Question 1 of 50   1.0 Points

The phrase "a profile of consistency in attributes and behaviours across time and situations" refers to _____.

      A. temperament

      B. attitude

      C. personality

      D. emotional intelligence

Answer Key: C

Feedback: This is the basic foundation of the course IOP1601. Personality refers to a profile of consistency in attributes and behaviours across time and situations and to the uniqueness of personality in each person. See section 13.4

Question 2 of 50   1.0 Points

With the emphasis on technology and information processing in today's world of work, the _____ perspectives might become more relevant currently than they have been in the past.

      A. humanistic

      B. behaviourist

      C. psychodynamic

      D. cognitive

Answer Key: D

Feedback: Self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. With the emphasis today on information and technology, the cognitive perspectives are more relevant than in earlier days. See section 13.3.5

Question 3 of 50   1.0 Points

In the current world of work, it is important to understand differences and similarities between individuals and groups to ensure effective _____.

        A. conflict and diversity management

        B. BEEE and AA practice

        C. disciplinary actions

        D. financial management

Answer Key: A

Feedback: The world of work is constantly changing and we need to understand the differences and similarities between individuals and groups in order to manage conflict and diversity successfully. Section 13.1

Question 4 of 50   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: 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

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

L- or life data research on personality where an individual's personal history and experiences are examined is similar to the _____ research approach.

        A. longitudinal

        B. classic

        C. person-environment fit

        D. biographical

Answer Key: D

Feedback: This is similar to Furnham's biographical or case history data which focuses on analysing personal life details and experiences. See section 13.7

Question 6 of 50   1.0 Points

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 and to fulfill various life roles. He is experiencing a midlife crisis.

        B. Mike only collects negative information about himself. Thus, he has a low self-esteem. His self-construct contains the notion that he cannot achieve even if he 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.

Answer Key: B

Feedback: That's not correct. The cognitive paradigm describes the human mind as similar to a computer - collecting information, processing it and developing constructs based on this information. See section 13.3.5 of your prescribed book.

Question 7 of 50   1.0 Points

Acquiring certain behaviours, styles of doing things, abilities and other attributes in order to execute productive actions refers to the development of _____.

A. intelligence

B. character

C. work personality

D. temperament

Answer Key: C

Feedback: From a work perspective personality might be seen as those attributes that fit the demands of the working environment. Related to personality are the concepts of temperament, character and self. See section 13.4

Question 8 of 50   1.0 Points

In a hypothesis where a relationship exists between the personality trait of conscientiousness, work motivation of an employee group, the variables age and gender can be regarded as _____ moderator variables, which may influence the relationship.

A. occupational

B. situational

C. criterion

D. personal

Answer Key: D

Feedback: Age and gender are personal moderator variables - see section 13.7

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

Freud's view of humankind is that behaviour is determined and motivated by unconscious forces, which represents a _____ model.

A. reality

B. conflict

C. morality

D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, section 14.3

Question 10 of 50   1.0 Points

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. individuation

       B. libido

       C. womb envy

       D. projection

Answer Key: C

Feedback: Section 14.7

Question 11 of 50   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

Question 12 of 50   1.0 Points

Psychoanalysis emphasises the impact of _____ experiences on adult behaviour and the impact of the _____ on behaviour, personality and motivation

A. childhood; environment

B. childhood; unconscious

C. workplace; environment

D. workplace; unconscious

Answer Key: B

Feedback: Section 14.7

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

A. Repression; reaction-formation

B. Intellectualisation; reaction-formation

C. Reaction-formation; intellectualisation

D. Reaction-formation; repression

Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

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

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

        A. conscious, unconscious pre-conscious

        B. id, ego, super-ego

        C. instincts, libido, defence mechanisms

        D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

      A. cardinal traits

      B. proprium traits

      C. central traits

      D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Question 17 of 50   1.0 Points

In trait theory, the MBTI can be described as _____.

      A. an approach to describe personality factors

      B. an approach to describe emotional or mood expressions

C. an scale to measure personality type

D. an approach to indicate a body and emotional type

Answer Key: C

Feedback: Section 16.5.3

Question 18 of 50   1.0 Points

In trait psychology, the term ergs refers to _____.

A. an emotional or mood expression

B. the innate energy underlying behaviour

C. an approach to describe personality factors

D. a body and emotional type

Answer Key: B

Feedback: Section 16.8

Question 19 of 50   1.0 Points

According to Allport, the concept of _____ describes how people choose motives that they like and which best suit their self-concept.

A. subsidation

B. propriate functional autonomy

C. propriate striving

D. perseverative functional autonomy

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   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

Feedback: Section 16.9

Question 21 of 50   1.0 Points

At work, Judy is often uncooperative, stingy with resources and she does not trust her colleagues. Under which of the following factors of the Five Factor Model would her personality most probably be classified?

      A. Agreeableness

B. Neuroticism

C. Antagonism

D. Conscientiousness

Answer Key: C

Feedback: Chapter 16, textbook, section 16.5.1.3, Table 16.3

Question 22 of 50   1.0 Points

In the selection of managerial employees to supervise work in complex technical tasks for specific VIP customers, you should rather use a _____.

A. personality test

B. interest questionnaire

C. pro-social behaviour test

D. mental ability test

Answer Key: D

Feedback: Ch 16, sect 16.5.2,

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Rogers defined self-actualisation as_____.

A. having spiritual experiences

B. becoming a fully functioning person

C. having social experiences

D. optimising health and resilience

Answer Key: B

The Humanistic approach to psychology is based on a number of theories. One of the main assumptions of humanistic approaches is that they view the person and their behaviour as a whole. This is known as _____.

A. the self-concept, which is the integrating personality structure

B. subjective or phenomenological experiences

C. the intrinsic goodness and self-actualizing of people

D. personality as a Gestalt or holistic phenomenon

Answer Key: D

Feedback: Personality as a Gestalt or holistic phenomenon is one of the main assumptions of humanistic approaches that view the person and/his/her behavior as a whole (p. 378 Sec 17.3.3).

In Roger's theory the premise of "organism" refers to _____.

A. a pattern of conscious perceptions and values

B. the totality of experiences and perceptions

C. personality structure

D. the total individual

Answer Key: D

Feedback: Section 17.4

Humanists see personality as _____.

A. Gestalt

B. stimuli

C. traits

D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

Part 8 of 14 - Chapter 17 Application   3.0 Points

In the following statements which one describes the condition when growth needs may be overruled by deficiency needs?

A. Employees are subjected to strict control and supervision of tasks without much autonomy.

B. An executive feels that he is not paid enough to buy his dream car because he was not promoted the last time around.

C. An athlete fails in consecutive championships to win a gold medal and is not selected again for the team.

D. For years on end employees have been working in poor working conditions, paid an inadequate salary which barely enable them to feed themselves and their families.

Answer Key: D

Feedback: Section 17.6.2

Question 28 of 50   1.0 Points

Thabang is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

A. a process of valuing self-experiences

B. spiritual drive

C. optimism

D. a peak/flow experience

Answer Key: D

Question 29 of 50   1.0 Points

In humanistic theories it is often emphasised that personality or self-development is strongly impacted on by the quality of relationships and influence from other people in a person's experiential field. From

the many qualities of such relationships, the concept _____ best describes the ideal conditions in and during constructive interpersonal situations.

A. empathy

B. positive regard

C. meaningfulness

D. "I" and "me" experiences

Answer Key: B

Feedback: Section 17.5

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   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

Feedback: Section 18.4.3.3

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

Feedback: Section 18.5.1

In Mischel's theory, _____ refer to the individual's hope of what will occur in a given situation.

      A. self-control systems and plans

      B. goals and subjective values

      C. encoding strategies

      D. expectancies

Answer Key: D

Feedback: Incorrect. Expectancies refer to the individual's expectation or hope of what will occur in a given situation. See section 18.5 of your prescribed book.

Question 33 of 50   1.0 Points

_____ are the roles people assume on the basis of how they think others perceive their core constructs.

        A. Self-constructs

        B. Core constructs

        C. Core roles

        D. Life roles

Answer Key: C

Feedback: Incorrect. Core roles are the roles people assume on the basis of how they think others perceive their core constructs. See section 18.4.3.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

Lisa enjoys science at school and she has built up a large knowledge base of this subject. In cognitive psychology, this is referred to as _____.

        A. semantic memory

        B. episodic memory

        C. auditory images

        D. visual images

Answer Key: A

Feedback: Chapter 18, textbook, section 18.1

Question 35 of 50   1.0 Points

Kelly's idea of personal constructs is related to Cattell's idea of trait, Freud's concepts of the id, ego and superego, and the behaviourists' idea of responses, since it _____.

     A. represents human motivation

     B. represents personality structure

     C. indicates ways of thinking

     D. indicates underlying behaviours

Answer Key: B

Feedback: Option B is the best option because the concepts in the question refer to personality structure (Bergh & Geldenhuys 2013, chapters 16, 17, 18 & 20).

Question 36 of 50   1.0 Points

Which one of the following relates to a cognitive approach to personality?

     A. Emphasises a subject's perceptions of experiences, especially how these experiences are construed and forms his or her interpretations of things.

     B. Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves.

     C. Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits.

     D. Emphasises a subject's conscious experiences of the events she or he experiences in everyday life.

Answer Key: A

Feedback: Chapter 18, textbook, section 18.3

Question 37 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

      A. Self- determination Model

      B. Multi-dimensional Model of Well-being

      C. Broad and Build Theory

      D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Question 38 of 50   1.0 Points

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

      A. accepting people as being good and kind

      B. a person experiencing the community as logical and predictable

C. a sense of direction towards specific goals

D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 39 of 50   1.0 Points

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

A. independent behaviour based on own standards

B. accepting people as being good and kind

C. a person experiencing the community as logical and predictable

D. assisting society in achieving its potential

Answer Key: B

Feedback: Section 19.3.1

Question 40 of 50   1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

A. Self efficacy

B. Locus of control

C. Personal hardiness

D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   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? "Cecilia finds that contributing effectively to her community is a great source of comfort to her".

A. Social actualisation

B. Social contribution

C. Social coherence

D. Self-acceptance

Answer Key: B

Feedback: section 19.3.1

Question 42 of 50   1.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

A. eudaimonia and virtues

B. the complete state model of health

C. positive psychology and salutogenesis

D. social actualisation and subjective well-being

Answer Key: C

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

Feedback: Incorrect By choosing how she would react to a situation, she employed humanistic concepts. See your prescribed book section 19.4.3.2 regarding previous and current contributions to positive psychology

Part 13 of 14 - Chapter 20 Theory   4.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

      A. temporary and fluctuating states of mental confusion and consciousness

      B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

      C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

      D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: No, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Substance _____ develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems.

      A. abuse

      B. intoxication

      C. withdrawal

      D. use

Answer Key: A

Feedback: Incorrect. Substance abuse develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems. See section 20.5.4 of your prescribed book.

Question 46 of 50   1.0 Points

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

        A. The social readjustment scale

        B. Systems-interactional model

        C. General Adaptation Syndrome

        D. Diagnostic Statistical Manual

Answer Key: D

Question 47 of 50   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

Feedback: Delusion is classified as psychotic disorders (p. 454 Section 20.5.7)

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Mary is constantly worried and uncomfortable about her job performance, always expresses feelings of being ineffective and now suffers from insomnia. Mary may be suffering from _____.

        A. paranoid personality disorder

        B. phobic disorder

        C. generalised anxiety disorder

        D. panic disorder

Answer Key: C

Feedback: Section 20.7

Question 49 of 50   1.0 Points

In an attempt to improve the work experiences of employees and to promote their occupational health, you have decided to implement a health promoting initiative in the organisation. To which type of approach does this initiative refer to?

        A. An employee assistance programme

        B. A preventive-health management model

        C. A person-environment fit model

D. A risk-management model

Answer Key: A

Question 50 of 50   1.0 Points

As the industrial psychologist in a company, you have to manage the overall well-being of its employees in the workplace. Which of the following tasks will NOT form part of your role?

A. Advising departments on the selection, placement and rehabilitation of workers with emotional problems or workers who have received treatment.

B. Facilitating organisational change in culture and attitudes towards health promotion

C. Consulting with management and advising it on matters such as the policy on occupational health and methods to cope with individual cases or groups with emotional or behavioural problems.

D. Firing employees whose mental health does not improve after three months.

Answer Key: D

Feedback: Options A, B and C relate to the management of employee health and well-being. Option D is something that you as an IO psychologist would try to avoid by implementing the other tasks and this function would normally be carried out by a direct supervisor or line manager (Bergh & Geldenhuys, 2013, section 20.7).

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

The phrase "a profile of consistency in attributes and behaviours across time and situations" refers to _____.

        A. temperament

        B. attitude

        C. personality

        D. emotional intelligence

Answer Key: C

Feedback: This is the basic foundation of the course IOP1601. Personality refers to a profile of consistency in attributes and behaviours across time and situations and to the uniqueness of personality in each person. See section 13.4

Question 2 of 50   1.0 Points

With the emphasis on technology and information processing in today's world of work, the _____ perspectives might become more relevant currently than they have been in the past.

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        B. behaviourist

        C. psychodynamic

        D. cognitive

Answer Key: D

Feedback: Self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. With the emphasis today on information and technology, the cognitive perspectives are more relevant than in earlier days. See section 13.3.5

Question 3 of 50   1.0 Points

In the current world of work, it is important to understand differences and similarities between individuals and groups to ensure effective _____.

        A. conflict and diversity management

        B. BEEE and AA practice

        C. disciplinary actions

        D. financial management

Answer Key: A

Feedback: The world of work is constantly changing and we need to understand the differences and similarities between individuals and groups in order to manage conflict and diversity successfully. Section 13.1

Question 4 of 50   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.

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        B. cultural

        C. managerial

        D. systemic

Answer Key: B

Feedback: 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 5 of 50   1.0 Points

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Answer Key: D

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        C. To avoid punishment as a child, Mike probably learned to keep a low profile, something he is still doing today.

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Question 8 of 50   1.0 Points

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      A. occupational

      B. situational

      C. criterion

D. personal

Answer Key: D

Feedback: Age and gender are personal moderator variables - see section 13.7

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

Freud's view of humankind is that behaviour is determined and motivated by unconscious forces, which represents a _____ model.

A. reality

B. conflict

C. morality

D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, section 14.3

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B. libido

C. womb envy

D. projection

Answer Key: C

Feedback: Section 14.7

Question 11 of 50   1.0 Points

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B. all

C. the adulthood

D. the adolescent

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Feedback: Section 14.3

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B. Intellectualisation; reaction-formation

C. Reaction-formation; intellectualisation

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A. Superego

B. Shadow

C. Ego

D. Id

Answer Key: D

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

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C. instincts, libido, defence mechanisms

D. self, personal unconscious and collective unconscious

Answer Key: C

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        A. an approach to describe personality factors

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        C. an scale to measure personality type

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       B. optimal

       C. neurotic

       D. compulsive

Answer Key: D

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       A. Agreeableness

       B. Neuroticism

C. Antagonism

D. Conscientiousness

Answer Key: C

Feedback: Chapter 16, textbook, section 16.5.1.3, Table 16.3

Question 22 of 50   1.0 Points

In the selection of managerial employees to supervise work in complex technical tasks for specific VIP customers, you should rather use a _____.

A. personality test

B. interest questionnaire

C. pro-social behaviour test

D. mental ability test

Answer Key: D

Feedback: Ch 16, sect 16.5.2,

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

Rogers defined self-actualisation as_____.

A. having spiritual experiences

B. becoming a fully functioning person

C. having social experiences

D. optimising health and resilience

Answer Key: B

Question 24 of 50   1.0 Points

The Humanistic approach to psychology is based on a number of theories. One of the main assumptions of humanistic approaches is that they view the person and their behaviour as a whole. This is known as _____.

A. the self-concept, which is the integrating personality structure

B. subjective or phenomenological experiences

C. the intrinsic goodness and self-actualizing of people

D. personality as a Gestalt or holistic phenomenon

Answer Key: D

Feedback: Personality as a Gestalt or holistic phenomenon is one of the main assumptions of humanistic approaches that view the person and/his/her behavior as a whole (p. 378 Sec 17.3.3).

Question 25 of 50   1.0 Points

In Roger's theory the premise of "organism" refers to _____.

A. a pattern of conscious perceptions and values

B. the totality of experiences and perceptions

C. personality structure

D. the total individual

Answer Key: D

Feedback: Section 17.4

Question 26 of 50   1.0 Points

Humanists see personality as _____.

A. Gestalt

B. stimuli

C. traits

D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

In the following statements which one describes the condition when growth needs may be overruled by deficiency needs?

A. Employees are subjected to strict control and supervision of tasks without much autonomy.

B. An executive feels that he is not paid enough to buy his dream car because he was not promoted the last time around.

C. An athlete fails in consecutive championships to win a gold medal and is not selected again for the team.

D. For years on end employees have been working in poor working conditions, paid an inadequate salary which barely enable them to feed themselves and their families.

Answer Key: D

Feedback: Section 17.6.2

Question 28 of 50   1.0 Points

Thabang is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

A. a process of valuing self-experiences

B. spiritual drive

C. optimism

D. a peak/flow experience

Answer Key: D

Question 29 of 50   1.0 Points

In humanistic theories it is often emphasised that personality or self-development is strongly impacted on by the quality of relationships and influence from other people in a person's experiential field. From the many qualities of such relationships, the concept _____ best describes the ideal conditions in and during constructive interpersonal situations.

A. empathy

B. positive regard

C. meaningfulness

D. "I" and "me" experiences

Answer Key: B

Feedback: Section 17.5

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   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

Feedback: Section 18.4.3.3

Question 31 of 50   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

Feedback: Section 18.5.1

Question 32 of 50   1.0 Points

In Mischel's theory, _____ refer to the individual's hope of what will occur in a given situation.

       A. self-control systems and plans

       B. goals and subjective values

       C. encoding strategies

       D. expectancies

Answer Key: D

Feedback: Incorrect. Expectancies refer to the individual's expectation or hope of what will occur in a given situation. See section 18.5 of your prescribed book.

Question 33 of 50   1.0 Points

_____ are the roles people assume on the basis of how they think others perceive their core constructs.

A. Self-constructs

B. Core constructs

C. Core roles

D. Life roles

Answer Key: C

Feedback: Incorrect. Core roles are the roles people assume on the basis of how they think others perceive their core constructs. See section 18.4.3.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

Lisa enjoys science at school and she has built up a large knowledge base of this subject. In cognitive psychology, this is referred to as _____.

A. semantic memory

B. episodic memory

C. auditory images

D. visual images

Answer Key: A

Feedback: Chapter 18, textbook, section 18.1

Kelly's idea of personal constructs is related to Cattell's idea of trait, Freud's concepts of the id, ego and superego, and the behaviourists' idea of responses, since it _____.

A. represents human motivation

B. represents personality structure

C. indicates ways of thinking

D. indicates underlying behaviours

Answer Key: B

Feedback: Option B is the best option because the concepts in the question refer to personality structure (Bergh & Geldenhuys 2013, chapters 16, 17, 18 & 20).

Question 36 of 50   1.0 Points

Which one of the following relates to a cognitive approach to personality?

A. Emphasises a subject's perceptions of experiences, especially how these experiences are construed and forms his or her interpretations of things.

B. Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves.

C. Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits.

D. Emphasises a subject's conscious experiences of the events she or he experiences in everyday life.

Answer Key: A

Feedback: Chapter 18, textbook, section 18.3

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

     A. Self- determination Model

     B. Multi-dimensional Model of Well-being

     C. Broad and Build Theory

     D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Question 38 of 50   1.0 Points

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

     A. accepting people as being good and kind

     B. a person experiencing the community as logical and predictable

     C. a sense of direction towards specific goals

     D. establishing conditions which can be managed

Question 39 of 50   1.0 Points

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

A. independent behaviour based on own standards

B. accepting people as being good and kind

C. a person experiencing the community as logical and predictable

D. assisting society in achieving its potential

Question 40 of 50   1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

A. Self efficacy

B. Locus of control

C. Personal hardiness

D. Learned resourcefulness

Answer Key: D

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   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? "Cecilia finds that contributing effectively to her community is a great source of comfort to her".

       A. Social actualisation

       B. Social contribution

       C. Social coherence

       D. Self-acceptance

Answer Key: B

Question 42 of 50   1.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

       A. eudaimonia and virtues

B. the complete state model of health

C. positive psychology and salutogenesis

D. social actualisation and subjective well-being

Answer Key: C

Question 43 of 50   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

Feedback: Incorrect By choosing how she would react to a situation, she employed humanistic concepts. See your prescribed book section 19.4.3.2 regarding previous and current contributions to positive psychology

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

A. temporary and fluctuating states of mental confusion and consciousness

B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: No, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Substance _____ develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems.

A. abuse

B. intoxication

C. withdrawal

D. use

Answer Key: A

Feedback: Incorrect. Substance abuse develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems. See section 20.5.4 of your prescribed book.

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

        A. The social readjustment scale

        B. Systems-interactional model

        C. General Adaptation Syndrome

        D. Diagnostic Statistical Manual

Answer Key: D

Question 47 of 50   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

Feedback: Delusion is classified as psychotic disorders (p. 454 Section 20.5.7)

Question 48 of 50   1.0 Points

Mary is constantly worried and uncomfortable about her job performance, always expresses feelings of being ineffective and now suffers from insomnia. Mary may be suffering from _____.

     A. paranoid personality disorder

     B. phobic disorder

     C. generalised anxiety disorder

     D. panic disorder

Answer Key: C

Feedback: Section 20.7

Question 49 of 50   1.0 Points

In an attempt to improve the work experiences of employees and to promote their occupational health, you have decided to implement a health promoting initiative in the organisation. To which type of approach does this initiative refer to?

     A. An employee assistance programme

     B. A preventive-health management model

     C. A person-environment fit model

     D. A risk-management model

Answer Key: A

As the industrial psychologist in a company, you have to manage the overall well-being of its employees in the workplace. Which of the following tasks will NOT form part of your role?

        A. Advising departments on the selection, placement and rehabilitation of workers with emotional problems or workers who have received treatment.

        B. Facilitating organisational change in culture and attitudes towards health promotion

        C. Consulting with management and advising it on matters such as the policy on occupational health and methods to cope with individual cases or groups with emotional or behavioural problems.

        D. Firing employees whose mental health does not improve after three months.

Answer Key: D

Feedback: Options A, B and C relate to the management of employee health and well-being. Option D is something that you as an IO psychologist would try to avoid by implementing the other tasks and this function would normally be carried out by a direct supervisor or line manager (Bergh & Geldenhuys, 2013, section 20.7).

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

        A. Case history research

        B. Specific personality measures

        C. Employee-organisation fit

        D. Longitudinal studies

Feedback: Well done! Longitudinal studies are done over a long period of time to measure the change in behaviour across time. See section 13.7

Question 2 of 50   1.0 Points

The _____ theory is used to identify personality characteristics, such as friendliness, helpfulness, practical orientation, insecurity and values.

        A. humanistic

        B. behaviourist

        C. social-cognitive

        D. trait

Answer Key: D

Feedback: Well done! According to trait theory, human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Question 3 of 50   1.0 Points

Which approach would be very interested in monitoring how the era of information technology changes peoples' physical, emotional, social and cognitive behaviour over time?

        A. Psychosocial theories

        B. Cognitive theories

        C. Trait and type theories

D. Biological and evolutionary perspectives

Answer Key: D

Feedback: Yes! Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. Therefore, people's adaption to technology would be of interest to these theories. See section 13.3.6

Question 4 of 50   1.0 Points

Select the one statement amongst the following four which best characterises the current status of personality study.

A. Personality study does not provide constructs to be used in applied psychology.

B. Personality study has a unique identity and exports its knowledge into other fields.

C. Compared to other concepts, personality constructs are poor predictors of work performance.

D. Group differences, rather than individual differences, are mostly utilised in assessment.

Answer Key: B

Feedback: Yes! Well done on this one! This question tested your understanding of the basic principles of personality theory. You can review sections 13.1 and 13.7 again, from which you will be able to see that the other options are clearly incorrect. However, personality study can export its knowledge into various other fields, which is also why, though many of are not doing a psychology major, you are doing this module. It is important for almost all fields to understand the basics of human behaviour and personality development. Otherwise, how will we be able to understand people or manage them in a work context?

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

Which approach to personality might encourage people to blame their parents for their own weaknesses and shortcomings?

        A. Behaviourist

        B. Psychodynamic

        C. Cognitive

        D. Humanistic

Answer Key: B

Feedback: Good! The psychodynamic approach emphasises internal biological drives, unconscious motives, past events and the norms of society. This approach would consider a person's feelings of insecurity and link these to their childhood experiences. See section 13.3.1

Question 6 of 50   1.0 Points

Susan has a good self-esteem (she sees herself as a competent person), and her current behaviour is the result of her current and previous interactions with other people (her boss, colleagues and family). Her behaviour can be explained from a cultural perspective in terms of cultural norms and habits. This description of Susan relates to the _____ perspective/s on personality.

        A. trait

        B. cognitive and social-cognitive

        C. biological and evolutionary

        D. psychosocial

Answer Key: D

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. Social-constructionist perspectives focus on the social context of personality. The indigenous psychological movement emphasises the meaning of human behaviour in each context or culture. See section 13.3.7

Question 7 of 50   1.0 Points

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

      A. African and Asian

      B. humanistic

      C. behaviourist

      D. psychodynamic

Answer Key: D

Feedback: 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 50   1.0 Points

Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority. This description of Mike relates to the _____ perspective on personality.

      A. behaviourist

      B. humanistic

      C. cognitive

      D. psychodynamic

Answer Key: D

Feedback: Good! Unresolved conflict and reference to authority should alert you to psychoanalysis See section 13.3.1

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   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

Question 10 of 50   1.0 Points

How does Jung label the culturally inherited predispositions and experiences that are common to all people on earth?

      A. The collective unconscious

      B. The anima

C. The animus

D. The creative self

Answer Key: A

Feedback: Section 14.4

Question 11 of 50   1.0 Points

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. individuation

B. libido

C. womb envy

D. projection

Answer Key: C

Feedback: Section 14.7

Question 12 of 50   1.0 Points

Which personality questionnaire is a product of Jung's theory on individuation?

A. 16PF

B. Three-Factor Model

C. Myers-Briggs Type Indicator

D. Five-Factor Model

Answer Key: C

Feedback: Section 14.7

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

At work, Jack tends to be very aggressive, always focusing on negative things, makes sarcastic remarks and generally seems very cynical about life. According to Freud's psychosexual stages and personality types, Jack probably has a/an _____ personality type.

       A. anal-expulsive

       B. oral-aggressive

       C. anal-retentive

       D. oral-dependent

Answer Key: B

Feedback: Well done! Jack displays behaviour linked to the oral-aggressive type: argumentative, pessimistic, "bitingly" sarcastic, cynical. See section 14.7, Table 14.3

Question 14 of 50   1.0 Points

The process referred to as _____ means that people across their life span achieve a greater sense of the self and realise what their strengths are.

A. teleological principle

B. psychosexual development

C. introversion

D. individuation

Answer Key: D

Feedback: Good work! Jung's concept of individuation denotes the growth process, during which people develop certain attitudes and functions. Combinations of these are known as introversion and extroversion personality types. These concepts are still used in measuring and classifying human behaviours. See section 14.7

Question 15 of 50   1.0 Points

Psychodynamic theory provides _____.

A. a useful tool for understanding people's behaviour in general and in the work context

B. all the theories in psychology that see human functioning based on the conflict that exists between people

C. an analysis of the person and their relations with internal and external objects

D. an understanding of how people in their relationships with the world like to be active, explore and manipulate things

Answer Key: A

Feedback: Good! This approach is often used to explain conflict between team members, and between team members and leaders in the work context. See section 14.2

Question 16 of 50   1.0 Points

Traits can be described as _____.

