about everything, but does nothing to resolve issues. When Amos gets upset, he talks louder and louder, and the more he talks, the more uptight he gets. At times, I find him exhausting. From what I hear, it is not any better at home.

Barney's door is always closed. When people knock on the door, he does not answer. I sometimes wonder what he is up to behind closed doors all the time. Even though we work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. I have noticed that his desk is extremely tidy.

Lorna is so loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a "stirrer". In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem.

Enoch is very competitive. He makes sure others know about his achievements, and he works harder than anyone else. He is a go-getter and has enormous leadership potential, but he is impatient and tense. He must work on his people skills, because he tends to dominate others. He gets things done though, and that is a blessing.

Question 11 of 15

1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?

Introverted, perfectionist (not impulsive), obsessive



- A. Amos
- B. Barney
- C. Lorna
- D. Enoch

Answer Key: B

Question 12 of 15

1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?

Extroverted, active, sociable, risk-taking, assertive, expressive, creative



- A. Amos
- B. Barney
- C. Enoch
- D. Lorna


Answer Key: D

Question 13 of 15

1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?

Extroverted, achievement-oriented, aggressive, anxious, lacking reflection


- A. Barney
- B. Amos
-  **C. Enoch**
- D. Lorna

Answer Key: C

Question 14 of 15

1.0 Points

Based on the Five Factor Model, which person is emotionally stable?


- A. Amos
- B. Barney
-  **C. Lorna**
- D. Enoch

Answer Key: C

Question 15 of 15

1.0 Points

Based on the Five factor model, would you say Barney is open to experience or more closed?

- A. Open
-  **B. Closed**
- C. I have no idea
- D. He is both

Answer Key: B

Part 1 of 3 - Chapter 17 Theory

5.0 Points

Question 1 of 15

1.0 Points

In humanistic theory, the term "meta needs" refer to _____.

- A. feelings of excitement based on achieving or experiencing something

- B. basic physiological and safety needs
- C. motivation because of living or being
- ✓ D. growth or being-needs in people

Answer Key: D

Feedback: Section 17.6.2

Question 2 of 15

1.0 Points

The humanists explain motivation in terms of finding _____ in life and achieving _____.

- A. physical perfection; self- transcendence
- ✓ B. meaning; self-actualisation
- C. financial success; self-actualisation
- D. acceptance from others; self- transcendence

Answer Key: B

Feedback: Good work! The humanists explain motivation in terms of finding meaning in life and achieving self- actualisation, optimal functioning, and well-being. See prescribed book section 17.6

Question 3 of 15

1.0 Points

_____ psychology views being a person as a continuous rational process and a combination of all personal experiences and choices.

- A. Psychodynamic
- ✓ B. Humanistic
- C. Cognitive
- D. Trait

Answer Key: B

Feedback: Section 17.2

Question 4 of 15

1.0 Points

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
- D. self-identity


Answer Key: A

Feedback: Section 17.6.2

Question 5 of 15

1.0 Points

The humanistic perspective perceives being a person and having a sense of self as a/an _____ process.

-  A. responsive
- B. rational**
- C. emotional
- D. demonstrative

Answer Key: B

Feedback: Section 17.2


Part 2 of 3 - Chapter 17 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

The behaviouristic perspective believes that people are _____ the environment, while the humanistic approach believes that people _____ the environment.

-  **A. controlled by; can transcend**
- B. able to transcend; are controlled by
- C. focused on; ignore
- D. developed by; can generally ignore

Answer Key: A

Feedback: Section 17.2

Question 7 of 15

1.0 Points

Self-efficacy relates best to_____.

- A. an external locus of control

- B. expectancies of incompetence
- ✓ C. an internal locus of control
- D. a lack of self-regulation

Answer Key: C

Question 8 of 15

1.0 Points

Humanistic views of the self-concept _____.

- A. are similar to those of Freud and Jung
- ✓ B. characterise it as an autonomous structure or process
- C. characterise it as related to unconscious life experiences
- D. are similar to Watson's view of the self-concept

Answer Key: B

Feedback: Chapter 17, textbook, section 17.4 The self-concept according to the humanistic view, relates to people's quest to value themselves - hence, it is an autonomous process, driven by the individual.

Question 9 of 15

1.0 Points

Which one of the concepts given below, which emphasise the positive and healthy nature of personality, explains the behaviour and attitude of the person in the following example? "My grandfather loves telling us stories about life and its lessons – he sees this as imparting a lifetime of learning to a younger generation."