        A. concepts that indicate underlying unconscious behaviours

        B. primarily holistic description of personality

        C. certain obvious elements of personality only

        D. constructs that indicate more or less enduring behaviours

Answer Key: D

Question 17 of 50   1.0 Points

In trait theory, the term ectomorph refers to _____.

        A. an emotional or mood expression

        B. the innate energy underlying behaviour

        C. a body or emotional type

        D. a scale which measures personality type

Answer Key: C

Feedback: Section 16.5.3

Question 18 of 50   1.0 Points

The concept of psychofortology, refers to internal dispositions which denote a person's _____.

A. ability to use resources for wellness and optimal functioning

B. utilisation of strong cardinal traits to be self-assertive and resistant

C. ability to grow into a fully functioning and mature person

D. ability to develop a strong self-sentiment towards being autonomous

Answer Key: A

Feedback: Section 16.10

Question 19 of 50   1.0 Points

Allport conceptualised _____ traits as less obvious, not generalised and not manifesting frequently, like preferences for certain foods or colours.

A. cardinal

B. central

C. secondary

D. common

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

The "inductive-hypothetico-deductive spiral" approach used by Cattell to determine the existence of personality traits implies _____ as a method of research or analysis.

A. analysing trait descriptions used by people amongst each other

B. researching and analysing trait descriptions in various dictionaries

C. analysing trait research according to the various models on personality

D. analysing trait descriptions by reasoning from specific to general

Answer Key: D

Feedback: Section 16.2

Trait and style concepts are similar to concepts such as id, ego, super-ego, as well as self-concepts and responses, habits and constructs, because they _____.

A. represent trait descriptions of personality

B. are used to define personality development and adjustment

C. are dimensional or structural concepts used to define personality.

D. are used in describing factor or psychometric models of personality.

Answer Key: C

Feedback: Prescribed book, section 16.2

Personality may NOT be as consistent across time as indicated by some theorists because certain and different psychologically specific situations may influence people differently. This assumption has been postulated by the _____ perspective on personality.

A. cognitive

B. trait/type

C. behaviouristic

D. evolutionary

Answer Key: A

Feedback: Ch 13, sect 13.3.5, p 297

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

Self-actualising can be most accurately described as _____.

A. the belief that one can be successful in tasks

B. expressing the self to its fullest potential

C. worth attached to the self

D. learning about one's own self or the "selves" of others

Answer Key: B

Question 24 of 50   1.0 Points

Humanists see personality as _____.

A. Gestalt

B. stimuli

C. traits

D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

Question 25 of 50   1.0 Points

Based on the humanistic approach and especially Frankl's theory, people should not allow circumstances or situations to dominate them; they should rather _____ it, in order to find meaning in life.

A. transcend

B. embrace

C. ignore

D. enjoy

Answer Key: A

Feedback: Yes! Self-transcendence indicates people's ability to rise above themselves and circumstances in order to grow or find meaning in life. See section 17.5 in your prescribed book.

Incorrect Feedback:

The _____ approach in psychology has as its central idea the uniqueness of every person's context and frame of reference.

A. psychodynamic

B. socio-cognitive

C. behaviourist

D. humanist

Answer Key: D

Feedback: Section 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

Self-image, and the acceptance or denial of one's own experiences, are central concepts of the theory proposed by _____.

A. Murray

B. Rogers

C. Kelly

D. Neo-Freudians

Answer Key: B

Question 28 of 50   1.0 Points

Mandy and Angela were involved in a car accident. Mandy feels that as it was not serious, it was not a big deal. Angela, however is very shaken and upset. Mandy tells her that she should not be upset. Why, based on the humanist theory, is it wrong for Mandy to tell Angela not to be upset about this?

        A. Each person's subjective experiences are part of their reality.

        B. The accident was not that serious

        C. Mandy's experience is more realistic that Angela's experience

        D. Angela is just being silly

Answer Key: A

Feedback: The subjective experiences of people are important as they influence the development of personality and the self-concept, as well as the daily expressions of personality. Each person's subjective experiences are part of his/her reality. For example, you cannot tell a person to not feel upset about a situation that you consider to be trivial. Chapter 17.3.1

Question 29 of 50   1.0 Points

_____, as proposed by humanistic theorists, would probably explain why employees experience the same work stressor differently.

        A. Optimal functioning

        B. Self-actualisation

        C. Subjective experiences

        D. Self-determination

Answer Key: C

Feedback: Section 17.3.1

Part 9 of 14 - Chapter 18 Theory4.0 Points

Question 30 of 50   1.0 Points

_____ are those that have less relevance to a person's sense of self and can be changed quite easily.

   A. Self-constructs

   B. Core roles

   C. Core constructs

   D. Peripheral constructs

Answer Key: D

Feedback: Good! Peripheral constructs are those that have less

relevance to a person's sense of self and can be changed quite easily. See section 18.4.3.1 of your prescribed book.

Question 31 of 50   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 32 of 50   1.0 Points

In cognitive psychology, knowledge is acquired through _____, which is the process by which events are detected and interpreted.

       A. perception

       B. learning

       C. memory

       D. retention

Answer Key: A

Feedback: Yes! Perception is the process by which events are detected and interpreted by the person. See section 18.1 in your prescribed book.

Question 33 of 50   1.0 Points

A _____ construct is receptive to change.

       A. permeable

       B. preverbal

       C. self

       D. pre-emptive

Answer Key: A

Question 34 of 50   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

Feedback: Sections 18.4 & 18.5

Question 35 of 50   1.0 Points

Lisa enjoys science at school and she has built up a large knowledge base of this subject. In cognitive psychology, this is referred to as _____.

A. semantic memory

B. episodic memory

C. auditory images

D. visual images

Answer Key: A

Feedback: Chapter 18, textbook, section 18.1

People create their own view of the world and they act according to this knowledge and perception. This is known as _____.

A. selective memory

B. information processing

C. personal constructs

D. common perceptions

Answer Key: C

Feedback: Chapter 18, textbook, section 18.2

Part 11 of 14 - Chapter 19 Theory   4.0 Points

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

A. independent behaviour based on own standards

B. accepting people as being good and kind

C. a person experiencing the community as logical and predictable

D. assisting society in achieving its potential

Answer Key: B

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

_____ focuses on the optimal experience and functioning of an individual in all spheres of life.

A. Character strength

B. Pleasurable life or hedonism

C. God life or eudaimonic happiness

D. Psychological integration

Answer Key: C

Feedback: Section 19.5.1

Question 39 of 50   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

Feedback: Chapter 19, textbook, section 19.4.1

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

Feedback: Happiness (p.423 Section 19.5.1)

Part 12 of 14 - Chapter 19 Application   3.0 Points

Bongani has a positive attitude about himself because he accepts himself and his past experiences. This facet of psychological well-being is known as _____.

A. autonomy

B. purpose in life

C. personal growth

D. self-acceptance

Answer Key: D

Question 42 of 50   1.0 Points

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Question 43 of 50   1.0 Points

Zanele has entered the end of her academic semester and she is planning her schedule to allow her to study for all her exams in advance. She manages to keep to her study schedule and even denies invitations for social events in order to do so. Zanele is practising _____.

A. learned resourcefulness

B. reformative self-control

C. temperance

D. regressive self-control

Answer Key: B

Feedback: You got it! Option B is the most correct answer, as she is delaying immediate gratification (like socialising with friends) by planning to achieve good marks - see Chapter 19, textbook, section 19.5.4

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

_____ schizophrenia is associated with absurd and illogical delusions.

A. Catatonic

B. Paranoid

C. Hebephrenic

D. Somatic

Answer Key: B

Question 45 of 50   1.0 Points

Selye's General Adaptation Syndrome (GAS) entails three phases, phase one is the _____ phase.

A. alarm-and-mobilisation .

B. resistance

C. exhaustion and disintegration

D. disintegration

Answer Key: A

Feedback: Good work. The first phase is an alarm-and-mobilisation phase. The individual prepares to counteract stress and its effects. See section 20.5.1 and box on page 447.

Question 46 of 50   1.0 Points

In Weiss and Mirin's suggested stages of alcohol dependence, stage 1 is known as the _____ stage.

A. experimentation

B. intoxication

C. routine-use

D. dependence

Answer Key: A

Feedback: Stage 1 is known as the experimentation phase. See prescribed book section 20.5.4, Figure 20.5

Question 47 of 50   1.0 Points

_____ refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed.

A. Engagement

B. Turnover

C. Procrastination

D. Absenteeism

Feedback: Personnel turnover refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed. See prescribed book section 20.6.2

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which statement from the four options best describes or defines what psychological health implies?

A. Psychological health refers to psychological or emotional symptoms and does not include other areas of functioning.

B. Psychological health is characterised by the absence or presence of illness symptoms across all areas of human functioning.

C. Psychological health is indicated by the level of integrated functioning with freedom and autonomy to cope effectively with and in the various life roles.

D. Psychological health is a function of how each culture defines accepted and expected behaviours in people and groups.

Answer Key: C

Feedback: Well done! Psychological health is a complete approach to health - with balance and wellness in all areas of life and the ability to change and adapt to situations. See Chapter 20, textbook, section 20.2

Question 49 of 50   1.0 Points

Richard manifests a strong sense of detachment and few emotions, difficulties in working with other employees, some strange thoughts and interpretations of things and his performance has been adversely affected. Richard may be diagnosed as _____.

        A. schizoid or schizotypical personality disorder

        B. antisocial or narcissistic personality disorder

        C. borderline or dependent personality disorder

        D. depersonalisation and dissociative fugue

Answer Key: A

Feedback: Section 20.5.3

Question 50 of 50   1.0 Points

Lerato is a driven, highly ambitious employee who is always racing to meet deadlines and to finish ahead of everyone else. Her colleagues experience her as hostile and aggressive at times when she is rushing to complete her tasks. This is an example of the _____, which is a pattern of _____.

        A. type C personality; undercommitment

        B. type C personality; overcommitment

        C. type A personality; undercommitment

        D. type A personality; overcommitment

Answer Key: D

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

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

    A. the candidate's personal history

    B. an interview with the candidate

    C. standardised tests or experiments

    D. ratings by the candidate's colleagues

Answer Key: D

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

Question 2 of 50   1.0 Points

The later _____ theories state that people can self-regulate in order to influence their personality development.

    A. humanistic or existential

    B. trait and type

    C. psychodynamic or psychoanalytical

    D. behaviouristic or learning

Answer Key: D

Feedback: The later learning theories stated that people can rationally, by thinking and making choices, influence their learning processes. See section 13.3.2

Question 3 of 50   1.0 Points

The _____ perspective to personality would argue that an employee's low or high performance is the product of the work environment.

      A. psychodynamic

      B. behaviourist

      C. psychosocial

      D. cognitive

Answer Key: B

Feedback: Good! According to the behaviourists, personality is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. Environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Question 4 of 50   1.0 Points

Personality study or personology emphasises _____ levels of personality analysis.

      A. two

      B. three

      C. four

      D. five

Answer Key: B

Feedback: Yes! The study of personality is aimed at explaining the differences between people. The three focus levels are human nature, differences between people and groups, and lastly, individual uniqueness. See section 13.1

Question 5 of 50   1.0 Points

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

      A. Explain the early childhood experiences that influence your current behaviour.

      B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

      C. Indicate how you make your own choices in your striving to experience meaning.

      D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

Question 6 of 50   1.0 Points

Whereas the _____ theory sees personality as stable across time and situations, the _____ theory in contrast, states that people are continuously learning and situations can influence behaviour.

      A. behaviourist; psychodynamic

      B. psychodynamic; behaviourist

      C. humanistic; behaviouristic

      D. behaviouristic; humanistic

Answer Key: B

Feedback: Good! The psychodynamic theory sees personality as stable across time and situations, whilst the behaviourist theory in contrast, states that people are continuously learning and situations can influence behaviour. See sections 13.3.1 and 13.3.2

Question 7 of 50   1.0 Points

In a study on a large number of dizygotic and monozygotic twins, researchers found that monozygotic twins were less similar in behaviour than commonly expected. This finding could at best be explained by _____.

       A. dissimilar heritability in all twins

       B. physiological determination in the brain

       C. non-shared environmental experiences

       D. evolutionary history of people

Answer Key: C

Feedback: Good work! This is what we refer to as "nature versus nurture" - twins who grow up in separate environments (nurture), even though they share DNA (nature), might not act in the same manner due to the way they were raised and influenced by their environments. If you haven't watched it yet, the video "Nature versus Nurture: Through the Wormhole with Morgan Freeman" provides a very good explanation of this concept. See section 13.3.6

Question 8 of 50   1.0 Points

During a conference on racial and cultural conflict resolution a philosopher expresses the idea that peace and acceptance between cultures and race groups in South Africa will only be achieved if people are made aware of the deep-seated non-conscious influences on their behaviour based on their historical pasts, and of possible traumatic experiences which individuals and groups may have experienced. From a psychological perspective you recognise the philosopher's stance as being from a/an _____ perspective.

A. relational

B. psychoanalytical

C. Neo-Freudian

D. evolutionary

Answer Key: B

Feedback: Good! The focus in this scenario is clearly on the unconscious and the past, which relates to the psychodynamic approach. See section 13.3.1

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

According to Freud, the _____ is an internal morality governing ideas on what is right and wrong.

A. id

B. ego

C. superego

D. biological drive

Answer Key: C

Feedback: Section 14.5

Question 10 of 50   1.0 Points

In each psychosexual stage of Freud's theory, certain tasks 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. fixation

      B. inferiority

      C. latency

      D. failure

Answer Key: A

Feedback: Chapter 14, textbook, section 14.7

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

The Johari-window provides a model for feedback on self-knowledge, communication and interpersonal behavior. It works on two dimensions, feedback to _____ and exposure to _____.

      A. self; others

      B. others; self

      C. managers; work tasks

      D. work tasks; managers

Answer Key: A

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Psychologically, the concepts of introversion and extraversion indicates people's tendency to _____.

      A. strive for superiority due to inferiority

      B. move to and against people if threatened

      C. be energised by either the internal or external world

      D. strive for a will to meaning

Answer Key: C

Feedback: Well done! According to Jung there are two mutually exclusive attitudes – extraversion and introversion. "Each person seems to be energized more by either the external world (extraversion) or the internal world (introversion)." See Section 14.7

While listening to your supervisor advising your sales team to enjoy the pleasures of the work and the advantages of being part of a successful company, but also to mind the pitfalls and rules which bound each employee's behaviour, you realised that the supervisor is actually advocating a _____ model postulated by _____.

       A. Five factor; Freud

       B. conflict; Jung

       C. Five factor; Jung

       D. conflict; Freud

Answer Key: D

Feedback: Well done! Psychodynamic theories consider human behaviour as more or less dependent on conflicting forces outside the person's conscious control. Conflict exists between what people naturally want to do (id) and what society has taught them they should do (superego). Freud is considered the father of psychoanalysis.This approach is used to explain conflict between team members, and between team members and leaders. See section 14.2

In a counselling session a therapist assists an employee to work through his feelings of little self-worth and self-belief and help him to explore his internal and creative powers in order to be more self-confident. This therapeutic approach can best be ascribed to the assumptions and concepts postulated by _____.

       A. Jung

       B. Adler

       C. Klein

       D. Freud

Answer Key: B

Feedback: Sections 14.5 and 14.6

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

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

       A. extroversion vs introversion

       B. neuroticism vs emotional stability

       C. conscientiousness vs lack of direction

       D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Question 17 of 50   1.0 Points

Which factor in the Five-Factor Model is closely related to job factors such as social interaction and training proficiency?

       A. Openness to experience

       B. Conscientiousness

       C. Agreeableness

D. Extroversion

Answer Key: B

Question 18 of 50   1.0 Points

The _____ study personality in terms of typical characteristics rather than acquired behaviour.

A. ego psychologists

B. social-psychological theorists

C. behaviourists

D. trait theorists

Answer Key: D

Feedback: Chapter 16, textbook, section 16.6.1

Question 19 of 50   1.0 Points

The term ectomorph relates to _____.

A. a personality type based on physical and behavioural attributes.

B. a personality type based on verbal and non-verbal reasoning ability.

C. a personality type based on numerical ability.

D. a personality type based on cognitive attributes.

Answer Key: A

Feedback: Ch 16. 5.3,pp 361-363

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   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

Feedback: Section 16.9

Question 21 of 50   1.0 Points

In personality research it was established that certain concepts used by _____ psychologists may also relate to optimal personality functioning which is associated with health enhancing behaviour and traits.

      A. positive

      B. cognitive

      C. trait

      D. psychoanalytic

Answer Key: A

Feedback: Ch 16, sect 16.5.2, pp 360-361

Question 22 of 50   1.0 Points

Tanys often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very little little self-confidence. According to the FFM on personality these behaviours can be classified under _____.

        A. antagonism vs agreeableness

        B. apprehension vs insecurity

        C. neuroticism vs emotional stability

        D. relaxed vs tense

Answer Key: C

Feedback: Section 16.5.1.3

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

Kobasa's concept of "personal hardiness" can be defined as _____.

        A. behaviour marked by high levels of control, challenge and commitment

B. feelings that events are manageable, comprehensible and meaningful

C. the growth of the psyche into adulthood

D. a positive view of events

Answer Key: A

Feedback: Chapter 17, textbook, section 17.7, Table 17.2

Based on the humanistic approach and especially Frankl's theory, people should not allow circumstances or situations to dominate them; they should rather _____ it, in order to find meaning in life.

A. transcend

B. embrace

C. ignore

D. enjoy

Answer Key: A

Feedback: Oops, that's wrong. Self-transcendence indicates people's ability to rise above themselves and circumstances in order to grow or find meaning in life. See section 17.5 in your prescribed book.

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

Feedback: Section 17.6.2

Question 26 of 50   1.0 Points

In humanistic theory, the term "spiritual drive" refers to _____.

A. commitment and satisfaction by doing tasks or processes

B. feelings of excitement based on achieving or experiencing something

C. motivation because of living or being

D. growth- or being needs in people

Feedback: Sections 17.6.1 and 17.6.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   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 28 of 50   1.0 Points

Buthi has been promoted numerous times and earns quite a substantial salary. However, he has lately been feeling very demotivated at work. Buthi approached the CEO of the company to discuss a plan he had which would entail him moving to a smaller subsidiary branch of the organisation in order to implement a new innovative product which he had designed. The CEO agreed but told Buthi that he would have to take a pay cut as the subsidiary branch could not afford his salary. Buthi agreed and left the CEO's office feeling highly motivated, According to Maslow's hierarchy of needs which need is Buthi exhibiting?

A. Primary needs

B. Secondary needs

C. Achievement needs

D. Basic needs

Answer Key: B

Feedback: Buthi is exhibiting secondary needs (p. 384 Section 17.6.2)

Question 29 of 50   1.0 Points

If an employee experiences job dissatisfaction because she feels her job is boring, aimless and does not offer any scope and hope for growth and development, which of the following feelings and cognitions best reflects her work experience?

A. I will solve my boring job by asking for an increase in salary.

B. My work and work processes are meaningless.

C. If only I get more recognition I will be satisfied.

D. I should have been promoted long ago.

Answer Key: B

Feedback: Section 17.6.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

In Mischel's theory, _____ are the different rules or standards that people adopt to regulate their behaviour.

A. self-control systems and plans

B. goals and subjective values

C. encoding strategies

D. expectancies

Answer Key: A

Feedback: Incorrect. Self-control systems and plans are the different rules or standards that people adopt to regulate their behaviour. See section 18.5 of your prescribed book.

Question 31 of 50   1.0 Points

In cognitive psychology, knowledge is acquired through _____, which is the process by which events are detected and interpreted.

       A. perception

       B. learning

       C. memory

       D. retention

Answer Key: A

Feedback: Yes! Perception is the process by which events are detected and interpreted by the person. See section 18.1 in your prescribed book.

Question 32 of 50   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

Feedback: Section 18.8

Question 33 of 50   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

Feedback: Section 18.5

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Well done! George Kelly posited that our experiences of the world around us, including events that take place or our understanding of people, including ourselves, are open to an immense

variety of interpretations. Kelly argued that no one construct is a final or definitively accurate way of grasping the world. Instead, we can always create alternative constructs to better explain or represent that which we observe. See Chapter 18, textbook, section 18.5

Question 35 of 50   1.0 Points

People utilise their _____ to view and predict the word and can maintain control and adapt their views of the word 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

Feedback: Sections 18.2 & 18.5

Question 36 of 50   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

Feedback: Section 18.8.1

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

Character strength such as forgiveness, being prudent, modesty and humility represents _____as virtue

        A. transcendence

        B. temperance

        C. humanity

        D. justice

Answer Key: B

Feedback: Section 19.5.3

Question 38 of 50   1.0 Points

Which theorist emphasises the concept of "sense of coherence" to explain the positive nature of human behaviour as also emphasised by positive psychology?

        A. Bandura

        B. Antonovsky

        C. Allport

D. Horney

Answer Key: B

Question 39 of 50   1.0 Points

Which of the following is NOT an example of a virtue identified in the Values-In-Action Classification System?

A. courage

B. justice

C. transcendence

D. self-efficacy

Answer Key: D

Feedback: Section 19.5.3

Question 40 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

A. Self- determination Model

B. Multi-dimensional Model of Well-being

C. Broad and Build Theory

D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

      A. eudaimonia and virtues

      B. the complete state model of health

      C. positive psychology and salutogenesis

      D. social actualisation and subjective well-being

Answer Key: C

Question 42 of 50   1.0 Points

Which of the following is an example of eudaimonia?

      A. A person who is excited about an upcoming tour to France

      B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

      C. Soccer crowds singing and shouting at the World Cup

      D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Interventions can be aimed at improving wellness in organisations. The _____ Model can be used to assess the well-being of individuals and groups.

       A. Holistic Employee Wellness

       B. Values in Action

       C. Fortigenesis

       D. Wheel of Wellness

Answer Key: A

Feedback: Interventions can also be aimed at improving wellness in organisations. The Holistic Employee Wellness Model can be used to assess the well-being of individuals and groups. Strategies for developing wellness can be based on the results of these assessments. See section 19.3.3

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Psychological illness can be viewed as _____.

       A. the absence of acute and chronic physical, mental and/or psychological disease and/or impairments.

       B. the presence of acute and chronic physical, mental and/or psychological disease and/or impairments.

       C. an illness of the physical body

D. a hereditary illness

Answer Key: B

Feedback: Good work! Psychological illness can be viewed as the presence of acute and chronic physical, mental and/or psychological disease and/or impairments. Prescribed book section 20.2

Question 45 of 50   1.0 Points

_____ refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed.

      A. Engagement

      B. Turnover

      C. Procrastination

      D. Absenteeism

Answer Key: B

Feedback: Personnel turnover refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed. See prescribed book section 20.6.2

Question 46 of 50   1.0 Points

Substance _____ happens after or during substance use and may impact on more or less all domains of human behaviour – consciousness, thinking, judgement, perception, and physical and psychosocial behaviour.

      A. abuse

      B. intoxication

C. withdrawal

D. use

Answer Key: B

Feedback: Yes. Substance intoxication happens after or during substance use and may impact on more or less all domains of human behaviour – consciousness, thinking, judgement, perception, and physical and psychosocial behaviour. See section 20.5.4 of your prescribed book.

Question 47 of 50   1.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

A. temporary and fluctuating states of mental confusion and consciousness

B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: Yes, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which of the following is a symptom of burnout?

        A. Intense difficulty to respond to emotional stimuli

        B. Goal-achievement

        C. A constant need for the company of others

        D. Periods of excitement alternated by periods of depression

Answer Key: A

Question 49 of 50   1.0 Points

Undercommitment is often the result of _____.

        A. fear of failure

        B. fear of success

        C. misdirected anger at authority

        D. all of the above

Answer Key: D

Question 50 of 50   1.0 Points

Which type of depression is linked to women only?

        A. Bipolar depression

        B. Postpartum depression

        C. Dysthymic depression

        D. Cyclothymic depression

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

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

   A. the candidate's personal history

   B. an interview with the candidate

   C. standardised tests or experiments

   D. ratings by the candidate's colleagues

Answer Key: D

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

Question 2 of 50   1.0 Points

The later _____ theories state that people can self-regulate in order to influence their personality development.

   A. humanistic or existential

   B. trait and type

C. psychodynamic or psychoanalytical

D. behaviouristic or learning

Answer Key: D

Feedback: The later learning theories stated that people can rationally, by thinking and making choices, influence their learning processes. See section 13.3.2

Question 3 of 50   1.0 Points

The _____ perspective to personality would argue that an employee's low or high performance is the product of the work environment.

A. psychodynamic

B. behaviourist

C. psychosocial

D. cognitive

Answer Key: B

Feedback: Good! According to the behaviourists, personality is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. Environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Question 4 of 50   1.0 Points

Personality study or personology emphasises _____ levels of personality analysis.

A. two

B. three

C. four

D. five

Answer Key: B

Feedback: Yes! The study of personality is aimed at explaining the differences between people. The three focus levels are human nature, differences between people and groups, and lastly, individual uniqueness. See section 13.1

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

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

        A. Explain the early childhood experiences that influence your current behaviour.

        B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

        C. Indicate how you make your own choices in your striving to experience meaning.

        D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

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        A. behaviourist; psychodynamic

        B. psychodynamic; behaviourist

        C. humanistic; behaviouristic

        D. behaviouristic; humanistic

Answer Key: B

Feedback: Good! The psychodynamic theory sees personality as stable across time and situations, whilst the behaviourist theory in contrast, states that people are continuously learning and situations can influence behaviour. See sections 13.3.1 and 13.3.2

Question 7 of 50   1.0 Points

In a study on a large number of dizygotic and monozygotic twins, researchers found that monozygotic twins were less similar in behaviour than commonly expected. This finding could at best be explained by _____.

        A. dissimilar heritability in all twins

        B. physiological determination in the brain

        C. non-shared environmental experiences

        D. evolutionary history of people

Answer Key: C

Feedback: Good work! This is what we refer to as "nature versus nurture" - twins who grow up in separate environments (nurture), even though they share DNA (nature), might not act in the same

manner due to the way they were raised and influenced by their environments. If you haven't watched it yet, the video "Nature versus Nurture: Through the Wormhole with Morgan Freeman" provides a very good explanation of this concept. See section 13.3.6

During a conference on racial and cultural conflict resolution a philosopher expresses the idea that peace and acceptance between cultures and race groups in South Africa will only be achieved if people are made aware of the deep-seated non-conscious influences on their behaviour based on their historical pasts, and of possible traumatic experiences which individuals and groups may have experienced. From a psychological perspective you recognise the philosopher's stance as being from a/an _____ perspective.

    A. relational

    B. psychoanalytical

    C. Neo-Freudian

    D. evolutionary

Answer Key: B

Feedback: Good! The focus in this scenario is clearly on the unconscious and the past, which relates to the psychodynamic approach. See section 13.3.1

Part 3 of 14 - Chapter 14 Theory 4.0 Points

According to Freud, the _____ is an internal morality governing ideas on what is right and wrong.

    A. id

    B. ego

C. superego

D. biological drive

Answer Key: C

Feedback: Section 14.5

Question 10 of 50   1.0 Points

In each psychosexual stage of Freud's theory, certain tasks 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. fixation

       B. inferiority

       C. latency

       D. failure

Answer Key: A

Feedback: Chapter 14, textbook, section 14.7

Question 11 of 50   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 12 of 50   1.0 Points

The Johari-window provides a model for feedback on self-knowledge, communication and interpersonal behavior. It works on two dimensions, feedback to _____ and exposure to _____.

A. self; others

B. others; self

C. managers; work tasks

D. work tasks; managers

Answer Key: A

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Psychologically, the concepts of introversion and extraversion indicates people's tendency to _____.

A. strive for superiority due to inferiority

B. move to and against people if threatened

C. be energised by either the internal or external world

D. strive for a will to meaning

Answer Key: C

Feedback: Well done! According to Jung there are two mutually exclusive attitudes – extraversion and introversion. "Each person seems to be energized more by either the external world (extraversion) or the internal world (introversion)." See Section 14.7

Question 14 of 50   1.0 Points

While listening to your supervisor advising your sales team to enjoy the pleasures of the work and the advantages of being part of a successful company, but also to mind the pitfalls and rules which bound each employee's behaviour, you realised that the supervisor is actually advocating a _____ model postulated by _____.

    A. Five factor; Freud

    B. conflict; Jung

    C. Five factor; Jung

    D. conflict; Freud

Answer Key: D

Feedback: Well done! Psychodynamic theories consider human behaviour as more or less dependent on conflicting forces outside the person's conscious control. Conflict exists between what people naturally want to do (id) and what society has taught them they should do (superego). Freud is considered the father of psychoanalysis.This approach is used to explain conflict between team members, and between team members and leaders. See section 14.2

Question 15 of 50   1.0 Points

In a counselling session a therapist assists an employee to work through his feelings of little self-worth and self-belief and help him to explore his internal and creative powers in order to be more self-confident. This therapeutic approach can best be ascribed to the assumptions and concepts postulated by _____.

A. Jung

B. Adler

C. Klein

D. Freud

Answer Key: B

Feedback: Sections 14.5 and 14.6

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

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

A. extroversion vs introversion

B. neuroticism vs emotional stability

C. conscientiousness vs lack of direction

D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Which factor in the Five-Factor Model is closely related to job factors such as social interaction and training proficiency?

        A. Openness to experience

        B. Conscientiousness

        C. Agreeableness

        D. Extroversion

Answer Key: B

The _____ study personality in terms of typical characteristics rather than acquired behaviour.

        A. ego psychologists

        B. social-psychological theorists

        C. behaviourists

        D. trait theorists

Answer Key: D

Feedback: Chapter 16, textbook, section 16.6.1

The term ectomorph relates to _____.

A. a personality type based on physical and behavioural attributes.

B. a personality type based on verbal and non-verbal reasoning ability.

C. a personality type based on numerical ability.

D. a personality type based on cognitive attributes.

Answer Key: A

Feedback: Ch 16. 5.3,pp 361-363

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   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

Feedback: Section 16.9

In personality research it was established that certain concepts used by _____ psychologists may also relate to optimal personality functioning which is associated with health enhancing behaviour and traits.

    A. positive

    B. cognitive

    C. trait

    D. psychoanalytic

Answer Key: A

Feedback: Ch 16, sect 16.5.2, pp 360-361

Question 22 of 50   1.0 Points

Tanys often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very little little self-confidence. According to the FFM on personality these behaviours can be classified under _____.

    A. antagonism vs agreeableness

    B. apprehension vs insecurity

    C. neuroticism vs emotional stability

    D. relaxed vs tense

Answer Key: C

Feedback: Section 16.5.1.3

Question 23 of 50   1.0 Points

Kobasa's concept of "personal hardiness" can be defined as _____.

        A. behaviour marked by high levels of control, challenge and commitment

        B. feelings that events are manageable, comprehensible and meaningful

        C. the growth of the psyche into adulthood

        D. a positive view of events

Answer Key: A

Feedback: Chapter 17, textbook, section 17.7, Table 17.2

Question 24 of 50   1.0 Points

Based on the humanistic approach and especially Frankl's theory, people should not allow circumstances or situations to dominate them; they should rather _____ it, in order to find meaning in life.

        A. transcend

        B. embrace

        C. ignore

        D. enjoy

Answer Key: A

Feedback: Oops, that's wrong. Self-transcendence indicates people's ability to rise above themselves and circumstances in order to grow or find meaning in life. See section 17.5 in your prescribed book.

Question 25 of 50   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 26 of 50   1.0 Points

In humanistic theory, the term "spiritual drive" refers to _____.

       A. commitment and satisfaction by doing tasks or processes

       B. feelings of excitement based on achieving or experiencing something

       C. motivation because of living or being

       D. growth- or being needs in people

Answer Key: C

Feedback: Sections 17.6.1 and 17.6.2

Question 27 of 50   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 28 of 50   1.0 Points

Buthi has been promoted numerous times and earns quite a substantial salary. However, he has lately been feeling very demotivated at work. Buthi approached the CEO of the company to discuss a plan he had which would entail him moving to a smaller subsidiary branch of the organisation in order to implement a new innovative product which he had designed. The CEO agreed but told Buthi that he would have to take a pay cut as the subsidiary branch could not afford his salary. Buthi agreed and left the CEO's office feeling highly motivated, According to Maslow's hierarchy of needs which need is Buthi exhibiting?

    A. Primary needs

    B. Secondary needs

    C. Achievement needs

    D. Basic needs

Answer Key: B

Feedback: Buthi is exhibiting secondary needs (p. 384 Section 17.6.2)

Question 29 of 50   1.0 Points

If an employee experiences job dissatisfaction because she feels her job is boring, aimless and does not offer any scope and hope for growth and development, which of the following feelings and cognitions best reflects her work experience?

> A. I will solve my boring job by asking for an increase in salary.
>
> B. My work and work processes are meaningless.
>
> C. If only I get more recognition I will be satisfied.
>
> D. I should have been promoted long ago.

Answer Key: B

Feedback: Section 17.6.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

In Mischel's theory, _____ are the different rules or standards that people adopt to regulate their behaviour.

> A. self-control systems and plans
>
> B. goals and subjective values

C. encoding strategies

D. expectancies

Answer Key: A

Feedback: Incorrect. Self-control systems and plans are the different rules or standards that people adopt to regulate their behaviour. See section 18.5 of your prescribed book.

Question 31 of 50   1.0 Points

In cognitive psychology, knowledge is acquired through _____, which is the process by which events are detected and interpreted.

A. perception

B. learning

C. memory

D. retention

Answer Key: A

Feedback: Yes! Perception is the process by which events are detected and interpreted by the person. See section 18.1 in your prescribed book.

Question 32 of 50   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

Feedback: Section 18.8

Question 33 of 50   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

Feedback: Section 18.5

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Well done! George Kelly posited that our experiences of the world around us, including events that take place or our understanding of people, including ourselves, are open to an immense variety of interpretations. Kelly argued that no one construct is a final or definitively accurate way of grasping the world. Instead, we can always create alternative constructs to better explain or represent that which we observe. See Chapter 18, textbook, section 18.5

People utilise their _____ to view and predict the word and can maintain control and adapt their views of the word 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

Feedback: Sections 18.2 & 18.5

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

Feedback: Section 18.8.1

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

Character strength such as forgiveness, being prudent, modesty and humility represents _____as virtue

        A. transcendence

        B. temperance

        C. humanity

        D. justice

Answer Key: B

Feedback: Section 19.5.3

Which theorist emphasises the concept of "sense of coherence" to explain the positive nature of human behaviour as also emphasised by positive psychology?

A. Bandura

B. Antonovsky

C. Allport

D. Horney

Answer Key: B

Which of the following is NOT an example of a virtue identified in the Values-In-Action Classification System?

A. courage

B. justice

C. transcendence

D. self-efficacy

Answer Key: D

Feedback: Section 19.5.3

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

      A. Self- determination Model

      B. Multi-dimensional Model of Well-being

      C. Broad and Build Theory

      D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

      A. eudaimonia and virtues

      B. the complete state model of health

      C. positive psychology and salutogenesis

      D. social actualisation and subjective well-being

Answer Key: C

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Interventions can be aimed at improving wellness in organisations. The _____ Model can be used to assess the well-being of individuals and groups.

A. Holistic Employee Wellness

B. Values in Action

C. Fortigenesis

D. Wheel of Wellness

Answer Key: A

Feedback: Interventions can also be aimed at improving wellness in organisations. The Holistic Employee Wellness Model can be used to assess the well-being of individuals and groups. Strategies for developing wellness can be based on the results of these assessments. See section 19.3.3

Question 44 of 50   1.0 Points

Psychological illness can be viewed as _____.

    A. the absence of acute and chronic physical, mental and/or psychological disease and/or impairments.

    B. the presence of acute and chronic physical, mental and/or psychological disease and/or impairments.

    C. an illness of the physical body

    D. a hereditary illness

Answer Key: B

Feedback: Good work! Psychological illness can be viewed as the presence of acute and chronic physical, mental and/or psychological disease and/or impairments. Prescribed book section 20.2

Question 45 of 50   1.0 Points

_____ refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed.

    A. Engagement

    B. Turnover

    C. Procrastination

    D. Absenteeism

Answer Key: B

Feedback: Personnel turnover refers to employees leaving or withdrawing from employers for various reasons to take up employment at another employer or to become self-employed. See prescribed book section 20.6.2

Question 46 of 50   1.0 Points

Substance _____ happens after or during substance use and may impact on more or less all domains of human behaviour – consciousness, thinking, judgement, perception, and physical and psychosocial behaviour.

        A. abuse

        B. intoxication

        C. withdrawal

        D. use

Answer Key: B

Feedback: Yes. Substance intoxication happens after or during substance use and may impact on more or less all domains of human behaviour – consciousness, thinking, judgement, perception, and physical and psychosocial behaviour. See section 20.5.4 of your prescribed book.

Question 47 of 50   1.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

        A. temporary and fluctuating states of mental confusion and consciousness

        B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

        C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

        D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: Yes, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which of the following is a symptom of burnout?

      A. Intense difficulty to respond to emotional stimuli

      B. Goal-achievement

      C. A constant need for the company of others

      D. Periods of excitement alternated by periods of depression

Answer Key: A

Question 49 of 50   1.0 Points

Undercommitment is often the result of _____.

      A. fear of failure

      B. fear of success

      C. misdirected anger at authority

      D. all of the above

Answer Key: D

Question 50 of 50   1.0 Points

Which type of depression is linked to women only?

        A. Bipolar depression

        B. Postpartum depression

        C. Dysthymic depression

        D. Cyclothymic depression

Answer Key: B

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

Which perspectives on personality emphasise that the individual is intertwined with a group and the greater cosmos?

        A. Biological and evolutionary

        B. Psychosocial theories

        C. African and Asian views

        D. Psychodynamic

Answer Key: C

Feedback: In African and Asian cultures there is less emphasis on the individual and more emphasis on the holistic nature of things, on the individual as part of the community, on the interconnectedness of

the creation, on the interpersonal and communal nature of personality, on the influence of culture, society and family, and on spiritual values. See section 13.3.9

Question 2 of 50   1.0 Points

Which perspective on personality postulates that human development occurs over the life span and that it is a very personal and unique process?

       A. Humanistic, existential and phenomenological perspectives

       B. Behaviourist or learning perspectives

       C. Psychodynamic or psychoanalytical perspectives

       D. Trait and type perspectives

Answer Key: A

Feedback: Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential across time. See section 13.3.3

Question 3 of 50   1.0 Points

Personality study or personology emphasises _____ levels of personality analysis.

       A. two

       B. three

       C. four

       D. five

Answer Key: B

Feedback: Yes! The study of personality is aimed at explaining the differences between people. The three focus levels are human nature, differences between people and groups, and lastly, individual uniqueness. See section 13.1

Question 4 of 50   1.0 Points

The _____ theories are primarily applied in the area of assessment of work competencies in the work context.

      A. behaviouristic or learning

      B. cognitive and social-cognitive

      C. trait and type

      D. psychodynamic or psychoanaltytic

Answer Key: C

Feedback: This approach is mainly emphasised in workplace applications, especially in the area of individual differences with a view to assess work competencies. See section 13.3.4

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

In the work context, employees on the same levels and in similar jobs respond and perform differently with regard to their relationships with co-workers and their own behaviour and moods. Some people handle criticism well, whilst others struggle to accept when they are wrong. This refers to _____.

      A. self-regulation

      B. relational schemas

      C. emotional intelligence

D. contextual experiences

Answer Key: C

Feedback: Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic. What is your level of emotional intelligence? You can perform this quick survey by copying this link into your browser: http://www.ihhp.com/free-eq-quiz/ if you're curious - note that it's not a psychometric test, but it should give you an idea of what is involved in emotional intelligence. See Section 13.3.5

Question 6 of 50   1.0 Points

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

        A. Explain the early childhood experiences that influence your current behaviour.

        B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

        C. Indicate how you make your own choices in your striving to experience meaning.

        D. Explain the cultural customs which influence your behaviour.

Answer Key: B

Feedback: The behaviourist theories concentrate on objective behaviour that is shaped by the environment. Your acquired behaviours can be explained by conditioning processes and environmental reinforcement, and learning principles relevant in all walks of life, especially learning and training environments. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.2

Question 7 of 50   1.0 Points

In a court case a person who is considered to be well adjusted in life with no evidence of previous transgressions, is sentenced to a term of community service after having seriously and aggressively assaulted one of his employees. In your estimation this scenario would rather be referred to as _____.

      A. a personality disorder

      B. a faulty learning disorder

      C. a self-concept problem

      D. a normal personality pathology

Answer Key: D

Feedback: In this scenario, there is no evidence of prior mental illness or disturbance in behaviour. The person probably just had a bad day and a lapse of judgment. Thus, the personality is probably normal and the occurrence is a one-time event. See section 13.6.4

Question 8 of 50   1.0 Points

After a lengthy research and assessment process, a theorist describes personality in terms of a profile of various attributes and behaviours. He/she is arguably emphasing the _____ domain of personality.

      A. developmental

      B. structural

      C. motivational

      D. adjustment

Answer Key: B

Feedback: "Structure" refers to the basic building blocks that constitute personality and how they are organised. . Structural concepts partly determine concepts for motivation, development, assessment and research. See section 13.6

Question 9 of 50   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 10 of 50   1.0 Points

_____ developed the word-association test through his ideas on the unconscious.

      A. Freud

      B. Jung

      C. Adler

      D. Erikson

Answer Key: B

Feedback: Jung's ideas on the unconscious have had a significant impact on assessment and research in personality. He developed the word association test, which provided the first experimental data on unconscious processes and is still widely used today.

The test consists of a standard list of words that are read aloud and to which the person has to respond with the first word that comes to mind. Delayed responses may indicate a complex or that the person is lying. See section 14.4 (For more information on this test you can visit http://psychclassics.yorku.ca/Jung/Association/lecture1.htm)

Question 11 of 50   1.0 Points

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

        A. Self-disclosure and feedback

        B. Social and cultural influences

        C. Inherited biological instincts

        D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Question 12 of 50   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.

        A. ego

        B. superego

        C. conscience

        D. biological drive

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Psychologically, the concepts of introversion and extraversion indicates people's tendency to _____.

      A. strive for superiority due to inferiority

      B. move to and against people if threatened

      C. be energised by either the internal or external world

      D. strive for a will to meaning

Answer Key: C

Feedback: According to Jung there are two mutually exclusive attitudes – extraversion and introversion. "Each person seems to be energized more by either the external world (extraversion) or the internal world (introversion)." See Section 14.7

Question 14 of 50   1.0 Points

Which two psychodynamic theorists agree with regard to developmental stages and possible conflicts which must be solved in each stage of development to avoid possible problems in other stages and adult life?

      A. Erikson and Freud

B. Adler and Freud

C. Jung and Freud

D. Horney and Erikson

Answer Key: A

Feedback: Erickson identified eight stages of psychosocial development and the conflicts and goals associated with each stage. The successful resolution of conflict at each stage fosters the healthy development of the ego. Freud defined four sequential stages of personality development, referred to as psychosexual stages. Each psychosexual stage has development tasks that need to be resolved before progression to the next stage is possible. See Section 14.7

Question 15 of 50   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 16 of 50   1.0 Points

Select the correct statement from the following, based on the trait theory of personality.

A. General or common traits are the measurable and motivational units in personality.

B. Surface traits are not related to common traits.

C. Recurring behavioural patterns cannot be associated with traits.

D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

Question 17 of 50   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

Feedback: Chapter 16, textbook, section 16.1

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

A. Cattell and Eysenck

B. Allport and Digman

C. Kretchmer and Sheldon

D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Perspectives in personality study which are also referred to as dimensional or dispositional approaches are commonly known as _____ theories.

A. psychoanalytical

B. trait

C. behaviourist

D. cognitive

Answer Key: B

Feedback: Prescribed book, section 16.2

Question 20 of 50   1.0 Points

At work, Barney's door is always closed. When people knock on the door, he does not answer. His colleagues sometimes wonder what he is up to behind closed doors all the time. Even though he is allowed to work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. Colleagues have also noticed that his desk is always extremely tidy. Using Eysenck's Three-Factor Model as a guide, identify the traits which Barney displays.

    A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative

    B. Introverted, perfectionist (not impulsive), obsessive

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

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

Answer Key: B

Feedback: Section 16.5

Question 21 of 50   1.0 Points

At work, Judy is often uncooperative, stingy with resources and she does not trust her colleagues. Under which of the following factors of the Five Factor Model would her personality most probably be classified?

    A. Agreeableness

    B. Neuroticism

    C. Antagonism

D. Conscientiousness

Question 22 of 50   1.0 Points

What is the main danger in using type descriptions to explain differences?

A. It considers only the unconscious processes and ignores the role of the environment.

B. It focuses only on learned, observable behaviour.

C. The uniqueness of people in the way they express themselves may be ignored.

D. It places too much focus on genetic aspects

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

In humanistic theory, the term etics refers to _____.

A. people being in their world

B. aspects shared by all cultures

C. the study of people's conscious experiences

D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 24 of 50   1.0 Points

_____ can be viewed as self-actualisation because it relates to ongoing growth and realisation of potential

A. Adjustment

B. Dynamism

C. Optimality

D. Normality

Answer Key: C

Feedback: Section 17.7

Question 25 of 50   1.0 Points

People will always ask questions about who they are and what they can become. This was Frankl's view as spiritual beings, which he based on the idea that people have an intrinsic _____.

A. self- transcendence

B. will to meaning

C. positive regard

D. self-concept

Answer Key: B

Feedback: This is because people have an intrinsic will to meaning. (p. 383 Sec 17.6.1)

Question 26 of 50   1.0 Points

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

A. flow experiences; peak experiences

B. peak experiences; flow expriences

C. growth needs; strive for meaning

D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   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 28 of 50   1.0 Points

In South African studies on personality across many cultures, in conjunction with international research, it was found that the personality factors as postulated by the FFM of personality, have common features across these various cultures, however, differences with regard to specific attributes also exist in and between certain cultures and sub-cultures. This research on cultural variation in personality is an example of _____ research.

A. etics

B. emics

C. discourse analysis

D. social constructionism

Answer Key: A

Feedback: Section 17.2

Question 29 of 50   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 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

People create their own view of the world and they act according to this knowledge and perception. This is known as _____.

A. core constructs

B. personal constructs

C. common perceptions

D. information processing

Answer Key: B

Question 31 of 50   1.0 Points

According to Kelly, the factor of greatest psychological importance in basic motivation is _____.

A. confirmation and disconfirmation of own predictions

B. rewards and punishment

C. internal conflict stemming from unconscious factors

D. drive reduction

Answer Key: A

Feedback: Incorrect. According to Kelly, confirmation and disconfirmation of a person's own predictions have greater psychological importance than rewards, punishments or drive reduction. See section 18.4.3.2 of your prescribed book.

Question 32 of 50   1.0 Points

In Mischel's theory, _____ indicate the influence of proposed end results and worth attached to particular situations on the outcome of the person's expectancies.

A. self-control systems and plans

B. goals and subjective values

C. encoding strategies

D. expectancies

Answer Key: B

Feedback: Goals and subjective values indicate the influence of goals and subjective values attached to particular situations on the outcome of the person's expectancies. See section 18.5 of your prescribed book.

Question 33 of 50   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

Feedback: Section 18.4.3.1

Question 34 of 50   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

Feedback: Section 18.8.1

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

Feedback: Section 18.7

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

Feedback: Section 18.4.3

Question 37 of 50   1.0 Points

In the theory on psychological well-being, the term "sense of coherence" refers to _____.

　　　　A. positive, absorbed commitment

　　　　B. protected use of strengths

　　　　C. confidence in capacities to achieve, like self-efficacy

　　　　D. enduring confidence to cope

Answer Key: D

Feedback: Section 19.5.4

Question 38 of 50   1.0 Points

_____ and affect can then provide a psychological break from and defense against adversity.

　　　　A. Positive emotions

　　　　B. Negative emotions

　　　　C. Thought-action tendency

　　　　D. Non-specific action tendencies

Answer Key: A

Feedback: Well done! Positive emotions also facilitate social interaction, and promote social responsibility, generosity and helpfulness in social situations. See section 19.3.2 in your prescribed book.

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

Answer Key: D

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

       A. happiness

       B. cognitive broadening

       C. though-action tendency

       D. self-congruence

Answer Key: C

Feedback: Good! This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

Part 12 of 14 - Chapter 19 Application   3.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

      A. eudaimonia and virtues

      B. the complete state model of health

      C. positive psychology and salutogenesis

      D. social actualisation and subjective well-being

Answer Key: C

Naledi has been diagnosed with a psychological disorder, but she still experiences high levels of well-being. This can be described as _____, based on the Complete State Model.

      A. languishing

      B. struggling

      C. floundering

      D. flourishing

Answer Key: B

Feedback: Chapter 19, textbook , section 19.6.2.1

The concept of positive psychology is supported by _____.

A. psychoanalysts such as Freud

B. cognitive theorists such as Kelly and Miller

C. Alder, through his idea of striving for superiority

D. the behaviourist principle of environmental determination

Answer Key: C

Question 44 of 50   1.0 Points

_____ schizophrenia is associated with severe disintegration of the personality, bizarre reactions and incoherent speech.

A. Simple

B. Hebephrenic

C. Paranoid

D. Somatic

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.7

Question 45 of 50   1.0 Points

Substance _____ occurs substance use is decreased or terminated. Depending on the substance and the nature of the addiction, symptoms may disappear in time, however, will be preceded by symptoms such as confusion, convulsions and other impairments of roles and behaviour.

A. abuse

B. intoxication

C. withdrawal

D. use

Answer Key: C

Feedback: Yes. Substance withdrawal occurs substance use is decreased or terminated. Depending on the substance and the nature of the addiction, symptoms may disappear in time, however, will be preceded by symptoms such as confusion, convulsions and other impairments of roles and behaviour. See section 20.5.4 of your prescribed book.

Question 46 of 50   1.0 Points

Personality disorders are characterised by rigid and poorly acquired patterns of behaviour or conduct, unsatisfactory interpersonal relationships and ineffective occupational performance, often with a few signs of anxiety and conflict about such inefficiencies. Personality disorders, characterised by odd or eccentric behaviour, involve the following; _____.

A. paranoid, schizoid and schizotypical

B. obsessive-compulsive, avoidant and dependent

C. narcissistic, antisocial and paranoid

D. antisocial, histrionic and borderline

Answer Key: A

Question 47 of 50   1.0 Points

Substance _____ develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems.

A. abuse

B. intoxication

C. withdrawal

D. use

Answer Key: A

Feedback: Incorrect. Substance abuse develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems. See section 20.5.4 of your prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Richard manifests a strong sense of detachment and few emotions, difficulties in working with other employees, some strange thoughts and interpretations of things and his performance has been adversely affected. Richard may be diagnosed as _____.

A. schizoid or schizotypical personality disorder

B. antisocial or narcissistic personality disorder

C. borderline or dependent personality disorder

D. depersonalisation and dissociative fugue

Answer Key: A

Feedback: Section 20.5.3

Select the correct statement about psychological disorders.

A. They are conditions that always present in the person as observable symptoms.

B. They involve conditions under which disturbances can occur in one or more domains of human functioning.

C. Psychological disorders can only be diagnosed in a cultural context.

D. There is no acceptable diagnostic system for assessing and classifying psychopathology.

Answer Key: B

Feedback: Only option B is correct because symptoms of psychological disorders can manifest in all the domains of human functioning, including the cognitive, biological or physiological, social, psychological and behavioural (Bergh & Theron 2013, sections 20.2 and 20.4).These various aspects of psychological disorders are also emphasised in the criteria and classification systems (eg DSM), criteria for psychopathology, and models to explain psychological maladjustment (Bergh & Theron 2013, section 20.5). Options A, C, and D are obviously incorrect, and you can correct these by studying chapter 20.

Question 50 of 50   1.0 Points

Mary and Tom's illness and relationship complaints are related to the demands of many roles, that is, developing their careers, being parents and participating as members of different committees. These behavioural symptoms relate to _____.

A. overcommitment, probably workaholism

B. work and non-work conflicts, probably role overload

C. undercommitment, probably fear of failure

D. career development problems

Answer Key: B

Question 1 of 50   1.0 Points

Which perspectives on personality emphasise that the individual is intertwined with a group and the greater cosmos?

        A. Biological and evolutionary

        B. Psychosocial theories

        C. African and Asian views

        D. Psychodynamic

Answer Key: C

Feedback: In African and Asian cultures there is less emphasis on the individual and more emphasis on the holistic nature of things, on the individual as part of the community, on the interconnectedness of the creation, on the interpersonal and communal nature of personality, on the influence of culture, society and family, and on spiritual values. See section 13.3.9

Question 2 of 50   1.0 Points

Which perspective on personality postulates that human development occurs over the life span and that it is a very personal and unique process?

        A. Humanistic, existential and phenomenological perspectives

        B. Behaviourist or learning perspectives

        C. Psychodynamic or psychoanalytical perspectives

        D. Trait and type perspectives

Answer Key: A

Feedback: Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential across time. See section 13.3.3

Question 3 of 50   1.0 Points

Personality study or personology emphasises _____ levels of personality analysis.

        A. two

        B. three

        C. four

        D. five

Answer Key: B

Feedback: Yes! The study of personality is aimed at explaining the differences between people. The three focus levels are human nature, differences between people and groups, and lastly, individual uniqueness. See section 13.1

Question 4 of 50   1.0 Points

The _____ theories are primarily applied in the area of assessment of work competencies in the work context.

      A. behaviouristic or learning

      B. cognitive and social-cognitive

      C. trait and type

      D. psychodynamic or psychoanaltytic

Answer Key: C

Feedback: This approach is mainly emphasised in workplace applications, especially in the area of individual differences with a view to assess work competencies. See section 13.3.4

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

In the work context, employees on the same levels and in similar jobs respond and perform differently with regard to their relationships with co-workers and their own behaviour and moods. Some people handle criticism well, whilst others struggle to accept when they are wrong. This refers to _____.

      A. self-regulation

      B. relational schemas

C. emotional intelligence

D. contextual experiences

Answer Key: C

Feedback: Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic. What is your level of emotional intelligence? You can perform this quick survey by copying this link into your browser: http://www.ihhp.com/free-eq-quiz/ if you're curious - note that it's not a psychometric test, but it should give you an idea of what is involved in emotional intelligence. See Section 13.3.5

Question 6 of 50   1.0 Points

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

A. Explain the early childhood experiences that influence your current behaviour.

B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

C. Indicate how you make your own choices in your striving to experience meaning.

D. Explain the cultural customs which influence your behaviour.

Answer Key: B

Feedback: The behaviourist theories concentrate on objective behaviour that is shaped by the environment. Your acquired behaviours can be explained by conditioning processes and environmental reinforcement, and learning principles relevant in all walks of life, especially learning and training environments. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.2

Question 7 of 50   1.0 Points

In a court case a person who is considered to be well adjusted in life with no evidence of previous transgressions, is sentenced to a term of community service after having seriously and aggressively assaulted one of his employees. In your estimation this scenario would rather be referred to as _____.