- A. Self-actualisation
- B. Self-realising
- C. Self-acceptance
- ✓ D. Emotional integration

Answer Key: D

Feedback: Chapter 17, textbook, section 17.7, Table 17.2 - this scenario is an example of emotional integration, where a person at older age realises certain life lessons and wisdom regarding life.

Question 10 of 15

1.0 Points

Maslow and Rogers agreed that people strive for growth towards _____.



- A. positive regard
- B. self-actualisation**
- C. belonging
- D. will to meaning

Answer Key: B

Feedback: Chapter 17, textbook, section 17.6.2

Part 3 of 3 - Chapter 17 Case Study

5.0 Points

Read the following case study and approach it from the humanistic perspective, then answer the questions that follow based on humanism.

My parents were very poor and worked as labourers on various farms in rural areas. I was the youngest of ten children. Since my youth I have dreamt of studying and becoming famous, but my parents and family could not financially support me. The government and social dispensation in those days did not support the development of black people, so adequate schooling, bursaries, and new developments in knowledge and technology were hard to come by. I was the only one of my brothers and sisters who achieved a Grade 12 qualification. I scarcely remember my childhood, except for some flashes in my mind and dreams of my very strict parents and the pain of hard work, humiliation, and unfair treatment in society.

However, despite a permanent limp from a car accident, I persisted, worked in various jobs to assist my family and saved money for my tertiary studies, which I always wanted to pursue. I studied through a distance-learning institution, and became a teacher. I joined a political party that advanced the interests of disadvantaged groups, in which I currently serve as a branch leader. I married at twenty-eight, had two children, and became a school principal at forty-five.

Currently, at the age of 61, in a new political and social context, and now divorced, I work as the deputy minister of education in government where I feel I can contribute to the good of all people. My children have their own jobs and families. I often miss them, since I know that as a mother I was often absent and a strict disciplinarian. Because I had to succeed, I did not always get along well with my husband, children, and other people; I often have feelings of guilt and remorse about this.

However, now I have better and calmer relationships with my children and family, enjoy being around my grandchildren, and have friends in all racial groups. I have good general health. I have a quiet satisfaction and pride in the knowledge of having provided better opportunities to my children than the opportunities I had. I still hope to be famous, promoted further, or, at least, in a position to assist young people in their lives and careers. However, I now must think about and prepare for possible retirement in about ten years.

Question 11 of 15

1.0 Points

In time, it seems that she succeeded in becoming a more acceptable parent to her children. This can be explained as a frustrated need for bonding or affiliation (____), or to be accepted unconditionally (____).

- A. Rogers; Maslow
- ✓ B. Maslow; Rogers
- C. Kelly; Maslow
- D. Maslow; Kelly

Answer Key: B

Feedback: Yes! Well done! Maslow focused on the satisfaction of needs; in this case, love and affection and Rogers focused on unconditional positive regard; being regarded and accepted. See prescribed book sections 17.5 and 17.6.2

Question 12 of 15

1.0 Points

Based on the previous question, what would you say is meant by the term "conditional positive regard"?

- ✓ A. It means that a person is only loved if they meets certain requirements or conditions.
- B. It means that people have an intrinsic ability to grow by choosing and achieving what they want.
- C. It means that people can strive beyond their circumstances to grow and find meaning in life.
- D. It means that people make choices and take responsibility for those choices.

Answer Key: A

Feedback: Yes! In the previous question, we looked at unconditional positive regard, which is required for optimal development of the self. Conditional positive regard therefore means that a person is only loved if he/she meets certain requirements or conditions. It prevents authenticity in a person and in a relationship. See section 17.5

Question 13 of 15

1.0 Points

According to Frankl, which three values can make life meaningful?

- A. Primary, secondary and low level values
- B. Monetary and esthetic values
- ✓ C. Creative, experiential, and attitude values
- D. physiological, love and belonging values

Answer Key: C

Feedback: Well done you! If we look at the case study, Phumeza can change her attitude, focus on what she can learn from the situation, and find creative ways to deal with the

situation (Creative, experiential, and attitude values - Frankl's three types of values). See Section 17.6.1 and Figure 17.5

Question 14 of 15

1.0 Points

Maslow believes that people are motivated by _____ needs. Frankl believes they are motivated by their _____.

- A. monetary; unconscious
- B. sexual; drive for success
- ✓ C. growth; will to meaning
- D. unconscious; financial success

Answer Key: C

Feedback: Good work! Maslow believes that people are motivated by growth needs. Frankl believes they are motivated by their striving for meaning, their striving towards optimal functioning, and their free will. Section 17.6

Question 15 of 15

1.0 Points

Emily's experiences are evidence of being _____ in her thinking, emotions, and behaviour, in order to become self-reliant and be able to cope with the demands and challenges of life.

- A. fixated
- B. independent
- C. selfless
- ✓ D. self-regulated

Answer Key: D

Feedback: Yes! Emily is self-regulating in order to reach her goals and her full potential. Self-regulation ensures self-control. See section 17.4 in your prescribed book.

Part 1 of 1 – Chapter 18

55.0 Points

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

Answer Key: D

Question 2 of 55

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

Answer Key: C

Question 3 of 55

1.0 Points

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

A. humanistic



B. behaviouristic

C. psychodynamic

D. subjective

Answer Key: B

Question 4 of 55

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

Answer Key: A

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.

Answer Key: C

Question 6 of 55

1.0 Points

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

Answer Key: B

Question 7 of 55

1.0 Points

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

Answer Key: A

Question 8 of 55

1.0 Points

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.

Answer Key: B

Question 9 of 55

1.0 Points

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

Answer Key: D

Question 10 of 55

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

Question 11 of 55

1.0 Points

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.

Answer Key: A

Question 12 of 55

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

Question 13 of 55

1.0 Points

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

Answer Key: D

Question 14 of 55

1.0 Points

_____ 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

Answer Key: C

Question 15 of 55

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

Answer Key: B

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

Answer Key: A

Question 17 of 55

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.

Answer Key: A

Question 18 of 55

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

Answer Key: B

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

Answer Key: C

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

Answer Key: B

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

Answer Key: D

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

Answer Key: B

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

Answer Key: A

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

Answer Key: C

Question 25 of 55

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

Answer Key: C

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.

Answer Key: C

Question 27 of 55

1.0 Points

Cognitive psychology is mainly concerned with the _____.

A. unconscious



B. conscious

C. motivation

D. ego

Answer Key: B

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.

Answer Key: B

Question 29 of 55

1.0 Points

_____ 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

Answer Key: C

Question 30 of 55

1.0 Points

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

Answer Key: A

Question 31 of 55

1.0 Points

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

Answer Key: B

Question 32 of 55

1.0 Points

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

Answer Key: B

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

Answer Key: B

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

Answer Key: A

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

Answer Key: A

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.

Answer Key: D

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

Answer Key: D

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

Answer Key: A

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

Answer Key: A

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

Answer Key: C

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

Answer Key: C

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.

Answer Key: C

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

Answer Key: A

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

Answer Key: B

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

Answer Key: C

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

Answer Key: B

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

Answer Key: A

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

Answer Key: B

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

Answer Key: C

Question 50 of 55

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**

Answer Key: D

Question 51 of 55

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

Answer Key: C

Question 52 of 55

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**

Answer Key: D

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

Answer Key: A

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

Answer Key: C

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

Answer Key: C

Part 1 of 3 - Chapter 19 Theory

5.0 Points

Question 1 of 15

1.0 Points

According to the theory related to the Wheel of Wellness, which one of the following options does not belong in the description of life tasks proposed in this model?

- A. spirituality
- B. love
- ✓ **C. self-actualisation**
- D. friendship

Answer Key: C

Question 2 of 15

1.0 Points

Within the construct of _____, eudaimonic happiness is used to describe well-being subjectively experienced and can be defined as having the presence of pleasure and absence of pain

☒ A. happiness



☐ B. hope and optimism

☐ C. virtues

☐ D. wisdom

Answer Key: A

Question 3 of 15

1.0 Points

_____ focuses on the origins of health and well-being. In terms of this approach, in a group or organisation one might ask “What is working?” or “What things are excellent?” instead of focusing on mistakes.

☐ A. The pathogenic orientation

☐ B. Fortigenesis



☒ C. Salutogenesis

☐ D. Benefit-finding

Answer Key: C

Question 4 of 15

1.0 Points

Who is the the founder of salutogenesis?

☐ A. Seligman

☐ B. Strümpfer



☒ C. Antonovsky

☐ D. Tellegen

Answer Key: C

Question 5 of 15

1.0 Points

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

- A. a person experiencing the community as logical and predictable
- B. a sense of direction towards specific goals
- C. establishing conditions which can be managed
- ✓ D. assisting society in achieving its potential

Answer Key: D

Part 2 of 3 - Chapter 19 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

Based on Antonovsky's concept of salutogenesis, counsellors will try to facilitate awareness within employees who experience emotional and other problems in order to find the power within themselves and in their environments which they may have utilised in the past and in other circumstances to enable them to function and perform well. This process of having resistance in difficult times can be referred to as _____.