    A. a personality disorder

    B. a faulty learning disorder

    C. a self-concept problem

    D. a normal personality pathology

Answer Key: D

Feedback: In this scenario, there is no evidence of prior mental illness or disturbance in behaviour. The person probably just had a bad day and a lapse of judgment. Thus, the personality is probably normal and the occurrence is a one-time event. See section 13.6.4

Question 8 of 50   1.0 Points

After a lengthy research and assessment process, a theorist describes personality in terms of a profile of various attributes and behaviours. He/she is arguably emphasing the _____ domain of personality.

    A. developmental

    B. structural

    C. motivational

    D. adjustment

Answer Key: B

Feedback: "Structure" refers to the basic building blocks that constitute personality and how they are organised. . Structural concepts partly determine concepts for motivation, development, assessment and research. See section 13.6

Question 9 of 50   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 10 of 50   1.0 Points

_____ developed the word-association test through his ideas on the unconscious.

        A. Freud

        B. Jung

        C. Adler

        D. Erikson

Answer Key: B

Feedback: Jung's ideas on the unconscious have had a significant impact on assessment and research in personality. He developed the word association test, which provided the first experimental data on unconscious processes and is still widely used today.

The test consists of a standard list of words that are read aloud and to which the person has to respond with the first word that comes to mind. Delayed responses may indicate a complex or that the person is lying. See section 14.4 (For more information on this test you can visit http://psychclassics.yorku.ca/Jung/Association/lecture1.htm)

Question 11 of 50   1.0 Points

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

        A. Self-disclosure and feedback

        B. Social and cultural influences

        C. Inherited biological instincts

        D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Question 12 of 50   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.

        A. ego

        B. superego

        C. conscience

        D. biological drive

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Psychologically, the concepts of introversion and extraversion indicates people's tendency to _____.

      A. strive for superiority due to inferiority

      B. move to and against people if threatened

      C. be energised by either the internal or external world

      D. strive for a will to meaning

Answer Key: C

Feedback: According to Jung there are two mutually exclusive attitudes – extraversion and introversion. "Each person seems to be energized more by either the external world (extraversion) or the internal world (introversion)." See Section 14.7

Question 14 of 50   1.0 Points

Which two psychodynamic theorists agree with regard to developmental stages and possible conflicts which must be solved in each stage of development to avoid possible problems in other stages and adult life?

      A. Erikson and Freud

B. Adler and Freud

C. Jung and Freud

D. Horney and Erikson

Answer Key: A

Feedback: Erickson identified eight stages of psychosocial development and the conflicts and goals associated with each stage. The successful resolution of conflict at each stage fosters the healthy development of the ego. Freud defined four sequential stages of personality development, referred to as psychosexual stages. Each psychosexual stage has development tasks that need to be resolved before progression to the next stage is possible. See Section 14.7

Question 15 of 50   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 16 of 50   1.0 Points

Select the correct statement from the following, based on the trait theory of personality.

A. General or common traits are the measurable and motivational units in personality.

B. Surface traits are not related to common traits.

C. Recurring behavioural patterns cannot be associated with traits.

D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

Question 17 of 50   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

Feedback: Chapter 16, textbook, section 16.1

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

    A. Cattell and Eysenck

    B. Allport and Digman

    C. Kretchmer and Sheldon

    D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Perspectives in personality study which are also referred to as dimensional or dispositional approaches are commonly known as _____ theories.

    A. psychoanalytical

    B. trait

    C. behaviourist

    D. cognitive

Answer Key: B

Feedback: Prescribed book, section 16.2

Question 20 of 50   1.0 Points

At work, Barney's door is always closed. When people knock on the door, he does not answer. His colleagues sometimes wonder what he is up to behind closed doors all the time. Even though he is allowed to work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. Colleagues have also noticed that his desk is always extremely tidy. Using Eysenck's Three-Factor Model as a guide, identify the traits which Barney displays.

    A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative

    B. Introverted, perfectionist (not impulsive), obsessive

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

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

Answer Key: B

Feedback: Section 16.5

Question 21 of 50   1.0 Points

At work, Judy is often uncooperative, stingy with resources and she does not trust her colleagues. Under which of the following factors of the Five Factor Model would her personality most probably be classified?

    A. Agreeableness

    B. Neuroticism

    C. Antagonism

D. Conscientiousness

Feedback: Chapter 16, textbook, section 16.5.1.3, Table 16.3

Question 22 of 50   1.0 Points

What is the main danger in using type descriptions to explain differences?

A. It considers only the unconscious processes and ignores the role of the environment.

B. It focuses only on learned, observable behaviour.

C. The uniqueness of people in the way they express themselves may be ignored.

D. It places too much focus on genetic aspects

Feedback: That is not correct. People might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored. See section 16.5.3 in your prescribed book.

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

In humanistic theory, the term etics refers to _____.

A. people being in their world

B. aspects shared by all cultures

C. the study of people's conscious experiences

D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 24 of 50   1.0 Points

_____ can be viewed as self-actualisation because it relates to ongoing growth and realisation of potential

A. Adjustment

B. Dynamism

C. Optimality

D. Normality

Answer Key: C

Feedback: Section 17.7

Question 25 of 50   1.0 Points

People will always ask questions about who they are and what they can become. This was Frankl's view as spiritual beings, which he based on the idea that people have an intrinsic _____.

A. self- transcendence

B. will to meaning

C. positive regard

D. self-concept

Answer Key: B

Feedback: This is because people have an intrinsic will to meaning. (p. 383 Sec 17.6.1)

Question 26 of 50   1.0 Points

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

A. flow experiences; peak experiences

B. peak experiences; flow expriences

C. growth needs; strive for meaning

D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   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 28 of 50   1.0 Points

In South African studies on personality across many cultures, in conjunction with international research, it was found that the personality factors as postulated by the FFM of personality, have common features across these various cultures, however, differences with regard to specific attributes also exist in and between certain cultures and sub-cultures. This research on cultural variation in personality is an example of _____ research.

A. etics

B. emics

C. discourse analysis

D. social constructionism

Answer Key: A

Feedback: Section 17.2

Question 29 of 50   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 9 of 14 - Chapter 18 Theory   4.0 Points

Question 30 of 50   1.0 Points

People create their own view of the world and they act according to this knowledge and perception. This is known as _____.

A. core constructs

B. personal constructs

C. common perceptions

D. information processing

Answer Key: B

Question 31 of 50   1.0 Points

According to Kelly, the factor of greatest psychological importance in basic motivation is _____.

A. confirmation and disconfirmation of own predictions

B. rewards and punishment

C. internal conflict stemming from unconscious factors

D. drive reduction

Answer Key: A

Feedback: Incorrect. According to Kelly, confirmation and disconfirmation of a person's own predictions have greater psychological importance than rewards, punishments or drive reduction. See section 18.4.3.2 of your prescribed book.

Question 32 of 50   1.0 Points

In Mischel's theory, _____ indicate the influence of proposed end results and worth attached to particular situations on the outcome of the person's expectancies.

A. self-control systems and plans

B. goals and subjective values

C. encoding strategies

D. expectancies

Answer Key: B

Feedback: Goals and subjective values indicate the influence of goals and subjective values attached to particular situations on the outcome of the person's expectancies. See section 18.5 of your prescribed book.

Question 33 of 50   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

Feedback: Section 18.4.3.1

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Section 18.8.1

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

Feedback: Section 18.7

Question 36 of 50   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

Feedback: Section 18.4.3

Question 37 of 50   1.0 Points

In the theory on psychological well-being, the term "sense of coherence" refers to _____.

       A. positive, absorbed commitment

       B. protected use of strengths

       C. confidence in capacities to achieve, like self-efficacy

       D. enduring confidence to cope

Answer Key: D

Feedback: Section 19.5.4

Question 38 of 50   1.0 Points

_____ and affect can then provide a psychological break from and defense against adversity.

       A. Positive emotions

       B. Negative emotions

       C. Thought-action tendency

       D. Non-specific action tendencies

Answer Key: A

Feedback: Well done! Positive emotions also facilitate social interaction, and promote social responsibility, generosity and helpfulness in social situations. See section 19.3.2 in your prescribed book.

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

Answer Key: D

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

        A. happiness

        B. cognitive broadening

        C. though-action tendency

        D. self-congruence

Answer Key: C

Feedback: Good! This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

Part 12 of 14 - Chapter 19 Application   3.0 Points

A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____.

   A. eudaimonia and virtues

   B. the complete state model of health

   C. positive psychology and salutogenesis

   D. social actualisation and subjective well-being

Answer Key: C

Naledi has been diagnosed with a psychological disorder, but she still experiences high levels of well-being. This can be described as _____, based on the Complete State Model.

   A. languishing

   B. struggling

   C. floundering

   D. flourishing

Answer Key: B

Feedback: Chapter 19, textbook , section 19.6.2.1

The concept of positive psychology is supported by _____.

A. psychoanalysts such as Freud

B. cognitive theorists such as Kelly and Miller

C. Alder, through his idea of striving for superiority

D. the behaviourist principle of environmental determination

Answer Key: C

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

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A. Simple

B. Hebephrenic

C. Paranoid

D. Somatic

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.7

Question 45 of 50   1.0 Points

Substance _____ occurs substance use is decreased or terminated. Depending on the substance and the nature of the addiction, symptoms may disappear in time, however, will be preceded by symptoms such as confusion, convulsions and other impairments of roles and behaviour.

A. abuse

B. intoxication

C. withdrawal

D. use

Answer Key: C

Feedback: Yes. Substance withdrawal occurs substance use is decreased or terminated. Depending on the substance and the nature of the addiction, symptoms may disappear in time, however, will be preceded by symptoms such as confusion, convulsions and other impairments of roles and behaviour. See section 20.5.4 of your prescribed book.

Question 46 of 50   1.0 Points

Personality disorders are characterised by rigid and poorly acquired patterns of behaviour or conduct, unsatisfactory interpersonal relationships and ineffective occupational performance, often with a few signs of anxiety and conflict about such inefficiencies. Personality disorders, characterised by odd or eccentric behaviour, involve the following; _____.

A. paranoid, schizoid and schizotypical

B. obsessive-compulsive, avoidant and dependent

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D. antisocial, histrionic and borderline

Answer Key: A

Question 47 of 50   1.0 Points

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C. withdrawal

D. use

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Feedback: Incorrect. Substance abuse develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems. See section 20.5.4 of your prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Richard manifests a strong sense of detachment and few emotions, difficulties in working with other employees, some strange thoughts and interpretations of things and his performance has been adversely affected. Richard may be diagnosed as _____.

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B. antisocial or narcissistic personality disorder

C. borderline or dependent personality disorder

D. depersonalisation and dissociative fugue

Answer Key: A

Feedback: Section 20.5.3

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        A. They are conditions that always present in the person as observable symptoms.

        B. They involve conditions under which disturbances can occur in one or more domains of human functioning.

        C. Psychological disorders can only be diagnosed in a cultural context.

        D. There is no acceptable diagnostic system for assessing and classifying psychopathology.

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Feedback: Only option B is correct because symptoms of psychological disorders can manifest in all the domains of human functioning, including the cognitive, biological or physiological, social, psychological and behavioural (Bergh & Theron 2013, sections 20.2 and 20.4).These various aspects of psychological disorders are also emphasised in the criteria and classification systems (eg DSM), criteria for psychopathology, and models to explain psychological maladjustment (Bergh & Theron 2013, section 20.5). Options A, C, and D are obviously incorrect, and you can correct these by studying chapter 20.

Mary and Tom's illness and relationship complaints are related to the demands of many roles, that is, developing their careers, being parents and participating as members of different committees. These behavioural symptoms relate to _____.

        A. overcommitment, probably workaholism

        B. work and non-work conflicts, probably role overload

        C. undercommitment, probably fear of failure

        D. career development problems

Answer Key: B

Part 1 of 14 - Chapter 13 Theory	4.0 Points

Question 1 of 50	1.0 Points

The _____ perspective developed from studies and therapy with the mentally ill.

      A. behaviouristic

      B. cognitive

      C. humanistic

      D. psychodynamic

Answer Key: D

Feedback: Yes! The psychodynamic approach is a clinical approach which developed from studies and therapy with the mentally ill. See section 13.3.1

Question 2 of 50	1.0 Points

Which aspect of human behaviour is NOT specifically emphasised in personology or personality study?

      A. differences in behaviour and attributes

      B. similarities in behaviour and attributes

      C. the general nature of being human

      D. attributes relevant in most and different groups

Answer Key: D

Feedback: You will see in section 13.1 that the attributes relevant in most and different groups are related to managing conflict and diversity. The other options relate to personality study specifically.

Question 3 of 50   1.0 Points

Which approach would be very interested in monitoring how the era of information technology changes peoples' physical, emotional, social and cognitive behaviour over time?

A. Psychosocial theories

B. Cognitive theories

C. Trait and type theories

D. Biological and evolutionary perspectives

Answer Key: D

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. Therefore, people's adaption to technology would be of interest to these theories. See section 13.3.6

Question 4 of 50   1.0 Points

When personality is characterised by acquired, observable behaviour, we are referring to the _____ perspective.

A. psychodynamic

B. cognitive

C. humanistic

D. behaviourist

Answer Key: D

Feedback: Good! Personality is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. Environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

You want to do research and assess the influence of values, beliefs and norms and how people think about and do things, on the behaviour and cohesion in your diverse workforce. Based on your approach, which of the following concepts will you explore in depth for your literature review and assessment instruments?

      A. The unconscious

      B. Culture

      C. Traits

      D. The super-ego

Answer Key: B

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

Question 6 of 50   1.0 Points

When a person is described in terms of personality characteristics like introversion, conscientiousness and being a team player, the description stems from the _____ approach.

       A. humanistic

       B. cognitive

       C. trait

       D. psychodynamic

Answer Key: C

Feedback: Yes! In trait theory, many personality traits and its consistency in people and across time and situations have been verified by research, as well as the work-relatedness of personality traits. See seection 13.3.4

Question 7 of 50   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: 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

Initially when Susan arrived at work late, it did not cause any problems and her boss did not rebuke her. Her consequent behaviour of continuous late-coming was therefore reinforced by the lack of punishment. This description of Susan relates to the _____ perspective on personality.

      A. psychodynamic

      B. behaviourist

      C. humanistic

      D. trait

Answer Key: B

Feedback: Well done! Susan did not receive any punishment for coming late, which fostered her tardiness. She will probably keep coming late until some negative consequence is applied. See section 13.3.2

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

The _____ is the most important archetype, as it holds all the others together.

      A. shadow

      B. persona

      C. animus

      D. self

Answer Key: D

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

According to Freud, the _____ is an internal morality governing ideas on what is right and wrong.

      A. id

      B. ego

      C. superego

      D. biological drive

Answer Key: C

Feedback: Section 14.5

In each psychosexual stage of Freud's theory, certain tasks 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. fixation

B. inferiority

C. latency

D. failure

Answer Key: A

Feedback: Chapter 14, textbook, section 14.7

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Which defence mechanism is evident when a person blames the condition of the pitch (surface on which the ball bounces) for his poor performance during a cricket match?

A. Displacement

B. Rationalisation

C. Denial

D. Regression

Answer Key: B

Feedback: Well done! See section 14.3 and Table 14.1 - This person is rationalising his poor performance, by finding a logical, plausible but false excuse for his poor game.

Question 14 of 50   1.0 Points

Based on Berne's theory, a manager, Siyolo uses the _____-ego state by controlling, telling subordinates what to do and how they should do it. As a result, one of his subordinates, Tamara uses the _____-ego state by withdrawing from difficult situations and sulking about it.

    A. parent; parent

    B. parent; child

    C. child; child

    D. child; parent

Answer Key: B

Feedback: Yes! Well done. Siyolo is using the parent-ego state (controlling, telling subordinates what to do and how to do it). Tamara is then dominated by the child-ego state (withdrawing from the situation and sulking about it). See section 14.5 for more information on Berne's theory.

Question 15 of 50   1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

    A. conscious, unconscious pre-conscious

    B. id, ego, super-ego

    C. instincts, libido, defence mechanisms

    D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

Cattell's personality theory consists of _____ factors.

      A. three

      B. sixteen

      C. five

      D. thirteen

Answer Key: B

Question 17 of 50   1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

      A. Propriate needs

      B. Dynamic traits

      C. Preservative functional autonomy

      D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8 - Propriate functional autonomy was explained by Kelly as the reason why people often select activities of interest to them or what they are good at.

Question 18 of 50   1.0 Points

Select the correct statement from the following, based on the trait theory of personality.

            A. General or common traits are the measurable and motivational units in personality.

            B. Surface traits are not related to common traits.

            C. Recurring behavioural patterns cannot be associated with traits.

            D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

Question 19 of 50   1.0 Points

A person who is always or often willing to do more than his or her official job description demands possibly manifests a characteristic known as _____.

            A. extroversion and introversion

            B. organisational citizenship behaviour

            C. task and interpersonal behaviour

            D. team behaviours and team roles

Answer Key: B

Question 20 of 50   1.0 Points

If a person is expected to wait for an unreasonably long time before being served at a restaurant, this might affect his/her personality expression and behaviour. This is known as _____, according to one of the approaches to personality consistency.

A. subsidiation

B. situationism

C. interteractionism

D. trait instability

Answer Key: C

Feedback: Ch 16, sect 16.10, pp 369-3710

Question 21 of 50   1.0 Points

One of your friends has an athletic build and she is always active, busy and exhibiting an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behaviour attributes you think your friend has a/an _____ personality.

A. A type

B. endomorph type

C. dominating type

D. mesomorph type

Answer Key: D

Feedback: Section 16.5.3

At work, Judy is often uncooperative, stingy with resources and she does not trust her colleagues. Under which of the following factors of the Five Factor Model would her personality most probably be classified?

A. Agreeableness

B. Neuroticism

C. Antagonism

D. Conscientiousness

Answer Key: C

Feedback: Chapter 16, textbook, section 16.5.1.3, Table 16.3

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

According to Frankl, _____ is the strongest motivational force in people.

A. worth attached to the self

B. positive regard

C. the will to meaning

D. developing a healthy self-esteem

Answer Key: C

Feedback: Chapter 17, textbook, section 17.6.1 - Frankl believed that people have free will and can create their own meaning through their choices. Make sure you know the different theorists in humanism and what they contributed to the theory.

Question 24 of 50   1.0 Points

Rogers' concept of the "real self" can be defined as _____.

A. all aspects signifying personality unity

B. a person's self-perception

C. what the individual would like to be

D. a person's true behaviour

Answer Key: D

Feedback: Chapter 17, textbook, section 17.4, table 17.1

Question 25 of 50   1.0 Points

In humanistic theory, the term emics refers to _____.

A. people being in their world

B. aspects related to a specific culture

C. study of people's conscious experiences

D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 26 of 50   1.0 Points

In Roger's theory the premise of "organism" refers to _____.

A. a pattern of conscious perceptions and values

B. the totality of experiences and perceptions

C. personality structure

D. the total individual

Answer Key: D

Feedback: Section 17.4

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

You notice an employee who is always fully engaged in his/her work and always seem to enjoy working on tasks. This type of work performance may be related to _____.

A. optimism

B. esteem needs

C. valuing self-experiences

D. flow experience

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2

Question 28 of 50   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 29 of 50   1.0 Points

Herman is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

A. optimism

B. a peak/flow experience

C. esteem needs

D. spiritual drive

Answer Key: B

Feedback: Chapter 17, textbook, section 17.6.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

The preverbal construct can be compared to Freud's concept of the _____.

A. id

B. unconscious

C. conscious

D. none of the above

Answer Key: B

Feedback: Yes. The preverbal construct can be compared to Freud's concept of the unconscious. See prescribed book section 18.4.3.3

Question 31 of 50   1.0 Points

_____ are those that have less relevance to a person's sense of self and can be changed quite easily.

A. Self-constructs

B. Core roles

C. Core constructs

D. Peripheral constructs

Answer Key: D

Feedback: Good! Peripheral constructs are those that have less

relevance to a person's sense of self and can be changed quite easily. See section 18.4.3.1 of your prescribed book.

Question 32 of 50   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

Feedback: Section 18.5.1

Question 33 of 50   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

Feedback: Section 18.8

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Section 18.7

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

Feedback: Section 18.5.1

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

A. cognitive unity

B. cognitive dissonance

C. equity and homeostasis

D. suspended constructs

Answer Key: B

Feedback: Well done! This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Question 37 of 50   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.

     A. Positive psychological and social functioning

     B. Subjective or psychological well-being

     C. Emotional or affective well-being

     D. Environmental mastery

Answer Key: B

Feedback: Section 19.3

Question 38 of 50   1.0 Points

_____ focuses on the optimal experience and functioning of an individual in all spheres of life.

     A. Character strength

     B. Pleasurable life or hedonism

     C. God life or eudaimonic happiness

     D. Psychological integration

Answer Key: C

Question 39 of 50   1.0 Points

An important outcome which positive psychology wants to achieve in the facilitation of well-being resources and strengths in individuals and groups is _____.

        A. psychological integration

        B. hope

        C. optimal functioning

        D. self-efficacy

Answer Key: C

Feedback: Section 19.4.3.3

Question 40 of 50   1.0 Points

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

        A. positive, absorbed commitment

        B. protected use of strengths

        C. confidence in capacities to achieve, like self-efficacy

        D. strengths to reach out, beyond oneself

Answer Key: D

Feedback: Section 19.5.3

Question 41 of 50   1.0 Points

Zanele is patient with people because she believes that people are generally kind, even though their behaviour can be confusing at times. This facet of social well-being is known as social _____.

       A. acceptance

       B. actualisation

       C. integration

       D. contribution

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Question 42 of 50   1.0 Points

Zanele has entered the end of her academic semester and she is planning her schedule to allow her to study for all her exams in advance. She manages to keep to her study schedule and even denies invitations for social events in order to do so. Zanele is practising _____.

       A. learned resourcefulness

       B. reformative self-control

       C. temperance

       D. regressive self-control

Answer Key: B

Feedback: You got it! Option B is the most correct answer, as she is delaying immediate gratification (like socialising with friends) by planning to achieve good marks - see Chapter 19, textbook, section 19.5.4

Question 43 of 50   1.0 Points

Two concepts that more or less have the same meaning as the salutogenetic concept of "GRR" are _____.

        A. proactive coping and learned resourcefulness.

        B. fortigenesis and meaning-providing variables

        C. psychofortology and anticipatory coping.

        D. benefit finding and agency

Answer Key: D

Feedback: Section 19.4.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

In the classification of psychological maladjusted behaviour a group of attributes and behaviours which are used to recognise and classify psychological problems, is known as _____.

        A. a psychological disorder

        B. a syndrome

        C. symptoms

D. mental disorders.

Answer Key: B

Feedback: Section 20.5

Question 45 of 50   1.0 Points

_____ psychology is described as efforts by researchers and authors to interpret and adjust existing psychological knowledge, for example knowledge on Psychological disorders from Western Psychology, to also be applicable in other areas and cultures.

     A. Cultural

     B. Cross-cultural

     C. Constructivist

     D. Indigenous

Answer Key: D

Feedback: Section 20.3.5

Question 46 of 50   1.0 Points

Simple schizophrenia is characterised by _____.

     A. absurd and illogical delusions as well as delusions of grandeur or persecution.

     B. motor-behaviour disorder that may involve extreme withdrawal and stupor (periods of total inactivity), or extreme forms of excitement and activity during which the person can also be dangerous.

C. severe disintegration of the personality, for example, total emotional blunting or inappropriate emotions, infantile and sometimes vulgar and bizarre reactions, as well as incoherent speech and thinking.

D. diminishing interest in life, decreased motivation, emotional blunting and social withdrawal.

Answer Key: D

Feedback: Incorrect, simple schizophrenia is characterised by diminishing interest in life, decreased motivation, emotional blunting and social withdrawal. See section 20.5.7 in your prescribed book for the four types of schizophrenia.

Question 47 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

A. the narcissistic personality

B. the schizotypical personality

C. the avoidant personality

D. the borderline personality

Answer Key: C

Feedback: Well done, the avoidant personality is included in this group. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   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

Feedback: The Demands-control model proposes that work and jobs must be designed in a way to minimize high job demands. (p. 467 Section 20.7)

Question 49 of 50   1.0 Points

Work dysfunction or impaired work behaviour is sometimes seen as a defect in the development of _____ and may be influenced by_____, or can be the result of factors in the employee or a combination with factors in the work environment, and may include a wide array of employee emotions, cognitions and behaviours.

A. the work environment; psychological disorders

B. the work personality; psychological disorders

C. positive psychology; the work personality

D. the work personality; positive psychology

Answer Key: B

Feedback: Section 20.2

The person-environment fit model explains occupational adjustment by focusing on _____.

        A. employees' perceptions of congruence between employee and workplace characteristics

        B. employees' development during life stages and related developmental tasks which have to be achieved successfully during each stage

        C. employees' ability or inability to adjust to internal and external stressors that cause physical or psychological pressure

        D. employees' development during life stages and related developmental tasks which have to be achieved successfully during each stage

Answer Key: A

Feedback: Chapter 20, textbook, section 20.3.3

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

According to the _____ theory, the meanings that people attach to themselves and to others often result from the methods of communication, the use of language and the interactions between people.

        A. relational

        B. humanistic

        C. interpersonal

        D. social constructionism

Answer Key: D

Feedback: Well done! Social-constructionist perspectives focus on the social context of personality. The indigenous psychological movement emphasises the meaning of human behaviour in each context or culture. Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse analysis is used as a research technique. People have their own stories to tell about their life.

See section 13.3.8

Question 2 of 50   1.0 Points

In humanism, the development of personality happens _____.

        A. during early childhood

        B. during adolescence

        C. over the life span

        D. during adulthood

Answer Key: C

Feedback: Yes! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential, a process which occurs throughout life. Section 13.3.3

Question 3 of 50   1.0 Points

The most correct description of a school of thought is _____.

        A. an intellectual movement whose adherents share a similar ideology

        B. an intellectual movement whose adherents differ significantly with regards to their ideology

        C. a way of thinking about the human psyche

        D. a framework to explain assumptions about personality

Answer Key: A

Feedback: Good work! A school of thought is an intellectual movement whose adherents share a similar ideology. See section 13.2.1

Question 4 of 50   1.0 Points

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

      A. Case history research

      B. Specific personality measures

      C. Employee-organisation fit

      D. Longitudinal studies

Answer Key: D

Feedback: Well done! Longitudinal studies are done over a long period of time to measure the change in behaviour across time. See section 13.7

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

Personality theories can be studied and understood through a number of dimensions, which may include physical, cognitive, emotional and social domains. Which one of the below best describes why people behave in particular ways and what activates, energises or directs and changes their behaviour?

      A. Personality assessment methods

      B. The structure of personality

C. Motivation in personality

D. Personality adjustment and psychological health

Answer Key: C

Feedback: Good! Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. See section 13.6

Question 6 of 50   1.0 Points

David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. The environmental influence being displayed here is _____.

A. cultural membership

B. social affiliations outside the family

C. family influence

D. learned competitiveness

Answer Key: C

Feedback: Yes! Regarding family influences, the developing child's parents, especially the child's parents and other primary care-givers, provide the type of psychological and social examples, models and rewards that will either enhance or inhibit healthy personality and career development. Every child in a family may have different experiences, which together with genetic differences may explain personality and behavioural differences. See section 13.5.2

Question 7 of 50   1.0 Points

Mike does not experience meaning in life. This description of Mike relates to the _____ perspective on personality.

A. psychoanalytic

B. behaviourist

C. humanist

D. cognitive

Answer Key: C

Feedback: Good work! The words "meaning in life" should immediately alert you to think of humanism. See section 13.3.3

Question 8 of 50   1.0 Points

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

A. psychoanalytic

B. psychosocial

C. humanist

D. behaviourist

Answer Key: B

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

In the word association test in pscyhodynamic practice, delayed responses to certain words can indicate a complex or that the person is _____.

A. happy

B. depressed

C. lying

D. truthful

Answer Key: C

Feedback: Section 14.4

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.

A. ego

B. superego

C. conscience

D. biological drive

Answer Key: A

Feedback: Section 14.5

The _____ contains the major driving power behind people's behaviour and is the basis for explaining all behaviour in psychodynamic theory.

       A. conscious

       B. preconscious

       C. unconscious

       D. superego

Answer Key: C

Feedback: Section 14.4

Question 12 of 50   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 4 of 14 - Chapter 14 Application   3.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

A. the morality principle and ego integration

B. an archetype of the good in people

C. adult behaviour and application of the persona

D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

The most effective psychodynamic approach in the management of ineffective team work, can be to facilitate team members to achieve the following outcomes, namely _____.

A. to use overcompensation to be energised and to achieve team goals

B. to accept their own anxieties and not blame others for their own shortcomings

C. to utilise fantasy and intellectualisation to solve work problems

D. to explore other relationships and coalitions in the work team

Answer Key: B

Feedback: Great job! In psychodynamic theory, the key to health is homeostasis, which is a balance between the energies of the psychic structures in order to avoid anxiety and ensure non-threatening child development and non- defensive behaviours. If the employees accept their anxieties and stop blaming each other, they can move towards non-defensive behaviour. See section 14.6

Question 15 of 50   1.0 Points

Consider this scenario and relate it to the relevant structural concepts in psychoanalytic theory: Tamara's ideas and suggestions are always interrupted and rejected by her boss. Tamara would like to continue until she is heard and her ideas are accepted (_____), but she was told as a child not to challenge authority (_____) and therefore gives up. She fails to continue addressing the problem in a mature way (_____).

       A. id; ego; superego

       B. ego; id; superego

       C. id; superego; ego

       D. superego; id; ego

Answer Key: C

Feedback: Tamara's desire to have her ideas heard and accepted relate to her id, whilst her superego reminds her that she should not challenge authority. She is however unable to utilise her ego in order to make a mature decision. These concepts are explained in the prescribed book in section 14.5.

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

A. Cattell and Eysenck

B. Allport and Digman

C. Kretchmer and Sheldon

D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50   1.0 Points

Cattell describes _____ as traits that may be present in many people and in various situations.

A. common traits

B. source traits

C. surface traits

D. unique traits

Answer Key: C

Question 18 of 50   1.0 Points

Which factor in the Five-Factor Model is closely related to job factors such as social interaction and training proficiency?

A. Openness to experience

B. Conscientiousness

C. Agreeableness

D. Extroversion

Answer Key: B

Question 19 of 50   1.0 Points

_____ traits enable assessors to make nomothetic comparisons of people across cultures and situations but are only a rough indication of the uniqueness of each person.

        A. source

        B. common

        C. secondary

        D. unique

Answer Key: B

Feedback: Common traits enable assessors to make nomothetic comparisons of people across cultures and situations. (P.364 Section 16.6.1)

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

Trait and style concepts are similar to concepts such as id, ego, super-ego, as well as self-concepts and responses, habits and constructs, because they _____.

        A. represent trait descriptions of personality

        B. are used to define personality development and adjustment

        C. are dimensional or structural concepts used to define personality.

        D. are used in describing factor or psychometric models of personality.

Answer Key: C

Feedback: Prescribed book, section 16.2

Question 21 of 50   1.0 Points

At work, Barney's door is always closed. When people knock on the door, he does not answer. His colleagues sometimes wonder what he is up to behind closed doors all the time. Even though he is allowed to work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. Colleagues have also noticed that his desk is always extremely tidy. Using Eysenck's Three-Factor Model as a guide, identify the traits which Barney displays.

   A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative

   B. Introverted, perfectionist (not impulsive), obsessive

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

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

Answer Key: B

Feedback: Section 16.5

Question 22 of 50   1.0 Points

David is as a risk-taker and not shy to give his opinion. He is comfortable in social situations. Which factor most likely applies to David?

   A. Extroversion

   B. Introversion

   C. Submissiveness

D. Lack of direction

Answer Key: A

Feedback: Yes! David is as a risk-taker and not shy to give his opinion. These traits are usually associated with someone who is an extrovert. See Table 16.1 in you prescribed book.

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

In humanistic theory, the term self-schemas refers to _____.

A. people being in their world

B. attributes people link to their personalities

C. people's external world

D. aspects related to a specific culture

Answer Key: B

Feedback: Section 17.2

Question 24 of 50   1.0 Points

According to the humanistic and existential assumptions, an employee will not experience meaningfulness in their job if the employee _____.

A. identifies with the job tasks

B. is provided with regular feedback sessions

C. has responsibility in the job

D. only does routine tasks

Answer Key: D

Question 25 of 50   1.0 Points

In humanistic theory, the term existentialism refers to _____.

A. people being in their world

B. people's external world

C. the study of people's conscious experiences

D. attributes people link to their personalities

Answer Key: A

Feedback: Section 17.2

Question 26 of 50   1.0 Points

Rogers' concept of the "real self" can be defined as _____.

A. all aspects signifying personality unity

B. a person's self-perception

C. what the individual would like to be

D. a person's true behaviour

Answer Key: D

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

Which one of the following statements best reflects the humanistic perspective?

      A. "Sometimes one does not have a choice."

      B. "You cannot control the direction your life takes."

      C. "If it was not for my family … ."

      D. "Adversity can help you grow."

Answer Key: D

Question 28 of 50   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.

In terms of perspective, psychoanalysis focuses on the _____ and humanism focuses on the _____.

      A. present; past

      B. future; present

      C. past; present

      D. present; future

Answer Key: C

Feedback: Psychoanalysis focuses on the past and humanism focuses on the present "here and now". Section 17.3

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Which corollary is evident in constructs that are based on two opposite poles, such as rich and poor?

      A. The dichotomy corollary

B. The choice corollary

C. The experience corollary

D. The individuality corollary

Answer Key: A

Feedback: All personal constructs are bipolar or dichotomous. Each one is specified in terms of two opposite poles, for example "love versus hate" or "productive versus unproductive" (Bergh & Geldenhuys, 2013, section 18.5.3.4).

Question 31 of 50   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

Feedback: Section 18.5.1

Question 32 of 50   1.0 Points

The cognitive perspective explains guilt as the consequence of _____.

A. not being able to construe the future

B. not being able to master new experiences

C. an attempt to hold on to an invalid construct

D. the self being perceived as dislodged from the core self

Answer Key: D

Question 33 of 50   1.0 Points

One of the categories of representation is _____ memory, which refers to visual or auditory images.

        A. long term

        B. longitudinal

        C. episodic

        D. semantic

Answer Key: C

Feedback: Yes! Episodic memory refers to visual or auditory images. See section 18.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Section 18.4.3

Question 35 of 50   1.0 Points

Which of the following statements is NOT part of cognitive theory's assumptions?

A. Life involves continuous decision making which shapes personality development.

B. Cognitive theorists use terms such as "constructs" and "schemata" to explain how people organise information to make sense of the world.

C. Human behaviour is intrinsically self-regulated or future oriented.

D. Human personality can best be studied by means of the objective observation of external and observable behaviours.

Answer Key: D

Feedback: Kelly's theory is regarded as a cognitive approach because it emphasises people's thinking in the formation of cognitive constructs or meaning systems concerning themselves, events and things in the world. These cognitive constructs determine human behaviour as they reveal how people think, act and feel. Option D refers to an assumption of the behaviourist theories and does not form part of cognitive theory's assumptions (Bergh & Geldenhuys, 2013, section 18.3).

Question 36 of 50   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

Feedback: Section 18.7

Question 37 of 50   1.0 Points

Which of the following descriptions refer to artefactual resources?

      A. The necessary knowledge and skills.

      B. Relationships with others.

      C. Financial resources

      D. Being physically fit and well to deal with physical demands.

Answer Key: C

Feedback: Yes, well done! Artefactual material resources refers to things such as money, food and shelter. See section 19.4.1 in your prescribed book.

Question 38 of 50   1.0 Points

Character strength such as loyalty towards teams, ensuring fairness and the ability to engage in teamwork represents _____as virtue.

        A. transcendence

        B. temperance

        C. humanity

        D. justice

Answer Key: D

Feedback: Section 18.5.3

Question 39 of 50   1.0 Points

"Well-being" implies _____.

        A. the absence of illness

        B. emotional, psychological and mental health

        C. an external locus of control

        D. a pathogenic orientation

Answer Key: B

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

        A. Self efficacy

        B. Locus of control

        C. Personal hardiness

        D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

Part 12 of 14 - Chapter 19 Application   3.0 Points

Zanele is patient with people because she believes that people are generally kind, even though their behaviour can be confusing at times. This facet of social well-being is known as social _____.

        A. acceptance

        B. actualisation

        C. integration

        D. contribution

Answer Key: A

Question 42 of 50   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 43 of 50   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

Feedback: Well done! The counsellors are trying to show the employees that they can deal with the situation, as they have dealt with similar situations before and therefore, they have access to their generalised resistance resources. This is a characteristic which helps in avoiding or fighting stressors in the environment, as explained in Chapter 19, textbook, section 19.4.1

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

The DSM-equivalent of the Culture-bound syndrome known as "intloko engxolayo" is _____

     A. anxiety

     B. major depression

     C. epilepsy

     D. psychotic disorder

Answer Key: A

Feedback: The DSM-equivalent of the Culture-bound syndrome known as intloko engxolayo is anxiety. See section 20.5.12, Table 20.3 in your prescribed book.

Question 45 of 50   1.0 Points

Psychological illness can be viewed as _____.

     A. the absence of acute and chronic physical, mental and/or psychological disease and/or impairments.

     B. the presence of acute and chronic physical, mental and/or psychological disease and/or impairments.

     C. an illness of the physical body

D. a hereditary illness

Answer Key: B

Feedback: Good work! Psychological illness can be viewed as the presence of acute and chronic physical, mental and/or psychological disease and/or impairments. Prescribed book section 20.2

Question 46 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

       A. the narcissistic personality

       B. the schizotypical personality

       C. the avoidant personality

       D. the borderline personality

Answer Key: C

Feedback: Well done, the avoidant personality is included in this group. See section 20.5.3 of the prescribed book.

Question 47 of 50   1.0 Points

Which of the following is a symptom of burnout?

       A. Intense difficulty in responding to emotional stimuli

       B. Goal achievement

       C. A constant need for the company of others

D. Periods of excitement alternated with periods of depression

Answer Key: A

Feedback: "Burnout" refers to work overload and patterns of overcommitment that influence the work behaviour and physical and mental health of workers. It can cause them to be unable to respond to emotional stimuli from their environment (Bergh & Geldenhuys, 2013, section 20.6.3).

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which type of depression is linked to women only?

       A. Bipolar depression

       B. Postpartum depression

       C. Dysthymic depression

       D. Cyclothymic depression

Answer Key: B

Question 49 of 50   1.0 Points

The difference between overcommitment and undercommitment to work is based especially in _____.

       A. how work roles have been learnt and rewarded

       B. the feelings of mania and anxiety in overcommitment

       C. the occurrence of physical diseases in undercommitment

D. the impairment of work behaviour in undercommitment

Answer Key: A

Question 50 of 50   1.0 Points

In assessment of human behaviour, for example in court cases and clinical diagnosis, if you consider the meaning of behaviour as a function of influencing factors of important environmental factors on people, you are applying the concept of _____.

A. person-environment fit

B. context

C. transference

D. reciprocal feedback

Answer Key: B

Feedback: Section 20.3.3

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

According to the _____ theory, the meanings that people attach to themselves and to others often result from the methods of communication, the use of language and the interactions between people.

A. relational

B. humanistic

C. interpersonal

D. social constructionism

Answer Key: D

Feedback: Well done! Social-constructionist perspectives focus on the social context of personality. The indigenous psychological movement emphasises the meaning of human behaviour in each context or culture. Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse analysis is used as a research technique. People have their own stories to tell about their life.

See section 13.3.8

Question 2 of 50   1.0 Points

In humanism, the development of personality happens _____.

A. during early childhood

B. during adolescence

C. over the life span

D. during adulthood

Answer Key: C

Feedback: Yes! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential, a process which occurs throughout life. Section 13.3.3

Question 3 of 50   1.0 Points

The most correct description of a school of thought is _____.

A. an intellectual movement whose adherents share a similar ideology

B. an intellectual movement whose adherents differ significantly with regards to their ideology

C. a way of thinking about the human psyche

D. a framework to explain assumptions about personality

Answer Key: A

Feedback: Good work! A school of thought is an intellectual movement whose adherents share a similar ideology. See section 13.2.1

Question 4 of 50   1.0 Points

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

A. Case history research

B. Specific personality measures

C. Employee-organisation fit

D. Longitudinal studies

Answer Key: D

Feedback: Well done! Longitudinal studies are done over a long period of time to measure the change in behaviour across time. See section 13.7

Part 2 of 14 - Chapter 13 Application   4.0 Points

Personality theories can be studied and understood through a number of dimensions, which may include physical, cognitive, emotional and social domains. Which one of the below best describes why people behave in particular ways and what activates, energises or directs and changes their behaviour?

      A. Personality assessment methods

      B. The structure of personality

      C. Motivation in personality

      D. Personality adjustment and psychological health

Answer Key: C

Feedback: Good! Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. See section 13.6

David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. The environmental influence being displayed here is _____.

      A. cultural membership

      B. social affiliations outside the family

      C. family influence

      D. learned competitiveness

Answer Key: C

Feedback: Yes! Regarding family influences, the developing child's parents, especially the child's parents and other primary care-givers, provide the type of psychological and social examples, models and rewards that will either enhance or inhibit healthy personality and career development. Every child in a family may have different experiences, which together with genetic differences may explain personality and behavioural differences. See section 13.5.2

Mike does not experience meaning in life. This description of Mike relates to the _____ perspective on personality.

       A. psychoanalytic

       B. behaviourist

       C. humanist

       D. cognitive

Answer Key: C

Feedback: Good work! The words "meaning in life" should immediately alert you to think of humanism. See section 13.3.3

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 9 of 50   1.0 Points

In the word association test in pscyhodynamic practice, delayed responses to certain words can indicate a complex or that the person is _____.

      A. happy

      B. depressed

      C. lying

      D. truthful

Answer Key: C

Feedback: Section 14.4

Question 10 of 50   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.

      A. ego

      B. superego

      C. conscience

      D. biological drive

Answer Key: A

Feedback: Section 14.5

Question 11 of 50   1.0 Points

The _____ contains the major driving power behind people's behaviour and is the basis for explaining all behaviour in psychodynamic theory.

       A. conscious

       B. preconscious

       C. unconscious

       D. superego

Answer Key: C

Feedback: Section 14.4

Question 12 of 50   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

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

      A. the morality principle and ego integration

      B. an archetype of the good in people

      C. adult behaviour and application of the persona

      D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 14 of 50   1.0 Points

The most effective psychodynamic approach in the management of ineffective team work, can be to facilitate team members to achieve the following outcomes, namely _____.

      A. to use overcompensation to be energised and to achieve team goals

      B. to accept their own anxieties and not blame others for their own shortcomings

C. to utilise fantasy and intellectualisation to solve work problems

D. to explore other relationships and coalitions in the work team

Answer Key: B

Feedback: Great job! In psychodynamic theory, the key to health is homeostasis, which is a balance between the energies of the psychic structures in order to avoid anxiety and ensure non-threatening child development and non- defensive behaviours. If the employees accept their anxieties and stop blaming each other, they can move towards non-defensive behaviour. See section 14.6

Question 15 of 50   1.0 Points

Consider this scenario and relate it to the relevant structural concepts in psychoanalytic theory: Tamara's ideas and suggestions are always interrupted and rejected by her boss. Tamara would like to continue until she is heard and her ideas are accepted (_____), but she was told as a child not to challenge authority (_____) and therefore gives up. She fails to continue addressing the problem in a mature way (_____).

A. id; ego; superego

B. ego; id; superego

C. id; superego; ego

D. superego; id; ego

Answer Key: C

Feedback: Tamara's desire to have her ideas heard and accepted relate to her id, whilst her superego reminds her that she should not challenge authority. She is however unable to utilise her ego in order to make a mature decision. These concepts are explained in the prescribed book in section 14.5.

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

A. Cattell and Eysenck

B. Allport and Digman

C. Kretchmer and Sheldon

D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50   1.0 Points

Cattell describes _____ as traits that may be present in many people and in various situations.

A. common traits

B. source traits

C. surface traits

D. unique traits

Answer Key: C

Question 18 of 50   1.0 Points

Which factor in the Five-Factor Model is closely related to job factors such as social interaction and training proficiency?

A. Openness to experience

B. Conscientiousness

C. Agreeableness

D. Extroversion

Answer Key: B

Question 19 of 50   1.0 Points

_____ traits enable assessors to make nomothetic comparisons of people across cultures and situations but are only a rough indication of the uniqueness of each person.

A. source

B. common

C. secondary

D. unique

Answer Key: B

Feedback: Common traits enable assessors to make nomothetic comparisons of people across cultures and situations. (P.364 Section 16.6.1)

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

Trait and style concepts are similar to concepts such as id, ego, super-ego, as well as self-concepts and responses, habits and constructs, because they _____.

A. represent trait descriptions of personality

B. are used to define personality development and adjustment

C. are dimensional or structural concepts used to define personality.

D. are used in describing factor or psychometric models of personality.

Answer Key: C

Feedback: Prescribed book, section 16.2

Question 21 of 50   1.0 Points

At work, Barney's door is always closed. When people knock on the door, he does not answer. His colleagues sometimes wonder what he is up to behind closed doors all the time. Even though he is allowed to work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. Colleagues have also noticed that his desk is always extremely tidy. Using Eysenck's Three-Factor Model as a guide, identify the traits which Barney displays.

        A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative

        B. Introverted, perfectionist (not impulsive), obsessive

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

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

Answer Key: B

Feedback: Section 16.5

Question 22 of 50   1.0 Points

David is as a risk-taker and not shy to give his opinion. He is comfortable in social situations. Which factor most likely applies to David?

        A. Extroversion

        B. Introversion

        C. Submissiveness

        D. Lack of direction

Answer Key: A

Feedback: Yes! David is as a risk-taker and not shy to give his opinion. These traits are usually associated with someone who is an extrovert. See Table 16.1 in you prescribed book.

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

In humanistic theory, the term self-schemas refers to _____.

        A. people being in their world

        B. attributes people link to their personalities

        C. people's external world

        D. aspects related to a specific culture

Answer Key: B

Feedback: Section 17.2

According to the humanistic and existential assumptions, an employee will not experience meaningfulness in their job if the employee _____.

A. identifies with the job tasks

B. is provided with regular feedback sessions

C. has responsibility in the job

D. only does routine tasks

Answer Key: D

In humanistic theory, the term existentialism refers to _____.

A. people being in their world

B. people's external world

C. the study of people's conscious experiences

D. attributes people link to their personalities

Answer Key: A

Feedback: Section 17.2

Rogers' concept of the "real self" can be defined as _____.

A. all aspects signifying personality unity

B. a person's self-perception

C. what the individual would like to be

D. a person's true behaviour

Answer Key: D

Feedback: Chapter 17, textbook, section 17.4, table 17.1

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

Which one of the following statements best reflects the humanistic perspective?

A. "Sometimes one does not have a choice."

B. "You cannot control the direction your life takes."

C. "If it was not for my family … ."

D. "Adversity can help you grow."

Answer Key: D

Question 28 of 50   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 29 of 50   1.0 Points

In terms of perspective, psychoanalysis focuses on the _____ and humanism focuses on the _____.

A. present; past

B. future; present

C. past; present

D. present; future

Answer Key: C

Feedback: Psychoanalysis focuses on the past and humanism focuses on the present "here and now". Section 17.3

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

Which corollary is evident in constructs that are based on two opposite poles, such as rich and poor?

A. The dichotomy corollary

B. The choice corollary

C. The experience corollary

D. The individuality corollary

Answer Key: A

Feedback: All personal constructs are bipolar or dichotomous. Each one is specified in terms of two opposite poles, for example "love versus hate" or "productive versus unproductive" (Bergh & Geldenhuys, 2013, section 18.5.3.4).

Question 31 of 50   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

Feedback: Section 18.5.1

Question 32 of 50   1.0 Points

The cognitive perspective explains guilt as the consequence of _____.

       A. not being able to construe the future

       B. not being able to master new experiences

       C. an attempt to hold on to an invalid construct

       D. the self being perceived as dislodged from the core self

Answer Key: D

Question 33 of 50   1.0 Points

One of the categories of representation is _____ memory, which refers to visual or auditory images.

       A. long term

       B. longitudinal

       C. episodic

       D. semantic

Answer Key: C

Feedback: Yes! Episodic memory refers to visual or auditory images. See section 18.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 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

Feedback: Section 18.4.3

Question 35 of 50   1.0 Points

Which of the following statements is NOT part of cognitive theory's assumptions?

        A. Life involves continuous decision making which shapes personality development.

        B. Cognitive theorists use terms such as "constructs" and "schemata" to explain how people organise information to make sense of the world.

        C. Human behaviour is intrinsically self-regulated or future oriented.

        D. Human personality can best be studied by means of the objective observation of external and observable behaviours.

Answer Key: D

Feedback: Kelly's theory is regarded as a cognitive approach because it emphasises people's thinking in the formation of cognitive constructs or meaning systems concerning themselves, events and things in the world. These cognitive constructs determine human behaviour as they reveal how people think, act and feel. Option D refers to an assumption of the behaviourist theories and does not form part of cognitive theory's assumptions (Bergh & Geldenhuys, 2013, section 18.3).

Question 36 of 50   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

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

Which of the following descriptions refer to artefactual resources?

        A. The necessary knowledge and skills.

        B. Relationships with others.

        C. Financial resources

D. Being physically fit and well to deal with physical demands.

Answer Key: C

Feedback: Yes, well done! Artefactual material resources refers to things such as money, food and shelter. See section 19.4.1 in your prescribed book.

Question 38 of 50   1.0 Points

Character strength such as loyalty towards teams, ensuring fairness and the ability to engage in teamwork represents _____as virtue.

A. transcendence

B. temperance

C. humanity

D. justice

Answer Key: D

Feedback: Section 18.5.3

Question 39 of 50   1.0 Points

"Well-being" implies _____.

A. the absence of illness

B. emotional, psychological and mental health

C. an external locus of control

D. a pathogenic orientation

Answer Key: B

Question 40 of 50   1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

A. Self efficacy

B. Locus of control

C. Personal hardiness

D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

Zanele is patient with people because she believes that people are generally kind, even though their behaviour can be confusing at times. This facet of social well-being is known as social _____.

A. acceptance

B. actualisation

C. integration

D. contribution

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

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

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

Feedback: Well done! The counsellors are trying to show the employees that they can deal with the situation, as they have dealt with similar situations before and therefore, they have access to their generalised resistance resources. This is a characteristic which helps in avoiding or fighting stressors in the environment, as explained in Chapter 19, textbook, section 19.4.1

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

The DSM-equivalent of the Culture-bound syndrome known as "intloko engxolayo" is _____

A. anxiety

B. major depression

C. epilepsy

D. psychotic disorder

Answer Key: A

Feedback: The DSM-equivalent of the Culture-bound syndrome known as intloko engxolayo is anxiety. See section 20.5.12, Table 20.3 in your prescribed book.

Psychological illness can be viewed as _____.

A. the absence of acute and chronic physical, mental and/or psychological disease and/or impairments.

B. the presence of acute and chronic physical, mental and/or psychological disease and/or impairments.

C. an illness of the physical body

D. a hereditary illness

Answer Key: B

Feedback: Good work! Psychological illness can be viewed as the presence of acute and chronic physical, mental and/or psychological disease and/or impairments. Prescribed book section 20.2

Question 46 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

A. the narcissistic personality

B. the schizotypical personality

C. the avoidant personality

D. the borderline personality

Answer Key: C

Feedback: Well done, the avoidant personality is included in this group. See section 20.5.3 of the prescribed book.

Which of the following is a symptom of burnout?

A. Intense difficulty in responding to emotional stimuli

B. Goal achievement

C. A constant need for the company of others

D. Periods of excitement alternated with periods of depression

Answer Key: A

Feedback: "Burnout" refers to work overload and patterns of overcommitment that influence the work behaviour and physical and mental health of workers. It can cause them to be unable to respond to emotional stimuli from their environment (Bergh & Geldenhuys, 2013, section 20.6.3).

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which type of depression is linked to women only?

A. Bipolar depression

B. Postpartum depression

C. Dysthymic depression

D. Cyclothymic depression

Answer Key: B

Question 49 of 50   1.0 Points

The difference between overcommitment and undercommitment to work is based especially in _____.

       A. how work roles have been learnt and rewarded

       B. the feelings of mania and anxiety in overcommitment

       C. the occurrence of physical diseases in undercommitment

       D. the impairment of work behaviour in undercommitment

Answer Key: A

Question 50 of 50   1.0 Points

In assessment of human behaviour, for example in court cases and clinical diagnosis, if you consider the meaning of behaviour as a function of influencing factors of important environmental factors on people, you are applying the concept of _____.

       A. person-environment fit

       B. context

       C. transference

       D. reciprocal feedback

Answer Key: B

Feedback: Section 20.3.3

Question 1 of 50   1.0 Points

In the current world of work, it is important to understand differences and similarities between individuals and groups to ensure effective _____.

A. conflict and diversity management

B. BEEE and AA practice

C. disciplinary actions

D. financial management

Answer Key: A

Feedback: Yes! The world of work is constantly changing and we need to understand the differences and similarities between individuals and groups in order to manage conflict and diversity successfully.
Section 13.1

Question 2 of 50   1.0 Points

The most correct description of a school of thought is _____.

A. an intellectual movement whose adherents share a similar ideology

B. an intellectual movement whose adherents differ significantly with regards to their ideology

C. a way of thinking about the human psyche

D. a framework to explain assumptions about personality

Answer Key: A

Feedback: Good work! A school of thought is an intellectual movement whose adherents share a similar ideology. See section 13.2.1

Question 3 of 50   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 4 of 50   1.0 Points

The idea that people have control over and can construe and contribute to who they are and want to be is an assumption of the _____ theory.

A. social psychological

B. existential

C. positive psychological

D. cognitive learning

Answer Key: D

Feedback: Well done! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.3.5

Part 2 of 14 - Chapter 13 Application   4.0 Points

In the work context, employees on the same levels and in similar jobs respond and perform differently with regard to their relationships with co-workers and their own behaviour and moods. Some people handle criticism well, whilst others struggle to accept when they are wrong. This refers to _____.

      A. self-regulation

      B. relational schemas

      C. emotional intelligence

      D. contextual experiences

Answer Key: C

Feedback: Yes! Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic. What is your level of emotional intelligence? You can perform this quick survey by copying this link into your browser: http://www.ihhp.com/free-eq-quiz/ if you're curious - note that it's not a psychometric test, but it should give you an idea of what is involved in emotional intelligence. See Section 13.3.5

Mike only collects negative information about himself and therefore has a low self-esteem. His self-construct contains the notion that he cannot achieve even if he is intelligent. This explanation relates to the _____ perspective.