- A. learned resourcefulness
- B. non-specific action
- C. thought-action tendency
- ✓ D. generalised resistance resource

Answer Key: D

Question 7 of 15

1.0 Points

Which one of the concepts of psychological and social well-being in the four alternatives explains the behaviour and attitude of the person in the following example? "Martha is very creative in her thinking and has great confidence in her opinions, even if they are different from the way most other people think."

- A. Social actualisation
- ✓ B. Autonomy
- C. Social integration
- D. Purpose in life

Answer Key: B

Question 8 of 15

1.0 Points

Cindy experiences her life as a continuous process of development, because she is open to new experiences and she wants to develop her own potential. This is a facet of psychological well-being known as _____.

- A. autonomy
- B. purpose in life
- ✓ C. personal growth
- D. self-acceptance

Answer Key: C

Question 9 of 15

1.0 Points

Tommy experiences his job as mostly negative and difficult and he often has to obtain help from his colleagues or other sources in order to do his work. When he fails or gets in trouble, he tends to blame other persons or circumstances. Tommy's work orientation is probably influenced by his _____.

- ✓ A. locus of control
- B. experiential self-control
- C. meaning-destroying behaviours
- D. anticipatory coping

Answer Key: A

Question 10 of 15

1.0 Points

Sarah experiences problems in her life. But, Instead of blaming others and demonstrating learned helplessness, she made choices about her reaction to her situation, which is a contribution from the _____ perspective to positive psychology.

- ✓ A. humanistic
- B. psychoanalytical
- C. cognitive
- D. behaviourism

Answer Key: A

Part 3 of 3 - Chapter 19 Case Study

5.0 Points

Read the following case study focusing on the psychological well-being and positive psychological aspects and then answer the questions that follow.

In the movie *About a Boy*, Will Freeman (played by Hugh Grant) plays the role of a womaniser who does not have to work, because he lives off the generous royalties from a Christmas jingle that his late father composed. He lives in a

modern apartment in London, which is equipped with the best of everything. He is free to do what he wants to do and spends most of his time (when not chasing women), eating, watching TV and videos and playing billiards. It looks like the perfect life.

What Will won't acknowledge is that he is lonely and without anybody to connect with. He lives his days by measuring time in units (watching a video: four units, haircut: two units) in order to pass the time. Then, he gets the idea to pretend that he is a single parent and joins a single-parent support group in order to find a date (thinking single mothers are desperate). In the process Will crosses paths with a poor family, consisting of an ex-hippy woman with mental problems and her teenage son who is taking care of her.

1.0 Points

Question 11 of 15

Will has a _____ life, in which he strives for short-term happiness (chasing women) and escapism (watching television).

- A. good
- B. hedonistic
- C. eudaimonic
- D. selfless

Answer Key: B

1.0 Points

Question 12 of 15

Will obviously lacks wisdom as a virtue, because _____.

- ☒ A. he has little self-control as he indulges in materialistic things
- B. despite his money, he is not involved in his community nor does he demonstrate leadership potential
- C. he is a loner who does not have a high regard for others – especially for women
- D. he is not curious and does not exercise critical thinking

Answer Key: D

1.0 Points

Question 13 of 15

Will does not have transcendence as a virtue, because _____.

A. he is not curious and does not exercise critical thinking.

B. despite his means, he is not involved in his community nor does he demonstrate leadership potential.

✓ C. he is caught up in his situation and does not have peak experiences, flow, or a sense of purpose or faith.

D. he is a loner who does not have a high regard for others – especially for women.

Answer Key: C

1.0 Points

Question 14 of 15

Positive psychology encourages psychologists to focus their attention on the positive aspects of psychological health and employee well-being only.

True

✓ False

Answer Key: False

1.0 Points

Question 15 of 15

Humanistic psychology can be considered as the foundation of positive psychology.

True

✓ False

Answer Key: True

Part 1 of 1 – Chapter 20

9.0 Points

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

Answer Key: D

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

Answer Key: A

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

Answer Key: C

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

Answer Key: B

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

Answer Key: A

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

Answer Key: B

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

Answer Key: A

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

Answer Key: D

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



Answer Key: B