      A. behaviourist

      B. humanistic

      C. trait

      D. cognitive

Answer Key: D

Feedback: Good! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.5.5

Question 7 of 50   1.0 Points

In order to understand her, it is important to consider how Susan experiences her world, her efforts to express her own uniqueness, and her need for self-determination. This description of Susan relates to the _____ perspective on personality.

        A. psychodynamic

        B. behaviourist

        C. humanist

        D. trait

Answer Key: C

Feedback: Good! The moment you see worlds related to own experience, uniqueness and self-determination, you should be reminded of humanism. See section 13.3.3

Question 8 of 50   1.0 Points

Initially when Susan arrived at work late, it did not cause any problems and her boss did not rebuke her. Her consequent behaviour of continuous late-coming was therefore reinforced by the lack of punishment. This description of Susan relates to the _____ perspective on personality.

        A. psychodynamic

        B. behaviourist

        C. humanistic

        D. trait

Answer Key: B

Feedback: Well done! Susan did not receive any punishment for coming late, which fostered her tardiness. She will probably keep coming late until some negative consequence is applied. See section 13.3.2

Part 3 of 14 - Chapter 14 Theory   4.0 Points

Question 9 of 50   1.0 Points

Erikson differed from Freud in his view of psychopathology, by maintaining that pathological symptoms represent an attempt to develop and retain _____, instead of resulting from an instinctual force.

      A. balance

      B. will to meaning

      C. a sense of identity

      D. positive transference

Answer Key: C

Feedback: Section 14.8.2

Question 10 of 50   1.0 Points

The anal-retentive personality type is characterised by _____.

      A. stubborn, stingy and methodical behaviour

      B. destructive, impulsive and disorderly behaviour

C. arrogance and boastfulness

D. argumentative, pessimistic and sarcastic behaviour

Answer Key: A

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)

In the word association test in pscyhodynamic practice, delayed responses to certain words can indicate a complex or that the person is _____.

      A. happy

      B. depressed

      C. lying

      D. truthful

Answer Key: C

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Tamara smokes and withdraws when things don't go her way at work, which means that she is using _____ as a means of dealing with her issues.

      A. the pleasure principle

      B. conflict

      C. the reality principle

      D. defense mechanisms

Answer Key: D

Feedback: Wrong. Every person has psychological processes to keep those elements of self knowledge that are most threatening, from becoming overpowering. These are known as defense mechanisms of the ego. See section 14.3 and Table 14.1 in your prescribed book.

Question 14 of 50   1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

      A. the morality principle and ego integration

B. an archetype of the good in people

C. adult behaviour and application of the persona

D. super-ego and parent behaviour

Answer Key: D

Feedback: In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 15 of 50   1.0 Points

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

A. Archetypes

B. Internal morality

C. Regression

D. Persona

Answer Key: A

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

The Three-Factor model was developed by _____, whilst _____ developed the 16-factor model of personality.

A. Cattell; Eysenck

B. Eysenck; Cattell

C. Jung; Eysenck

D. Eysenck; Jung

Answer Key: B

Feedback: Chapter 16, textbook, sections 16.5.1.1 and 16.5.1.2

Allport conceptualised _____ traits as pervasive, strong characteristics evident in some people, like being "as wise a Solomon."

A. unique

B. source

C. cardinal

D. common

Answer Key: C

According to the Five-Factor Model, conscientiousness is the opposite of _____.

A. openness to experience

B. antagonism

C. emotional stability

D. lack of direction

Answer Key: D

According to trait/type psychology, _____.

A. traits that are more or less enduring provide people with an identifiable personality profile across time and situations

B. traits recognisable in people are foremost learned behaviour influenced by the environment

C. genetic factors may only have a determining effect with regard to intellectual personality traits

D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Chapter 16, textbook, section 16.5.3 - Trait theory purposes that traits that are more or less enduring provide people with an identifiable personality profile across time and situations. The other options are too limited to encompass trait theory.

Part 6 of 14 - Chapter 16 Application   3.0 Points

Trait psychology's largest contribution/s to the science of Psychology is probably _____.

       A. the research on the non-conscious aspects of personality.

       B. the establishment of a 3 - and 16 - factor explanation for personality.

       C. classification and measurement of individual differences.

       D. the explanations of the dynamics of personality by means of a five factor model.

Answer Key: C

Feedback: Ch 13, sect 13.3.4, p 296

Some authors view trait approaches to personality study to be the only true scientific paradigm in psychology as a discipline, because _____.

       A. of its assessment technology and empirical research findings

       B. it describes personality according to various models

       C. of the relationships between personality and various occupational variables

       D. of research findings pointing to its relationships with many other psychological variables

Answer Key: A

Feedback: Ch 16, sect 16.11, p 372

Cattell believed that people's cognitive or ability traits of mental alertness or intelligence is largely _____ and is described by the concept of _____.

       A. learned; fluid intelligence

       B. inherited; fluid intelligence

       C. learned; crystallised intelligence

       D. inheritied; crystallised intelligence

Answer Key: B

Feedback: Section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

In humanistic theory, the term phenomenology refers to _____.

       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

Answer Key: D

Feedback: Section 17.2

_____ can be viewed as self-actualisation because it relates to ongoing growth and realisation of potential

      A. Adjustment

      B. Dynamism

      C. Optimality

      D. Normality

Answer Key: C

Feedback: Section 17.7

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

      A. Behaviourism

      B. Cognitive theory

      C. Psychoanalysis

      D. Humanism

Answer Key: D

Feedback: Section 17.2

Self-image, and the acceptance or denial of one's own experiences, are central concepts of the theory proposed by _____.

      A. Murray

      B. Rogers

      C. Kelly

      D. Neo-Freudians

Answer Key: B

Feedback: Well done! The answer to this question can be found in Chapter 17, textbook, section 17.4, which explains the self-concept as an integrating personality structure, as conceptualised by Rogers.

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

In a performance management session a supervisor is impressed by a young student's hardiness and her belief in her dreams and capacities of becoming a veterinarian despite a physical disability and lack of funds. This student's motivation may arguably be best explained by her feelings and beliefs of being _____.

      A. self-efficacious

      B. self-actualised

      C. self-transcendent

      D. free-willed

Answer Key: A

Question 28 of 50   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 29 of 50   1.0 Points

Thabang is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

      A. a process of valuing self-experiences

      B. spiritual drive

      C. optimism

      D. a peak/flow experience

Answer Key: D

Question 30 of 50   1.0 Points

_____ constructs are formed before the person acquired language in order to attach a verbal label to it and are therefore difficult to identify.

      A. Submerged

      B. Pre-emptive

      C. Preverbal

      D. Permeable

Answer Key: C

Question 31 of 50   1.0 Points

A schemata is defined as _____.

      A. a plan for the future

      B. cognitive congruence

      C. reaction formation

      D. a basic structure of the mind

Answer Key: D

Feedback: Section 18.5

Question 32 of 50   1.0 Points

A _____ construct is receptive to change.

      A. permeable

      B. preverbal

      C. self

      D. pre-emptive

Answer Key: A

Question 33 of 50   1.0 Points

Which corollary is concerned with an individual's freedom of choice?

      A. The dichotomy corollary

      B. The choice corollary

      C. The experience corollary

      D. The individuality corollary

Answer Key: B

Feedback: The choice corollary concerns individuals' freedom of choice. Personal constructs help a person to predict the future. There are two ways to do this. Firstly, a person could clarify his/her present constructs, thereby narrowing his/her world for the sake of security. Secondly, the adventurous route may be chosen if the person explores new aspects of life (Bergh & Geldenhuys, 2013, section 18.5.3.5).

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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

Feedback: Section 18.5.1

Question 35 of 50   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

Feedback: Section 18.7

Question 36 of 50   1.0 Points

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

A. fragmentation

B. choice

C. range

D. dichotomy

Answer Key: D

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

In positive mental health, _____ well-being refers to aspects such as positive and negative affect, happiness and life satisfaction.

A. physical

B. mental

C. emotional

D. professional

Answer Key: C

Feedback: Yes! Emotional or affective well-being refers to aspects

such as positive and negative affect, happiness and

life satisfaction. See section 19.3.1 of your prescribed book.

Question 38 of 50   1.0 Points

_____ is a personality trait that forms the superstructure of positive emotional experiences.

A. Autonomy

B. Positive emotionality

C. Emotion

D. Humour

Answer Key: B

Feedback: Chapter 19, textbook , section 19.3.2

Question 39 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

A. Self- determination Model

B. Multi-dimensional Model of Well-being

C. Broad and Build Theory

D. Wheel of Wellness

Answer Key: C

Feedback: Good! The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Question 40 of 50   1.0 Points

The _____ paradigm focuses on the origins of health and well-being, with the fundamental question being; "Why and how do people stay healthy in the face of stressful life events?"

A. salutogenic

B. pathogenic

C. fortigenic

D. positive

Answer Key: A

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   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

Feedback: Section 19.5.4

Question 42 of 50   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 43 of 50   1.0 Points

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

A. Mastering environmental challenges.

B. Accepting other people irrespective of the fact that they do things differently from you.

C. Affiliating with societal groups such as the parent-teacher associations.

D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

In the classification of psychological maladjusted behaviour a group of attributes and behaviours which are used to recognise and classify psychological problems, is known as _____.

A. a psychological disorder

B. a syndrome

C. symptoms

D. mental disorders.

Answer Key: B

Feedback: Section 20.5

Question 45 of 50   1.0 Points

Which stage in Weiss and Mirin's suggested stages of alcohol dependence, does this description refer to? Compulsive behaviours for obtaining substances emerge, and people start to minimise previously important life interests, such as work and family.

A. Stage 1

B. Stage 2

C. Stage 3

D. Stage 4

Answer Key: B

Feedback: The description refers to stage 2, see prescribed book section 20.5.4, Figure 20.5

Question 46 of 50   1.0 Points

In terms of dissociative disorders, dissociative amnesia is described as _____.

A. memory loss of important information

B. travel to new locations, uncontrolled memory loss of information and identity

C. derealisation, detachment from own identity and

D. assumption of two or more personalities

Answer Key: A

Feedback: Incorrect, dissociative amnesia is memory loss of important information. See section 20.5.6 of your prescribed book.

Question 47 of 50   1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

   A. Diagnostic Statistical Model

   B. General Adaptation Syndrome

   C. Diathesis Stress Model

   D. Conservation of Resources Model

Answer Key: B

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Jack has continually refused offers of promotion in his company, while Jill has an intense need for promotion. Jack is displaying behaviour linked to _____ and Jill is displaying behaviour linked to _____.

   A. overcommitment; undercommitment

   B. undercommitment; overcommitment

   C. A type personality; undercommitment

   D. undercommitment; B type personality

Answer Key: B

Feedback: Although Jack and Jill complete their tasks in different ways, it seems that both of them are suffering from a work dysfunction. It appears that Jack displays behaviour typical of undercommitment in terms of a fear of success, while Jill displays behaviour typical of overcommitment related to her type A personality characteristics (Bergh & Geldenhuys, 2013, section 20.6.3).

Question 49 of 50   1.0 Points

Select the correct statement about psychological disorders.

        A. They are conditions that always present in the person as observable symptoms.

        B. They involve conditions under which disturbances can occur in one or more domains of
human functioning.

        C. Psychological disorders can only be diagnosed in a cultural context.

        D. There is no acceptable diagnostic system for assessing and classifying psychopathology.

Answer Key: B

Feedback: Only option B is correct because symptoms of psychological disorders can manifest in all the
domains of human functioning, including the cognitive, biological or physiological, social, psychological
and behavioural (Bergh & Theron 2013, sections 20.2 and 20.4).These various aspects of psychological
disorders are also emphasised in the criteria and classification systems (eg DSM), criteria for
psychopathology, and models to explain psychological maladjustment (Bergh & Theron 2013, section
20.5). Options A, C, and D are obviously incorrect, and you can correct these by studying chapter 20.

Question 50 of 50   1.0 Points

Based on the theory related to psychological disorders, which of the following statements is LEAST
correct?

        A. Subjective and social wellness are factors related to employee and organisational health.

        B. The work personality is part of personality and related to acquiring productive roles.

        C. Impaired work behaviours cannot be related to stress or psychological maladjustment.

        D. Organisational health relates to employee health and organisational factors.

Answer Key: C

Feedback: Sections 20.2 and 20.3

Question 1 of 50   1.0 Points

The later _____ theories state that people can self-regulate in order to influence their personality development.

      A. humanistic or existential

      B. trait and type

      C. psychodynamic or psychoanalytical

      D. behaviouristic or learning

Answer Key: D

Feedback: Good! The later learning theories stated that people can rationally, by thinking and making choices, influence their learning processes. See section 13.3.2

Question 2 of 50   1.0 Points

In biological studies, the frontal lobes of the brain have been found to play an important role in personality aspects such as _____.

      A. aggression and irritability

      B. emotions

      C. foresight and anticipation

      D. hearing and language

Answer Key: C

Feedback: The frontal lobes are considered our emotional control center and home to our personality. The frontal lobes are involved in motor function, problem solving, foresight, anticipation, spontaneity, memory, language, initiation, judgement, impulse control, and social and sexual behavior. The frontal lobes are extremely vulnerable to injury due to their location at the front of the cranium, proximity to the sphenoid wing and their large size. A person's personality can undergo significant changes after an injury to the frontal lobes, especially when both lobes are involved. Section 13.3.6

Question 3 of 50   1.0 Points

Object relations theory emphasises _____.

       A. behaviourism

       B. psychoanalytic theory

       C. mature relationships

       D. positive ego-development

Answer Key: C

Feedback: Good! Object relations theory primarily emphasises the importance of an individual's relations with others, focusing on the development of mature relationships and solving problematic behaviour stemming from childhood. See section 13.3.1

Question 4 of 50   1.0 Points

A theorist who emphasised recurrent interpersonal experiences as a basis for the consistency of personality is _____.

       A. Freud

       B. Akbar

       C. Leary

       D. Sullivan

Answer Key: D

Feedback:

Good work! Sullivan asserted that personality is the "relatively enduring pattern of recurrent interpersonal situations which characterise a human life". This view is echoed by descriptions of what self-concept means: it is mostly people's self identity as perceived by themselves or others, or as they think others see them. See section 13.4

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

During your performance review and feedback session, your supervisor tells you not to take him so seriously when he makes remarks and tells funny jokes about you in the office. In turn, you tell him that you experience that he disrespects you, and that he is limiting your freedom and potential to develop to the best of your abilities. Your response to your supervisor can best be associated with the assumptions of one of the _____ perspective.

        A. psychoanalytic

        B. cognitive

        C. humanistic

        D. African

Answer Key: C

Feedback: In this scenario, the focus is on your experience and your drive to succeed and self-actualise, which relates to humanis. See section 13.3.3

Question 6 of 50   1.0 Points

There is not a good fit between Mike and his job. This description of Mike refers to the _____ perspective on personality.

        A. psychosocial

        B. contextual

        C. cognitive

        D. humanist

Answer Key: B

Feedback: A contextual approach to personality in its theory, research and practices considers the whole person and all their attributes in relationship to all influencing factors including the workplace. See section 13.3.8

Question 7 of 50   1.0 Points

In a court case a person who is considered to be well adjusted in life with no evidence of previous transgressions, is sentenced to a term of community service after having seriously and aggressively assaulted one of his employees. In your estimation this scenario would rather be referred to as _____.

        A. a personality disorder

        B. a faulty learning disorder

        C. a self-concept problem

        D. a normal personality pathology

Answer Key: D

Feedback: Well done! In this scenario, there is no evidence of prior mental illness or disturbance in behaviour. The person probably just had a bad day and a lapse of judgment. Thus, the personality is probably normal and the occurrence is a one-time event. See section 13.6.4

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

    A. Explain the early childhood experiences that influence your current behaviour.

    B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

    C. Indicate how you make your own choices in your striving to experience meaning.

    D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

The archetype known as the persona can be defined as _____.

    A. the masculine part of women

    B. the mask presented to society

    C. the feminine part of men

    D. the striving to wholeness

Answer Key: B

Question 10 of 50   1.0 Points

Freud's view of humankind is that behaviour is determined and motivated by unconscious forces, which represents a _____ model.

      A. reality

      B. conflict

      C. morality

      D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, section 14.3

Question 11 of 50   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 12 of 50   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 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

When a person displays behaviour that is the opposite of what he/she usually does, a defence mechanism known as _____ is being used.

        A. Repression

        B. Reaction-formation

        C. Intellectualisation

        D. Rationalisation

Answer Key: B

Feedback: Good work! Reaction formation is al defense mechanism in which a person thinks that their true feelings or desires are socially or legally unacceptable, and so they attempt to convince themselves or others that the opposite is true, often in a very exaggerated performance. See section 14.3, Table 14.1

Question 14 of 50   1.0 Points

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

        A. collective unconscious; pleasure principle

        B. collective unconscious; morality principle

        C. collective unconscious; reality principle

        D. collective unconscious; teleological principle

Answer Key: D

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

Question 15 of 50   1.0 Points

Psychodynamic theory, which includes psychoanalysis, is also referred to as _____ and explains personality developing from and functioning according to unconscious processes, past experiences and _____.

        A. object relations theory; conflicts between personal needs and the requirements of reality

        B. depth psychology; conflicts between personal needs and the requirements of reality

        C. object relations theory; non-conscious influences in thinking and solving of conflicts

D. depth psychology; non-conscious influences in thinking and solving of conflicts

Answer Key: B

Feedback: Excellent! Psychodynamic theory is also known as depth psychology - just think of the iceberg metaphor that Freud uses - it relates to things unseen, below the surface in the unconscious. These forces battle with the expectations and requirements of society and moral behaviour. See section 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

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

Answer Key: A

Feedback: Section 16.5.2

Question 17 of 50   1.0 Points

In trait psychology, the term ergs refers to _____.

        A. an emotional or mood expression

B. the innate energy underlying behaviour

C. an approach to describe personality factors

D. a body and emotional type

Answer Key: B

Feedback: Section 16.8

Question 18 of 50   1.0 Points

Hans Eysenck's Three factor Model of personality consist of three major factors namely _____.

      A. Extroversion; Neuroticism; Psychoticism

      B. Antagonism; Introversion; Venturesome

      C. Extroversion; Neuroticism; Conscientiousness

      D. Dominance; Vigilance; Perfectionism

Answer Key: A

Feedback: Extroversion; Neuroticism; Psychoticism are correct (P. 355 Sec 16.5.1.1)

Question 19 of 50   1.0 Points

_____ traits enable assessors to make nomothetic comparisons of people across cultures and situations but are only a rough indication of the uniqueness of each person.

      A. source

      B. common

      C. secondary

D. unique

Answer Key: B

Feedback: Common traits enable assessors to make nomothetic comparisons of people across cultures and situations. (P.364 Section 16.6.1)

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

What is the main danger in using type descriptions to explain differences?

      A. It considers only the unconscious processes and ignores the role of the environment.

      B. It focuses only on learned, observable behaviour.

      C. The uniqueness of people in the way they express themselves may be ignored.

      D. It places too much focus on genetic aspects

Answer Key: C

Feedback: Correct Feedback: Good work! People might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored. See section 16.5.3 in your prescribed book.

Question 21 of 50   1.0 Points

An important assumption according to trait psychology is that _____.

A. more or less enduring traits provide people with an identifiable personality profile across time and situations

B. traits recognisable in people are foremost learned behaviour influenced by the environment

C. genetic factors may only have a determining effect with regard to intellectual personality traits.

D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

Question 22 of 50   1.0 Points

As a line manager you advise the recruitment agency that you need a supervisor in your small sized marketing company who shows moderate, but calculated, risk-taking behaviour, values profit as a measure of success and shows initiative in identifying opportunities in the market. Your profiling is primarily based on a/an _____ description of personality.

A. managerial

B. consumer-focused

C. work-related

D. entrepreneurial

Answer Key: D

Feedback: Prescribed book, section 16.5.1

Part 7 of 14 - Chapter 17 Theory 4.0 Points

In humanistic theory, the term "deficiency needs" refers 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: B

Feedback: Section 17.6.2

In humanistic theory, the term etics refers to _____.

       A. people being in their world

       B. aspects shared by all cultures

       C. the study of people's conscious experiences

       D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Flow experiences can be manifested by _____.

A. expressing the self to its fullest potential

B. reinforcing one's own behaviour

C. being in control of one's environment

D. engaging in meaningful work processes

Answer Key: D

Question 26 of 50   1.0 Points

Humanists see personality as _____.

A. Gestalt

B. stimuli

C. traits

D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

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

A. People's subjective and phenomenological experiences are important

B. People have innate goodness and potential to self-actualise

C. People must be understood in terms of certain elements in personality

D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

Question 28 of 50   1.0 Points

What is the equivalent concept for the self as used in humanism, which is used by cognitive theorists such as Kelly?

A. The id

B. The shadow

C. Construct

D. Erg

Answer Key: C

Feedback: Yes, humanism uses self and cognitive theorists call this a construct. Section 17.7

Question 29 of 50   1.0 Points

Based on Rogers' theory, if a person is experiencing hardship and difficulty in life, they should seek support from others, so that they can grow and develop in an atmosphere of _____.

A. optimal stress

B. unconditional positive regard

C. conditional positive regard

D. competitiveness

Answer Key: B

Feedback: Correct! According to Rogers, individuals can only develop into fully functioning people if they experience unconditional positive regard, that is being regarded and accepted unconditionally in relationships, so that they feel worthy and are able to develop a complete self image. See prescribed book section 17.5

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

One of the categories of representation is _____ memory, which refers to visual or auditory images.

A. long term

B. longitudinal

C. episodic

D. semantic

Answer Key: C

Feedback: Yes! Episodic memory refers to visual or auditory images. See section 18.1 of your prescribed book.

Which corollary is concerned with an individual's freedom of choice?

A. The dichotomy corollary

B. The choice corollary

C. The experience corollary

D. The individuality corollary

Answer Key: B

Feedback: The choice corollary concerns individuals' freedom of choice. Personal constructs help a person to predict the future. There are two ways to do this. Firstly, a person could clarify his/her present constructs, thereby narrowing his/her world for the sake of security. Secondly, the adventurous route may be chosen if the person explores new aspects of life (Bergh & Geldenhuys, 2013, section 18.5.3.5).

Question 32 of 50   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

Feedback: Section 18.5.2

Question 33 of 50   1.0 Points

People create their own view of the world and they act according to this knowledge and perception. This is known as _____.

        A. core constructs

        B. personal constructs

        C. common perceptions

        D. information processing

Answer Key: B

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   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 35 of 50   1.0 Points

Agnes joins a book club, but as the other members are much older than her, she thinks that she will not be able to befriend them. However, when she realises that they also enjoy gardening, which she loves, she is using _____ when she decides that she might become friends with the group members after all.

       A. a constellatory construct

       B. the fundamental postulate

       C. a pre-emptive construct

       D. a propositional construct

Answer Key: D

Feedback: Well done! A construct that allows individuals to change their opinions when new information arises and is deemed relevant to the event or individual is called a propositional construct. This is what Agnes applies when she attaches new information to the social situation experienced. See prescribed book section 18.5.1

Question 36 of 50   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

Feedback: Section 18.5.1

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

With regard to psychological and social well-being, the term "social coherence" 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: A

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

Who is the the founder of salutogenesis?

A. Seligman

B. Strümpfer

C. Antonovsky

D. Tellegen

Feedback: Aaron Antonovsky, the founder of salutogenesis, introduced the concept based on the Latin word "salus" (meaning "health") and the Greek word "genesis" (meaning "origins"). See prescribed book section 19.4.1

Question 39 of 50   1.0 Points

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

Answer Key: A

Feedback: Environmental mastery best describes the person feels competent to manage a complex environment by creating contexts that allow them to manage the responsibilities of daily life. (p. 415 Section 19.3.1)

Question 40 of 50   1.0 Points

Character strength such as loyalty towards teams, ensuring fairness and the ability to engage in teamwork represents _____as virtue.

        A. transcendence

B. temperance

C. humanity

D. justice

Answer Key: D

Feedback: Section 18.5.3

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

Angela has a positive attitude about herself because she accepts herself and her past experiences. This facet of psychological well-being is known as _____.

A. self-acceptance

B. personal growth

C. purpose in life

D. autonomy

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Question 42 of 50   1.0 Points

Bongani has a positive attitude about himself because he accepts himself and his past experiences. This facet of psychological well-being is known as _____.

A. autonomy

B. purpose in life

C. personal growth

D. self-acceptance

Answer Key: D

Question 43 of 50   1.0 Points

Which one of the concepts of psychological and social well-being in the four options explains the behaviour and attitude of the person in the following example: Lerato believes that some people wander aimlessly through life, but that this does not apply to her?

A. Social actualisation

B. Autonomy

C. Purpose in life

D. Positive psychological well-being

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.1

Question 44 of 50   1.0 Points

Selye's General Adaptation Syndrome (GAS) entails three phases, phase one is the _____ phase.

      A. alarm-and-mobilisation .

      B. resistance

      C. exhaustion and disintegration

      D. disintegration

Answer Key: A

Feedback: Good work. The first phase is an alarm-and-mobilisation phase. The individual prepares to counteract stress and its effects. See section 20.5.1 and box on page 447.

Question 45 of 50   1.0 Points

Stress can best be defined as _____.

      A. the manifestation of physical illness after a difficult experience

      B. the responses when only bad things happen to people

      C. reactions when coping resources are over-taxed by stress stimuli

      D. reactions as a result of poor personal and working conditions

Answer Key: C

Feedback: Section 20.3.4

It seems as if most categories of _____ disorders occur predominantly in males.

        A. anxiety

        B. panic

        C. mood

        D. personality

Answer Key: D

Feedback: Incorrect. It seems as if most categories of personality disorders occur predominantly in males. See section 20.5.3 of your prescribed book.

The term _____ is used to indicate "psychological absence" or employees who are physically present at work, but are not sufficiently motivated to be optimally productive, and just attend work to enjoy the benefits and advantages.

        A. absenteeism

        B. engagement

        C. undercommitment

        D. presenteeism

Answer Key: D

Feedback: The term presenteeism is used to indicate "psychological absence" or employees who are physically present at work, but are not sufficiently motivated to be optimally productive, and just attend work to enjoy the benefits and advantages. See section 20.6.2 of your prescribed book.

Question 48 of 50   1.0 Points

Career-development problems relate to _____.

      A. job-related immaturity

      B. vocational uncertainty

      C. a midlife crisis

      D. all of the above

Answer Key: D

Question 49 of 50   1.0 Points

As the industrial psychologist in a company, you have to manage the overall well-being of its employees in the workplace. Which of the following tasks will NOT form part of your role?

      A. Advising departments on the selection, placement and rehabilitation of workers with emotional problems or workers who have received treatment.

      B. Facilitating organisational change in culture and attitudes towards health promotion

      C. Consulting with management and advising it on matters such as the policy on occupational health and methods to cope with individual cases or groups with emotional or behavioural problems.

      D. Firing employees whose mental health does not improve after three months.

Answer Key: D

Feedback: Options A, B and C relate to the management of employee health and well-being. Option D is something that you as an IO psychologist would try to avoid by implementing the other tasks and this function would normally be carried out by a direct supervisor or line manager (Bergh & Geldenhuys, 2013, section 20.7).

Question 50 of 50   1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

      A. experimentation

      B. abusing

      C. dependence

      D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

Select the one statement amongst the following four which best characterises the current status of personality study.

      A. Personality study does not provide constructs to be used in applied psychology.

B. Personality study has a unique identity and exports its knowledge into other fields.

C. Compared to other concepts, personality constructs are poor predictors of work performance.

D. Group differences, rather than individual differences, are mostly utilised in assessment.

Answer Key: B

Feedback: Yes! Well done on this one! This question tested your understanding of the basic principles of personality theory. You can review sections 13.1 and 13.7 again, from which you will be able to see that the other options are clearly incorrect. However, personality study can export its knowledge into various other fields, which is also why, though many of are not doing a psychology major, you are doing this module. It is important for almost all fields to understand the basics of human behaviour and personality development. Otherwise, how will we be able to understand people or manage them in a work context?

Question 2 of 50   1.0 Points

In biological studies, the frontal lobes of the brain have been found to play an important role in personality aspects such as _____.

A. aggression and irritability

B. emotions

C. foresight and anticipation

D. hearing and language

Answer Key: C

Feedback: Well done! The frontal lobes are considered our emotional control center and home to our personality. The frontal lobes are involved in motor function, problem solving, foresight, anticipation, spontaneity, memory, language, initiation, judgement, impulse control, and social and sexual behavior. The frontal lobes are extremely vulnerable to injury due to their location at the front of the cranium, proximity to the sphenoid wing and their large size. A person's personality can undergo significant changes after an injury to the frontal lobes, especially when both lobes are involved. Section 13.3.6

The behaviourist theory states that people's _____ are dominant influences on what they become, and can override _____.

        A. natural or genetic potentials; environments and circumstances

        B. environments and circumstances; natural or genetic potentials

        C. unconscious drives; environments and circumstances

        D. environments and circumstances; unconscious drives

Answer Key: B

Feedback: Well done! In behaviourism, personality is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. Environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Question 4 of 50   1.0 Points

The _____ perspective developed from studies and therapy with the mentally ill.

        A. behaviouristic

        B. cognitive

        C. humanistic

        D. psychodynamic

Answer Key: D

Feedback: Yes! The psychodynamic approach is a clinical approach which developed from studies and therapy with the mentally ill. See section 13.3.1

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

What is meant by a grand or mega perspective on personality?

       A. Personality is studied from a single perspective.

       B. Personality is measured by means of a comprehensive test battery.

       C. Personality is measured by means of a single psychometric test.

       D. Personality is studied from various perspectives.

Answer Key: D

Feedback: Well done! Grand theories are complete, covering all domains and levels,as well as structure, dimensions and motivation. See Section 13.3

Question 6 of 50   1.0 Points

You want to do research and assess the influence of values, beliefs and norms and how people think about and do things, on the behaviour and cohesion in your diverse workforce. Based on your approach, which of the following concepts will you explore in depth for your literature review and assessment instruments?

       A. The unconscious

       B. Culture

       C. Traits

D. The super-ego

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

Question 7 of 50   1.0 Points

During a feedback session following diversity management training the participants agree that the meanings associated with any aspect can be influenced by the way and by whom the meanings are formed within social situations and interactions. This concept is known as _____.

    A. relationship schema

    B. social constructionism

    C. contextualisation

    D. emotional intelligence

Feedback: Yes! Well done. Social constructionism states that human behaviour and personality are based on people's interpretation of social situations and interactions. See section 13.3.8

Question 8 of 50   1.0 Points

Susan perceives herself as a hard worker and a responsible person who is not well treated by others. She compares herself to her colleagues. This description of Susan relates to the _____ perspective/s on personality.

A. trait

B. cognitive and social-cognitive

C. biological and evolutionary

D. psychosocial

Answer Key: B

Feedback: According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. Self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. See section 13.3.5

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

The _____ is the most important archetype, as it holds all the others together.

A. shadow

B. persona

C. animus

D. self

Answer Key: D

Question 10 of 50   1.0 Points

_____ anxiety represents conflict between the ego and the superego.

A. Moral

B. Reality

C. Neurotic

D. Surreal

Answer Key: A

Feedback: Moral anxiety represents a conflict between the

ego and the superego, and is experienced owing to

a fear of the guilt feelings provoked by a person's

conscience when expressing instinctual wishes. See section 14.8.2

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

A. Fixation

B. Defense mechanisms

C. Unconscious drives

D. Conflict

Answer Key: A

Feedback: Well done! Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

How does Jung label the culturally inherited predispositions and experiences that are common to all people on earth?

        A. The collective unconscious

        B. The anima

        C. The animus

        D. The creative self

Answer Key: A

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Consider this scenario and relate it to the relevant structural concepts in psychoanalytic theory: Tamara's ideas and suggestions are always interrupted and rejected by her boss. Tamara would like to continue until she is heard and her ideas are accepted (_____), but she was told as a child not to challenge authority (_____) and therefore gives up. She fails to continue addressing the problem in a mature way (_____).

        A. id; ego; superego

        B. ego; id; superego

        C. id; superego; ego

        D. superego; id; ego

Answer Key: C

Question 14 of 50   1.0 Points

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

        A. Archetypes

        B. Internal morality

        C. Regression

        D. Persona

Answer Key: A

Question 15 of 50   1.0 Points

The process referred to as _____ means that people across their life span achieve a greater sense of the self and realise what their strengths are.

        A. teleological principle

        B. psychosexual development

C. introversion

D. individuation

Answer Key: D

Feedback: Good work! Jung's concept of individuation denotes the growth process, during which people develop certain attitudes and functions. Combinations of these are known as introversion and extroversion personality types. These concepts are still used in measuring and classifying human behaviours. See section 14.7

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   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

Feedback: Section 16.5.3

Question 17 of 50   1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

A. cardinal traits

B. proprium traits

C. central traits

D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Cattell believed that people's cognitive or ability traits of mental alertness or intelligence are mostly inherited and he referred to this as _____ intelligence.

A. learned

B. inherited

C. crystallised

D. fluid

Answer Key: D

Feedback: Ch 16, sect 16.8, p367

The term ectomorph relates to _____.

        A. a personality type based on physical and behavioural attributes.

        B. a personality type based on verbal and non-verbal reasoning ability.

        C. a personality type based on numerical ability.

        D. a personality type based on cognitive attributes.

Answer Key: A

Feedback: Ch 16. 5.3,pp 361-363

David is as a risk-taker and not shy to give his opinion. He is comfortable in social situations. Which factor most likely applies to David?

        A. Extroversion

        B. Introversion

        C. Submissiveness

        D. Lack of direction

Answer Key: A

Feedback: Yes! David is as a risk-taker and not shy to give his opinion. These traits are usually associated with someone who is an extrovert. See Table 16.1 in you prescribed book.

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

Feedback: Section 16.2

Ntuli always emphasises preciseness and cleanliness in her personal and work life up to point where it hinders good relationships and the timeous execution of tasks. This is known as _____ in trait theory.

      A. central personal dispositions

      B. surface traits

      C. source traits

      D. cardinal traits

Answer Key: D

Feedback: Section 16.6.2

Question 23 of 50   1.0 Points

In humanistic theory, the term umwelt refers to _____.

          A. people being in their world

          B. aspects related to a specific culture

          C. the study of people's conscious experiences

          D. people's external world

Answer Key: D

Feedback: Section 17.2

Question 24 of 50   1.0 Points

Which phenomenon, according to Maslow and Rogers, is an inherent force in the progressive development and expansion of the self into a fully functioning and autonomous person?

          A. Social esteem

          B. Self-valuing

          C. Will to meaning

          D. Self-actualisation

Answer Key: D

Feedback: Section 17.5

The Humanistic approach to psychology is based on a number of theories. One of the main assumptions of humanistic approaches is that they view the person and their behaviour as a whole. This is known as _____.

A. the self-concept, which is the integrating personality structure

B. subjective or phenomenological experiences

C. the intrinsic goodness and self-actualizing of people

D. personality as a Gestalt or holistic phenomenon

Answer Key: D

Feedback: Personality as a Gestalt or holistic phenomenon is one of the main assumptions of humanistic approaches that view the person and/his/her behavior as a whole (p. 378 Sec 17.3.3).

Various forms of the self-concept idea are used by different humanist theorists. Who sees self-concept as "what the individual would like to be?

A. Rogers

B. James

C. Cooley

D. Mead

Answer Key: A

Feedback: Rogers sees self-concept as "what the individual would like to be. (p. 381 Sec 17.4)

Question 27 of 50   1.0 Points

The humanist perspective emphasises _____.

    A. the role of critical periods in a person's development

    B. the central place of sentiments in motivation

    C. the importance of understanding people's personal experiences in life

    D. how important it is for behaviour to be observable and measurable

Answer Key: C

Feedback: Chapter 17, textbook, section 17.3

Question 28 of 50   1.0 Points

What is the equivalent concept for the self as used in humanism, which is used by cognitive theorists such as Kelly?

    A. The id

    B. The shadow

    C. Construct

    D. Erg

Answer Key: C

Feedback: Yes, humanism uses self and cognitive theorists call this a construct. Section 17.7

Question 29 of 50   1.0 Points

Self-image, and the acceptance or denial of one's own experiences, are central concepts of the theory proposed by _____.

        A. Murray

        B. Rogers

        C. Kelly

        D. Neo-Freudians

Answer Key: B

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   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

Feedback: Section 18.8

Question 31 of 50   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

Feedback: Section 18.8

Question 32 of 50   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

Feedback: Section 18.5

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

Feedback: Section 18.4.3.1

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

A. Range

B. Dichotomy

C. Organisation

D. Modulation

Answer Key: B

Question 35 of 50   1.0 Points

According to the cognitive perspective, motivation is based on _____.

      A. the reduction of drives to ensure favourable outcomes

      B. the balancing of unconscious instincts and societal norms

      C. the amount of challenge involved and the personal value of a situation

      D. the monetary rewards involved and the prevention of punishment

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 36 of 50   1.0 Points

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

      A. The employee will only work harder to perform even better in order to prove his point.

      B. He will bring complaints of unfair labour practice against the management.

      C. The employee will not perform up to his usual standards or what is expected of him.

      D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Feedback: Section 18.4.3

Question 37 of 50   1.0 Points

_____ as proposed by _____ entails that the individual believes that he or she can successfully behave in the manner required for a particular task.

A. Sense of coherence; Antonovsky

B. Potency; Zeev Ben-Sira

C. Self-efficacy; Bandura

D. Locus of control; Rotter

Answer Key: C

Question 38 of 50   1.0 Points

The social well-being facet which refers to when a person experiences the community as logical and predictable is known as _____.

A. social coherence

B. social actualisation

C. social acceptance

D. social integration

Answer Key: A

_____ allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations.

        A. Positive emotions

        B. Negative emotions

        C. Thought-action tendency

        D. Non-specific action tendency

Answer Key: B

Feedback: Well done. Negative emotions allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations. See section 19.3.2 in your prescribed book.

Question 40 of 50   1.0 Points

The _____ paradigm focuses on the origins of health and well-being, with the fundamental question being; "Why and how do people stay healthy in the face of stressful life events?"

        A. salutogenic

        B. pathogenic

        C. fortigenic

        D. positive

Answer Key: A

Part 12 of 14 - Chapter 19 Application   3.0 Points

Zanele has entered the end of her academic semester and she is planning her schedule to allow her to study for all her exams in advance. She manages to keep to her study schedule and even denies invitations for social events in order to do so. Zanele is practising _____.

      A. learned resourcefulness

      B. reformative self-control

      C. temperance

      D. regressive self-control

Answer Key: B

Feedback: You got it! Option B is the most correct answer, as she is delaying immediate gratification (like socialising with friends) by planning to achieve good marks - see Chapter 19, textbook, section 19.5.4

Caleb perceives his job situations and experiences as motivationally relevant as it offers him desired challenges worth engaging with. From the construct of sense of coherence Caleb is experiencing _____ in his job.

      A. comprehensibility

      B. belonging

      C. happiness

      D. meaningfulness

Answer Key: D

Question 43 of 50   1.0 Points

If in South African governance and many other agencies it is believed that people can make a difference together because they are good and have the potential, the _____ facets of well-being are being applied.

A. social acceptance and social actualisation

B. self-acceptance and personal growth

C. positive relations and autonomy

D. purpose in life and social contribution

Answer Key: A

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

_____ schizophrenia is associated with absurd and illogical delusions.

A. Catatonic

B. Paranoid

C. Hebephrenic

D. Somatic

Answer Key: B

Question 45 of 50   1.0 Points

In the classification of psychological maladjusted behaviour a group of attributes and behaviours which are used to recognise and classify psychological problems, is known as _____.

        A. a psychological disorder

        B. a syndrome

        C. symptoms

        D. mental disorders.

Answer Key: B

Feedback: Section 20.5

Question 46 of 50   1.0 Points

Which of the following statement best describes or defines what psychological health implies?

        A. Psychological health refers to psychological or emotional symptoms and does not include other areas of functioning.

        B. Psychological health is indicated by the level of integrated functioning with freedom and autonomy to cope effectively with and in the various life roles.

        C. Psychological health is characterised by the absence or presence of illness symptoms across all areas of human functioning.

        D. Psychological health is a function of how each culture defines accepted and expected behaviours in people and groups.

Answer Key: B

Feedback: Incorrect, psychological health is indicated by the level of integrated functioning with freedom and autonomy to cope effectively with and in the various life roles. See prescribed book Section 20.2

Question 47 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

      A. the dependent personality

      B. the borderline personality

      C. the antisocial personality, sociopathy or psychopath

      D. the schizoid personality

Answer Key: A

Feedback: Incorrect; the dependent personality forms part of this group. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Although she is quite successful, in her work ethic, Sarah does not distinguish between work and non-work roles, she is always competing, and always time and results driven. All of this makes her quite a difficult person to work and be with. Sarah demonstrates the behaviour and attributes described as _____.

      A. a Type A personality

B. workaholism

C. work addiction

D. a hardy personality

Answer Key: A

Feedback: Section 20.6.3

Question 49 of 50   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

Feedback: Major depressive disorder characterizes Vasi's mood at this time. (p. 452 Section 20.5.5)

Question 50 of 50   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

Feedback: The hardy personality exhibits patterns of over commitment to work, often refers to an individual that shows resilience and inner resources that will promote health. (p. 459 Section 20.6.3)

4 Assignment 04 (Unique number 890068)

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

The most correct description of a school of thought is _____.

A. an intellectual movement whose adherents share a similar ideology

B. an intellectual movement whose adherents differ significantly with regards to their ideology

C. a way of thinking about the human psyche

D. a framework to explain assumptions about personality

Answer Key: A

Feedback: A school of thought is an intellectual movement whose adherents share a similar ideology. See section 13.2.1

Which perspectives on personality emphasise that the individual is intertwined with a group and the greater cosmos?

       A. Biological and evolutionary

       B. Psychosocial theories

       C. African and Asian views

       D. Psychodynamic

Answer Key: C

Feedback: Yes! In African and Asian cultures there is less emphasis on the individual and more emphasis on the holistic nature of things, on the individual as part of the community, on the interconnectedness of the creation, on the interpersonal and communal nature of personality, on the influence of culture, society and family, and on spiritual values. See section 13.3.9

The _____ perspectives postulate that the personality of individuals and groups can best be understood if the whole person, and all their circumstances or impacting factors are considered.

       A. traits and types

       B. contextualisation and systems

       C. Africanism and collectivism

       D. Africanism and contextualisation

Answer Key: B

Feedback: This approach suggests that people must be seen as 'whole' persons, that human behaviour can be complex and that often there is more than what the senses observe on the surface or what a first impression would indicate. A contextual approach to personality in its theory, research and practices should therefore consider the whole person and all his/her attributes in relationship to all influencing

factors which include culture and where and how a person lives and function in context of his/her various life roles. See section 13.3.8

Question 4 of 50   1.0 Points

The _____ theory is used to identify personality characteristics, such as friendliness, helpfulness, practical orientation, insecurity and values.

      A. humanistic

      B. behaviourist

      C. social-cognitive

      D. trait

Answer Key: D

Feedback: According to trait theory, human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. The environmental influence being displayed here is _____.

      A. cultural membership

      B. social affiliations outside the family

      C. family influence

D. learned competitiveness

Answer Key: C

Feedback: Yes! Regarding family influences, the developing child's parents, especially the child's parents and other primary care-givers, provide the type of psychological and social examples, models and rewards that will either enhance or inhibit healthy personality and career development. Every child in a family may have different experiences, which together with genetic differences may explain personality and behavioural differences. See section 13.5.2

Question 6 of 50   1.0 Points

In light of the recent murder-suicide of a pilot who crashed a commercial airliner with 150 people on board, which research approach do you think would be appropriate to determine required personality types for pilots within their work context?

     A. Longitudinal studies of people at work

     B. Specific personality measures for very specific work applications

     C. Analysis of the attributes of work environments and employees

     D. Biographical or case history research

Answer Key: B

Feedback: This scenario refers to a real-life occurrence reported in the news. In this regard, if we want to avoid future situations like this, we would need to test pilot recruits for specific personality aspects related to depression and suicidal inclinations. See section 13.6.5

Question 7 of 50   1.0 Points

In a hypothesis where a relationship exists between the personality trait of conscientiousness, work motivation of an employee group, the variables age and gender can be regarded as _____ moderator variables, which may influence the relationship.

A. occupational

B. situational

C. criterion

D. personal

Answer Key: D

Feedback: Age and gender are personal moderator variables - see section 13.7

Which of the descriptions below explain Mike's feelings and behaviours based on the psychoanalytical paradigm?

A. To avoid punishment as a child, Mike probably learned to keep a low profile, something he is still doing today.

B. Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority.

C. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

D. Mike does not experience meaning in life.

Answer Key: B

Feedback: Well done! The psychoanalytic paradigm would refer to conflict and issues caused due to unresolved conflict experienced in childhood. See section 13.3.1 in your prescribed book.

Question 9 of 50   1.0 Points

What kind of anxiety results from the id being in conflict with the ego?

        A. Reality anxiety

        B. Neurotic anxiety

        C. Moral anxiety

        D. Libido anxiety

Answer Key: B

Feedback: Section 14.8.2

Question 10 of 50   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.

        A. ego

        B. superego

        C. conscience

        D. biological drive

Answer Key: A

Question 11 of 50   1.0 Points

Freud's notion of the _____, refers to "available memory" that can easily be retrieved if required.

A. preconscious

B. conscious

C. unconscious

D. Id

Answer Key: A

Feedback: Section 14.4

Question 12 of 50   1.0 Points

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

A. strongly believe in the causal influence of biological factors

B. emphasise sexual drives more than Freud

C. emphasise the determining powers of social factors

D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

Question 13 of 50   1.0 Points

The process referred to as _____ means that people across their life span achieve a greater sense of the self and realise what their strengths are.

      A. teleological principle

      B. psychosexual development

      C. introversion

      D. individuation

Answer Key: D

Feedback: Good work! Jung's concept of individuation denotes the growth process, during which people develop certain attitudes and functions. Combinations of these are known as introversion and extroversion personality types. These concepts are still used in measuring and classifying human behaviours. See section 14.7

Question 14 of 50   1.0 Points

In psychodynamic theory, according to classical psychoanalysis, the main energiser of human behaviour through the unconscious are rooted in the _____.

      A. life and death instincts

      B. conscious and preconscious

      C. ego and super-ego

      D. defence mechanisms

Answer Key: A

Feedback: Prescribed book, section 14.3

Question 15 of 50   1.0 Points

Which defence mechanism is evident when a person blames the condition of the pitch (surface on which the ball bounces) for his poor performance during a cricket match?

      A. Displacement

      B. Rationalisation

      C. Denial

      D. Regression

Answer Key: B

Feedback: See section 14.3 and Table 14.1 - This person is rationalising his poor performance, by finding a logical, plausible but false excuse for his poor game..

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

The "inductive-hypothetico-deductive spiral" approach used by Cattell to determine the existence of personality traits implies the method of research or analysis which focuses on _____.

      A. analysing trait descriptions commonly used by people amongst one other

      B. researching and analysing trait descriptions in various dictionaries

C. analysing trait research according to the various models on personality

D. analysing trait descriptions by reasoning from specific to general meanings

Answer Key: D

Feedback: Ch 16, sect 16.2

A personality style or type can best be described as _____.

A. special temperamental traits

B. traits determined by genetic factors

C. a combination of or multiple traits

D. traits determined by learning only

Answer Key: C

Feedback: Ch 16, sects, 16.

Allport conceptualised _____ traits as less obvious, not generalised and not manifesting frequently, like preferences for certain foods or colours.

A. cardinal

B. central

C. secondary

D. common

Question 19 of 50   1.0 Points

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

A. melancholic

B. phlegmatic

C. choleric

D. sanguine

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   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

Feedback: Ch 16, sect 16.6.2, p 365

Question 21 of 50   1.0 Points

An important assumption according to trait psychology is that _____.

A. more or less enduring traits provide people with an identifiable personality profile across time and situations

B. traits recognisable in people are foremost learned behaviour influenced by the environment

C. genetic factors may only have a determining effect with regard to intellectual personality traits.

D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

Question 22 of 50   1.0 Points

The "inductive-hypothetico-deductive spiral" approach used by Cattell to determine the existence of personality traits implies _____ as a method of research or analysis.

A. analysing trait descriptions used by people amongst each other

B. researching and analysing trait descriptions in various dictionaries

C. analysing trait research according to the various models on personality

D. analysing trait descriptions by reasoning from specific to general

Answer Key: D

Feedback: Section 16.2

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

The concepts of _____ and _____ indicates people's feelings and cognitions to feel in control and to give meaning to events and experiences which are all indicators for positive sources of health.

      A. salutogenesis; Ubuntu

      B. salutogenesis; fortigenesis

      C. fortigenesis; flow expriences

      D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

Question 24 of 50   1.0 Points

Self-transcendence refers to _____.

      A. having an outer-body experience

      B. developing a healthy self-esteem

      C. reinforcing one's own behaviour, being in control of what happens

D. rising above oneself and circumstances to find meaning in life

Answer Key: D

Question 25 of 50   1.0 Points

_____ tends to influence how people act, think and feel about themselves and their job.

        A. Self-awareness

        B. Self-concept

        C. Self-esteem

        D. Self-identity

Answer Key: C

Feedback: Section 17.4

Question 26 of 50   1.0 Points

Rogers defined self-actualisation as_____.

        A. having spiritual experiences

        B. becoming a fully functioning person

        C. having social experiences

        D. optimising health and resilience

Answer Key: B

Question 27 of 50   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 28 of 50   1.0 Points

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

        A. People's subjective and phenomenological experiences are important

        B. People have innate goodness and potential to self-actualise

        C. People must be understood in terms of certain elements in personality

        D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

Mandy and Angela were involved in a car accident. Mandy feels that as it was not serious, it was not a big deal. Angela, however is very shaken and upset. Mandy tells her that she should not be upset. Why, based on the humanist theory, is it wrong for Mandy to tell Angela not to be upset about this?

A. Each person's subjective experiences are part of their reality.

B. The accident was not that serious

C. Mandy's experience is more realistic that Angela's experience

D. Angela is just being silly

Answer Key: A

Feedback: The subjective experiences of people are important as they influence the development of personality and the self-concept, as well as the daily expressions of personality. Each person's subjective experiences are part of his/her reality. For example, you cannot tell a person to not feel upset about a situation that you consider to be trivial. Chapter 17.3.1

Part 9 of 14 - Chapter 18 Theory 4.0 Points

A person can be said to display _____when he/she reclassifies elements of a construct from one pole to another pole of the same construct.

A. identification

B. suspension

C. resistance

D. reaction formation

Answer Key: D

Feedback: Incorrect. A person can be said to display reaction formation when he/she reclassifies elements of a construct from one pole to another pole of the same construct. See section 18.4.3.3 of your prescribed book.

Question 31 of 50   1.0 Points

In Mischel's theory, _____ indicate the influence of proposed end results and worth attached to particular situations on the outcome of the person's expectancies.

    A. self-control systems and plans

    B. goals and subjective values

    C. encoding strategies

    D. expectancies

Answer Key: B

Feedback: Jip, this one was easy! Goals and subjective values indicate the influence of goals and subjective values attached to particular situations on the outcome of the person's expectancies. See section 18.5 of your prescribed book.

Question 32 of 50   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

Feedback: Section 18.5

Question 33 of 50   1.0 Points

In cognitive psychology, the process of knowing or cognition is not seen as _____ personality, but _____ personality.

A. the entire; as an element of

B. an element of; is the entire

C. the structure; an element of

D. none of the above

Answer Key: B

Feedback: Nope. In cognitive psychology, the process of knowing or cognition is not seen as an element of personality, but is the entire personality. See section 18.2 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

Agnes wants to join a book club. However, when she observes that the group members are older than her, she assumes that they might be boring, conservative, and uptight. In terms of the cognitive theory, this is an example of _____.

A. a propositional construct

B. a constellatory construct

C. a fundamental postulate

D. a pre-emptive construct

Answer Key: B

Feedback: Nope. Agnes is applying a constellatory construct, which allows more flexible thinking than pre- emptive constructs, as it allows individuals or events to be included in more than one group (older than her plus boring, conservative and uptight) at a time, whilst still encouraging fixed assignments to a particular group. See prescribed book section 18.5.1

Question 35 of 50   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

Feedback: Section 18.5

Question 36 of 50   1.0 Points

Kelly's idea of personal constructs is related to Cattell's idea of trait, Freud's concepts of the id, ego and superego, and the behaviourists' idea of responses, since it _____.

      A. represents human motivation

      B. represents personality structure

      C. indicates ways of thinking

      D. indicates underlying behaviours

Answer Key: B

Feedback: Option B is the best option because the concepts in the question refer to personality structure (Bergh & Geldenhuys 2013, chapters 16, 17, 18 & 20).

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

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

      A. independent behaviour based on own standards

      B. accepting people as being good and kind

      C. a person experiencing the community as logical and predictable

      D. assisting society in achieving its potential

Answer Key: B

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

_____ allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations.

    A. Positive emotions

    B. Negative emotions

    C. Thought-action tendency

    D. Non-specific action tendency

Answer Key: B

Feedback: Negative emotions allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations. See section 19.3.2 in your prescribed book.

Question 39 of 50   1.0 Points

Social well-being consists of five facets. Which facet indicates that a person experiences the community as logical and predictable?

    A. Social contribution

    B. Social coherence

    C. Social actualization

    D. Social acceptance

Answer Key: B

Feedback: Social coherence indicates that a person experiences the community as logical and predictable. (p. 416 Section 19.3.1)

Question 40 of 50   1.0 Points

Which theorist stated that treatment is not just fixing what is broken, but also entails nurturing what is best within people?

      A. Rogers

      B. Kelly

      C. Seligman

      D. Strümpfer

Answer Key: C

Feedback: Incorrect. Seligman (1998, cited in Strümpfer, 2005) stated that treatment is not just fixing what is broken, but also entails nurturing what is best within people. See section 19.2 in your prescribed book.

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

If one considers the facets or conditions for positive or good psychological and social well-being, it is clear that in life in general and in work for people to have a state of eudaimonia or a good quality life the following needs, namely _____ must be satisfied.

      A. friendship, love, acceptance and spirituality

      B. personal growth, self-acceptance and social contribution

      C. relatedness, autonomy and competence

D. self-direction, independence and coherence

Answer Key: C

Feedback: Section 19.3.1

Question 42 of 50   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

Feedback: Chapter 19, textbook, section 19.3.1 - Autonomy relates to being confident about your own opinion even if others hold differing views. You need to be able to identify the different facets of subjective well-being from scenarios such as this one.

Question 43 of 50   1.0 Points

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

A. Mastering environmental challenges.

B. Accepting other people irrespective of the fact that they do things differently from you.

C. Affiliating with societal groups such as the parent-teacher associations.

D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

When approaching the study of psychological health, it best to use _____.

A. a pathogenic paradigm

B. a salutogenic paradigm

C. a balanced approach between the pathogenic and salutogenic paradigms

D. an approach that focuses mainly on positive aspects

Answer Key: C

Feedback: Incorrect. It is best to take a balanced view and to use these approaches in a supplementary way. See section 20.3.1 in your prescribed book.

Question 45 of 50   1.0 Points

The _____ approaches can be considered contextual, and explain employee psychological adjustment as the congruence between the employee

and workplace characteristics.

A. socio-cultural

B. stress

C. person-environment-fit

D. resource-based

Answer Key: C

Feedback: Incorrect. The so-called person-environment-fit approaches can be considered contextual, and explain employee psychological adjustment as the congruence between the employee and workplace characteristics. See section 20.3.3 in your prescribed book.

Question 46 of 50   1.0 Points

_____ refers to the level of a person's vocational development, vocational attitudes and decision-making skills at different stages of life.

A. Vocational uncertainty

B. Career plateauing

C. Career maturity

D. Midlife crisis

Answer Key: C

Feedback: Chapter 20, textbook, section 20.6.7 - career maturity refers to the level of a person's vocational development, vocational attitudes and decision-making skills at different stages of life.

Question 47 of 50   1.0 Points

In a systemic emphasis an important principle

is _____, meaning that behaviour has to be interpreted in terms of its functions or meanings where, when and how it happens in a particular environment or situation.

        A. output

        B. input

        C. context

        D. process

Answer Key: C

Feedback: Well done! In a systemic emphasis an important principle is context, meaning that behaviour has to be interpreted in terms of its functions or meanings where, when and how it happens in a particular environment or situation. See Section 20.3.3 in your prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

Which of the following is a symptom of burnout?

        A. Intense difficulty to respond to emotional stimuli

        B. Goal-achievement

        C. A constant need for the company of others

        D. Periods of excitement alternated by periods of depression

Answer Key: A

Question 49 of 50   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

Feedback: The hardy personality exhibits patterns of over commitment to work, often refers to an individual that shows resilience and inner resources that will promote health. (p. 459 Section 20.6.3)

Question 50 of 50   1.0 Points

When a person has phobic reactions towards insects, for example spiders, and then encounters a spider, what causes the stressful fear response in the person?

        A. Acquired behaviour to treat the spider as threatening

        B. The appraisal or perception that the spider is threatening

        C. The mere physical presence of the spider

        D. Other people's reactions towards spiders

Answer Key: B

Feedback: Section 20.3.4

ASSIGNMENT 4(UNIQUE NUMBER 89006)

FIRST

QUESTION 1 OF 50

In the work context, behaviourist theories are applied primarily to –

A.   Motivate and train employees

B.   Understand and influence group dynamics

C.   Classify and assess individual differences

D.   manage and understand diversity

QUESTION 2 OF 50

With the emphasis on technology and information processing in today`s world of work, the- perspective might become more relevant currently than they have been in the past.

A.   Humanistic

B.   Behaviourist

C.   Psychodynamic

D.   Cognitive

QUESTION 3 OF 50

Personality study provides knowledge and framework for dealing with- in various contexts.

A.   Financial management

B.   Maladjustment

C.   Cognitive deficiencies

D.   Human behaviour

QUESTION 4 OF 50

Which perspective/s to personality would argue that employee`s low or high performance is the product of the work environment?

A.   Humanistic

B.   Behaviourism

C.   Trait and type

D.   Psychoanalytical and psychodynamic

PART 2- CHAPTER 13 APPLICATION

QUESTION 5 OF 50

In hypothesis where relationship exists between the personality trait of conscientiousness, work motivation of an employee group, the variables age and gender can be regarded as – moderator variables, which may the relationship.

A.   Occupational

B.   Situational

C.   Criterion

D.   Personal

When a person is described in terms of personality characteristics like introversion, conscientiousness and being a team player, the description stems from the – approach

A.   Humanistic

B.   Cognitive

C.   Trait

D.   Psychodynamic

Sophy has many issues and problems. If we try to analyse her behaviour by investigating the possibility that Sophy inherited a nervous condition from her mother and how this has influenced the development of her personality, we are utilising the –approach to personality.

A.   Biological

B.   Trait

C.   African

D.   Cultural

Bongi, the bookkeeper of a small enterprise, is often called into meetings to report on the outstanding payments of creditors. Her colleagues experience her as shy and soft spoken even in the face of conflict from the manager. When considering the aspects in defining personality, which would you consider as relevant aspect in Bongi`s case?

A.   The external visible or observable physical experiences, behaviour and traits

B.   The dynamic nature of behaviour indicating motivation and change

C.   Possible invisible covert or unconscious behaviours

D.   The uniqueness of each person

PART 3- CHAPTER 14 THEORY

The term – is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

A.   Fixation

B.   Defence mechanism

C.   Unconscious drives

D.   Conflict

How does Jung label the culturally inherited predispositions and experiences that are common to all people on earth?

A.   The collective unconscious

B.   The anima

C.   The animus

D.   The creative self

The- contains the major driving power behind people`s behaviour and is the basis for explaining all behaviour in psychodynamic theory.

A.   Conscious

B.   Preconscious

C.   Unconscious

D.   Superego

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

PART 4- CHAPTER 4 APPLICATION

An adolescent, against his mother`s wishes to first obtain his learner`s license with the Licence department, and his father`s warnings that he will obtain hefty fines if caught by the police, continues to drive his new sports car because, according to him, he likes the feeling of speeding. The father`s response can be associated with the -.

A.   Ego

B.   Super-ego

C.   Shadow

D.   Id

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

A.   Collective unconscious, pleasure principle

B.   Collective unconscious, morality principle

C.   Collective unconscious, reality principle

D.   Collective unconscious, teleological principle

Kevin is very frustrated at work owing to the fact that h is experiencing problems with suppliers. When he gets home, he takes his frustrations out on his family by being rude and impatient with them. This type of defence mechanism is called-

A.   Denial

B.   Regression

C.   Displacement

D.   Rationalisation

PART 5 OF 14-CHAPTER 16 THEORY

Personality which is demonstrated by the way people act in specific situations is a definition proposed by –

A.   Allport

B.   Eysenck

C.   Costa & McCrae

D.   Cattell

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

A.   Trait

B.   Cognitive

C.   Behaviouristic

D.   Humanistic

According to trait/ type psychology, -

A.   Traits that are more or less enduring 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

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

A.   Melancholic

B.   Phlegmatic

C.   Choleric

D.   Sanguine

PART 6 OF 14- CHAPTER 16 APPLICATION

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

A.   Antagonism vs agreeableness

B.   Apprehension vs insecurity

C.   Neuroticism vs emotional stability

D.   Relaxed vs tension

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

A.   Propriate needs

B.   Dynamic traits

C.   Preservative functional autonomy

D.   Propriate functional autonomy

What is the main danger in using type descriptors to explain differences?

A.   It considers only the unconscious processes and ignores the role of the environment

B.   It focuses only on learned, observable behaviour

C.   The uniqueness of people in the way they express themselves may be ignored

D.   It places too much focus on genetic aspects

PART 7 OF 14- CHAPTER 17 THEORY

In humanistic theory, the term ``peak experience`` refers to –

A.   Commitment and satisfactory by doing task or processes

B.   Feelings of excitement based on achieving or experiencing something

C.   Motivation because of living or being

D.   Growth or being needs in people

Kobasa`s concept of ``personal hardiness`` can be defined as –

A.   Behaviour marked by high levels of control, challenge and commitment

B.   Feelings that events are manageable, comprehensible and meaningful

C.   The growth of the psyche into adulthood

D.   A positive view of events

Maslow and Rogers agreed that people strive for growth towards –

A.   Self-efficacy

B.   Will to meaning

C. Belonging

D. Self-actualisation

--focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

A. Behaviourism

B. Cognitive theory

C. Psychoanalysis

D. Humanism

PART 8 OF 14- CHAPTER 17 APPLICATION

If one thinks about the emphasis in marketing and advertising of many services and products, especially in the beauty and fitness fields, which aspect of the human personality do they focus on and which often conveys unfortunate messages to many people?

A. The self-identity

B. The self-schema

C. The bodily self

D. The real self

In humanistic theories it is often emphasised that personality or self-development is strongly impacted on by the quality of relationships and influence from other people in person's experiential field. From the many qualities of such relationships, the concept- best describes the ideal conditions in and during constructive interpersonal situations.

A. Empathy

B. Positive regard

C. Meaningfulness

D. ``I`` and ``me`` experiences

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

A. Personal hardiness

B.   Learned resourcefulness

C.   External locus of control

D.   Self-actualisation

PART 9 OF 14- CHAPTER 18 THEORY

QUESTION 30 OF 50

When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as-.

A.   Fundamental postulate

B.   Constructive alter nativism

C.   A core construct

D.   Cognitive dissonance

QUESTION 31 OF 50

_ are the roles people assume on the basis of how they think others perceive their core constructs.

A.   Self-construct

B.   Core constructs

C.   Core roles

D.   Life roles

QUESTION 32 OF 50

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

A.   Humanistic

B.   Behaviouristic

C.   Psychodynamic

D.   Subjective

QUESTION 33 OF 50

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

Agnes joins a book club, but as the other members are much older than her, she thinks that she will not be able to befriend them. However, when she realises that they also enjoy gardening, which she loves, she is using- when she decides that she might become friends with the group members after all.

A.   A constellatory construct

B.   The fundamental postulate

C.   A pre-emptive construct

D.   A propositional construct

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

Which one of the following relates to a cognitive approach to personality?

A.   Emphasises a subject`s perceptions, especially how these experiences are construed and forms his or her interpretations of things

B.   Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves

C.   Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits

D.   Emphasises a subject`s conscious experiences of the events she or he experiences in everyday

Within the constructs of – eudemonic 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

Which theorist emphasises the concept of ``sense of coherence`` to explain the positive nature of human behaviour as also emphasised by positive psychology?

A.   Bandura

B.   Antonovsky

C.   Allport

D.   Horney

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

The _ is theoretical, interdisciplinary and holistic in that explores both well-being and prevention over the life span within several contexts, including the work context.

A.   Self-determination model

B.   Multi-dimensional model of well-being

C.   Broad and Build Theory

D.   Wheel of Wellness

PART 12 OF 14- CHAPTER 19 APPLICATION

The concept _ indicates that people with more expressed positive emotions and who have and develop more resources to resist stress and other negative influences will be more resilient and able to experience events as more understandable, controllable and meaningful.

A.   Sense of coherence

B.   Self-efficacy

C.   Potency

D.   Optimism

Two concepts that more or less have the same meaning as the salutogenetic concept of ``GRR`` are_

A.   Proactive coping and learned resourcefulness

B.   Fort genesis and meaning providing variables

C.   Psychofortology and anticipatory coping

D.   Benefit finding and agency

The concept of positive psychology is supported by _

A.   Psychoanalysts such as Freud

B.   Cognitive theorist such as Kelly and Miller

C.   Alder, through his idea of striving for superiority

D.   The behaviourist principle of environmental determination

PART 13 OF 14- CHAPTER 20 THEORY

_ is/are characterised by obsessive thoughts or compulsive actions and rituals

A.   Obsessive-compulsive disorders

B.   Post-traumatic stress

C.   Generalised anxiety disorders

D.   Phobic disorders

Psychological illness can be viewed as _

A.   The absence of acute and chronic physical, mental and/or psychological disease and/or impairments

B.   The presence of acute and chronic physical, mental and/or psychological disease and/or impairments

C.   An illness of the physical body

D.   A hereditary illness

In terms of dissociative disorders, dissociative fugue is described as _

A.   Memory loss of important information

B.   Travel to new locations, uncontrolled memory loss of information and identity

C.   Derealisation, detachment from own identity and body

D.   Assumption of two or more personalities

In terms of eating disorders, - is viewed as more of a chronic disease and related to factors such as genetic disposition, fat cells and metabolic rates, lifestyle and psychological factors.

A.   Bulimia nervosa

B.   Anoxeria nervosa

C.   Binge eating

D.   Obesity

PART 14 OF 14- CHAPTER 20 APPLICATION

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 doers Vasi probably have?

A.   Dysthymic depressive disorder

B.   Bipolar affective disorder

C.   Major depressive disorder

D.   Cyclothymic depressive disorder

Work dysfunction or impaired work behaviour is sometimes seen as a defect in the development of – and may be influenced by - , or can be the result of factors in the employee or a combination with factors in the work environment, and may include a wide array of employee emotions, cognitions and behaviours.

A.   The work environment, psychological disorders

B.   The work personality, psychological disorders

C.   Positive psychology, the work personality

D.   The work personality, positive psychology

The difference between over commitment and under commitment to work is based especially in—

A.   How work roles have been learnt and rewarded

B.   The feelings of mania and anxiety in over commitment

C.   The occurrence of physical diseases in under commitment

D.   The impaired of work behaviour in under commitment

SECOND

PART 1 OF 14- CHAPTER 13 THEORY

QUESTION 1 OF 50

According to the—personality theory, human behaviour is characterised by enduring and consistent attributes in the behaviour

A.   Trait

B.   Behaviourist

C.   Psychodynamic

D.   Cognitive

QUESTION 2 OF 50

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

A.   Case history research

B.   Specific personality measures

C.   Employee organisation fit

D.   Longitudinal studies

QUESTION 3 OF 50

Twin and adoption studies were primarily used by the – perspectives to study behaviour

A.   Cognitive and social cognitive

B.   Biological or evolutionary

C.   Trait type

D.   Behaviourist or learning

QUESTION 4 OF 50

Personality study provides knowledge and a framework for dealing with – in various contexts

A. Financial management

B. Maladjustment

C. Cognitive deficiencies

D. Human behaviour

PART 2 OF 14- CHAPTER 13 APPLICATION

QUESTION 5 OF 50

The – theory emphasises differences and similarities between people, while the – perspectives rather concentrate on similarities within a specific culture

A. Trait, social cognitive

B. Humanistic, African

C. Trait, African

D. Humanistic, African

QUESTION 6 OF 50

Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation. This description of Mike relates to the – perspective

A. Psychoanalytic

B. Humanistic

C. Trait

D. Biological

QUESTION 7 OF 50

Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority. This description of Mike relates to the – perspective on personality

A. Behaviourist

B. Humanistic

C. Cognitive

D. Psychodynamic

QUESTION 8 OF 50

There is not a good fit between Mike and his job. This description of Mike refer to the – perspective on personality

A. Psychosocial

B.   Contextual

C.   Cognitive

D.   Humanist

PART 3 OF 14- CHAPTER 14 THEORY

QUESTION 9 OF 50

An important difference between Freud's ideas and that of the later Neo-Freudian`s, is that the Neo-Freudian`s

A.   Strongly believe in the casual influence of biological factors

B.   Emphasise sexual drives more than Freud

C.   Emphasise the determining powers of social factors

D.   Stress the role of the conscious in understanding the unconscious

QUESTION 10 OF 50

Freud argued that human sexuality should be taken into account I – stages of development

A.   The early childhood

B.   All

C.   The adulthood

D.   The adolescent

QUESTION 11 OF 50

According to Jung`s theory, which two of the following concepts DO NOT fit his description of the functions which generally develop in all people`s personalities?

A.   Introversion and sensing

B.   Feeling and thinking

C.   Openness and conscientiousness

D.   Introversion and extroversion

QUESTION 12 OF 50

Psychoanalysis emphasises the impact of – experiences on adults' behaviour and the impact of thee – on behaviour, personality and motivation

A.   Childhood, environment

B.   Childhood, unconscious

C.   workplace environment

D.   workplace, unconscious

PART 4 OF 14- CHAPTER 14 APPLICATION

While listening to your supervisor advising your sales team to enjoy the pleasures of the work and the advantages of being part of the successful company, but also to mind the pitfalls and rules which bound each employee`s behaviour advocating a – model postulated by -.

A.   Five factor, Freud

B.   Conflict, Jung

C.   Five factor, Jung

D.   Conflict, Freud

Ashley does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she act somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashley probably has a/an - fixation

A.   Oral

B.   Latent

C.   Genital

D.   Phallic

--manifest when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrate

A.   Repression, reaction formation

B.   Intellectualisation, reaction formation

C.   Reaction formation, intellectualisation

D.   Reaction formation, repression

PART 5 OF 14- CHAPTER 16 THEORY

The – study personality in terms of typical characteristics rather than acquired behaviour

A.   Ego psychologist

B.   Social psychological theorists

C.   Behaviourist

D.   Trait theory

QUESTION 17 OF 50

Which factor in the Five-Factor model is consistently related to performance across many jobs?

A.   Agreeableness

B.   Conscientiousness

C.   Neuroticism

D.   Openness to experience

QUESTION 18 OF 50

According to the trait/type psychology-

A.   Traits that are more or less enduring 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 the situations because of the consistency in traits

QUESTION 19 OF 50

Cattell describes – as a trait that may be present in many people and in various situations

A.   Common traits

B.   Source traits

C.   Surface traits

D.   Unique traits

PART 6 OF 14- CHAPTER 16 APPLICATION

QUESTION 20 OF 50

At work, Barney`s door is always closed. When people knock on the door, ne doesn't answer. His colleagues sometimes wonder what he is up to behind closed doors all the time. Even though he is allowed to work flexitime, he always takes lunch between one and two, and leaves the office at exactly four o'clock. Colleagues have also noticed that his desk is always extremely tidy. Using Eyseneck`s Three Factor Model as a guide, identify the traits which Barney displays

A.   Extroverted, achievement oriented, unhappy, low self-esteem

B.   Introverted, perfectionist (not impulsive), obsessive

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

D.   Extroverted, achievement oriented, aggressive, anxious, lacking reflection

Trait concepts which manifest in most people and across groups, cultures and situations and are often measured by personality questionnaires to compare people in general are referred to as –

A.   Common and central traits

B.   Cardinal and source traits

C.   Personal dispositions and surface traits

D.   Common and secondary traits

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's skills, because he tends to dominate others. He gets things done though, and that is a blessing. Using Eyseneck`s Three Factor Model as a guide, identify the traits which Enoch displays

A.   Extroverted, achievement oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative

B.   Introverted, perfectionist (not impulsive), obsessive

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

D.   Extroverted, achievement oriented, aggressive, anxious, lacking reflection

PART 7 OF 14- CHAPTER 17 THEORY

In humanistic theory, the term "umwelt" refers to-

A.   People being in their world

B.   Aspects related to a specific culture

C.   The study of people's conscious experience

D.   People's external world

In humanistic theory, the term "phenomenology" refers to –

A.   People being in their world

B.   Attributes people link to their personalities

C.   Aspect shared by all cultures

D.   The study of people's conscious experience

Various forms of the self-concept ideas are used by different human theorists. Who sees self-concept as what the individual likes to be?

A.   Rogers

B.   James

C.   Cooley

D.   Mead

In humanistic theory the term "flow experience" refers to –

A.   Commitment and satisfaction through the completion of task or processes

B.   Feelings of excitement based on achieving or experiencing some things

C.   Basic physiological safety needs

D.   Motivation because of living being

PART 8 OF 14- CHAPTER 17 APPLICATION

When the employees of Delphi Corporation went for their year-end celebration party, their kombi was hijacked. As a result, many of the employees experienced emotional problems which impacted on their work productivity. The two industrial psychologist who were called in to conduct debriefing and counselling sessions, worked from different perspectives in the session. One counsellor emphasised the positive and healing characteristics of the session with all its related attributes of unconditional acceptance and congruence. This is in line with – approach

A.   Psychoanalytic

B.   Learning

C.   Humanistic

D.   Constructive alter nativist

In a performance management session a supervisor is impressed by a young student's hardiness and her belief in her dreams and capabilities of becoming a veterinarian despite a physical disability and a lack of funds. This student's motivation may arguably be best explained by her feelings and beliefs of being---

A.   Self-efficacious

B.   Self-actualisation

C.   Self-transcendent

D.   Free-willed

QUESTION 29 OF 50

In a very difficult work situation after a terrible economic decline and many job losses you were astonished at how two young employees remained positive and were willing to try many things and to work smarter in less time just to get things going again. According to existential ideas on motivation these young employees have illustrated—values

A.   Actualising

B.   Creative

C.   Attitude

D.   Experiential

PART 9 OF 14- CHAPTER 18 THEORY

QUESTION 30 OF 50

The concept of "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 a meaningful content

D.   The realisation of what the schemas in the core meaning system are

QUESTION 31 OF 50

In Mischel theory – are the different rules or standards that people adopt to regulate their behaviour?

A.   Self-control system and plans

B.   Goals and subjective values

C.   Encoding strategies

D.   Expectancies

QUESTION 32 OF 50

People create their own view of the world and they act according to this knowledge and perception. This is known as –

A.   Core constructs

B.   Personal constructs

C.   Common perceptions

D.   Information processing

Festinger sees basic motivation as an attempt to reduce-

A.   Cognitive dissonance

B.   Inner harmony

C.   Self-consistency

D.   Meaning systems

PART 10 OF 14- CHAPTER 18 APPLICATION

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

A.   Fragmentation

B.   Choice

C.   Range

D.   Dichotomy

Based on the 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 construct

D.   A person's meanings systems do not have a sufficient range which leaves them unable to cope and predict the future

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

QUESTION 37 OF 50

The process of absorption, vigour and dedication are used to describe a certain type of involvement in executing a job task, known as –

A.   Self-efficacy

B.   Flow

C.   Engagement

D.   Hardiness

QUESTION 38 OF 50

According to the complete mental health state model, complete mental health is a condition which combines the symptoms of –

A.   High levels of emotional, psychological and social well-being as well as the absence of a recent psychological disorders

B.   High levels of emotional, psychological and social well-being as well as the diagnosis of a recent psychological disorders

C.   Low levels of emotional, psychological and social well-being as well as the absence of recent psychological disorders

D.   Low levels of emotional, psychological and social well-being as well as the diagnosis of a recent psychological disorders

QUESTION 39 OF 50

With regard to psychological and social well-being the term "social coherence" 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

QUESTION 40 OF 50

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

A.   Hedonism

B.   Health

C.   Salutogenesis

D.   Well-being

PART 12 0F 14- CHAPTER 19 APPLICATION

QUESTION 41 OF 50

Which of the concepts of psychology and social well-being in the four alternatives explains the behaviour and attitude of the person in the following example? Cecilia finds that contributing effectively to her community is a great source of comfort for her.

A.   Social actualisation

B.   Social contribution

C.   Social coherence

D.   Self-acceptance

QUESTION 42 OF 50

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 contribution from the – perspective to positive psychology

A.   Humanistic

B.   Psychoanalytical

C.   Cognitive

D.   Behaviourism

QUESTION 43 OF 50

Zanele is patient with people because she believes that people are generally kind, even though their behaviour can be confusing at times. This facet of social well-being is known as social

A.   Acceptance

B.   Actualisation

C.   Integration

D.   Contribution

PART 13 OF 14- CHAPTER 20 THEORY

QUESTION 44 OF 50

In the theory related to stress models, the term "chronic stress" refers to –

A.   Stress manifesting continuously across time

B.   Sudden, serious stress experiences

C.   Stress associated with negative consequences

D.   Stress perceived positively

QUESTION 45 OF 50

Which stage in Weiss and Mirin's suggested stages of alcohol dependence, does this description refer to? This stage involves loss of control over the substance use, and often a near-total loss of all life interests. All that matters is a compulsive need to experience relief and to acoid possible withdrawal effects.

A.   Stage 1

B.   Stage 2

C.   Stage 3

D.   Stage 4

QUESTION 46 OF 50

Psychological illness can be viewed as –

A.   The absence of acute and chronic physical, mental and/or psychological disease and/or impairments

B.   The presence of acute and chronic physical, mental and/or psychological disease and/or impairments

C.   An illness of the physical body

D.   A hereditary illness

QUESTION 47 OF 50

The –approaches can be considered contextual, and explain employee psychological adjustment as the congruence between the employee and workplace characteristics

A.   Socio-cultural

B.   Stress

C.   Person-environment

D.   Resource-based

PART 14 OF 14- CHAPTER 20 APPLICATION

QUESTION 48 OF 50

In your workplace you have become aware of a few individuals on a middle management level who represent a pressure group that sometimes exerts a powerful and often negative influence. You have noticed that it impacts on employee and group synergy and functioning. You also think that this group does not consider and respect the ways in which things are done in the organisation, and how employees are expected to behave. In this scenario the mentioned pressure group as a powerful influence in systems theory is referred to as --, while the ways of doing things and expected behaviour in an organisation are collectively referred to as –

A.   Coalition, organisational climate

B.   Organisational climate, coalition

C.   Coalition, context

D.   Context, coalition

QUESTION 49 OF 50

Frank has continually refused offers of promotion in his company while Felicia has an intense need for promotion. Frank is displaying behaviour linked to – and Felicia is displaying behaviour linked to –

A.   Over-commitment, under-commitment

B.   An A-type personality, under-commitment

C.   Under-commitment, B-type personality

D.   Under-commitment, over-commitment

QUESTION 50 OF 50

Interventions in the work context that focus on faulty learned responses of workers have been criticised because they treat the symptoms rather than the cause. This personality approach referred to here is the – approach

A.   Existential

B.   Stress

C.   Behaviourist

D.   Psychodynamic

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

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

A. the candidate's personal history

B. an interview with the candidate

C. standardised tests or experiments

D. ratings by the candidate's colleagues

Answer Key: D

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

Question 2 of 50   1.0 Points

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

A. unconscious

B. inherited biological

C. social

D. cultural

Answer Key: B

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

Question 3 of 50   1.0 Points

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

A. the heuristic value of theories

B. environmental influences on personality

C. parsimony in personality theories

D. the influence of biological factors

Answer Key: B

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

Question 4 of 50   1.0 Points

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

A. Moderator

B. Biographical

C. Classic personality

D. Criterion

Answer Key: D

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

Question 5 of 50   1.0 Points

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

        A. Explain the early childhood experiences that influence your current behaviour.

        B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

        C. Indicate how you make your own choices in your striving to experience meaning.

        D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

Question 6 of 50   1.0 Points

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

        A. psychoanalytic

        B. psychosocial

        C. humanist

        D. behaviourist

Answer Key: B

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

Question 7 of 50   1.0 Points

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

A. psychodynamic

B. behaviourist

C. humanist

D. trait

Answer Key: D

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

Question 8 of 50   1.0 Points

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

A. African and Asian

B. humanistic

C. behaviourist

D. psychodynamic

Answer Key: D

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

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

       A. Freud

       B. Erikson

       C. Adler

       D. Horney

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50   1.0 Points

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

A. strongly believe in the causal influence of biological factors

B. emphasise sexual drives more than Freud

C. emphasise the determining powers of social factors

D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

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

A. unconscious

B. conscious

C. preconscious

D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

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

A. Self-disclosure and feedback

B. Social and cultural influences

C. Inherited biological instincts

D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

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

A. collective unconscious; pleasure principle

B. collective unconscious; morality principle

C. collective unconscious; reality principle

D. collective unconscious; teleological principle

Answer Key: D

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

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

        A. moving against people

        B. moving with people

        C. moving towards people

        D. moving away from people

Answer Key: A

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

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

        A. Archetypes

        B. Internal morality

        C. Regression

        D. Persona

Answer Key: A

Feedback: Good! Jung's personal unconscious resembles a blend of Freud's unconscious and preconscious. The collective unconscious was an extension of Freud's unconscious. Jung believed that

the collective unconscious contained archetypes, which are culturally inherited predispositions to perceive, act and think in certain ways. See section 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

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

      A. melancholic

      B. phlegmatic

      C. choleric

      D. sanguine

Answer Key: D

Question 17 of 50   1.0 Points

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

      A. extroversion vs introversion

      B. neuroticism vs emotional stability

      C. conscientiousness vs lack of direction

      D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Question 18 of 50   1.0 Points

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

      A. attitudes

      B. sentiments

      C. ergs

      D. traits

Answer Key: C

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

Question 19 of 50   1.0 Points

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

      A. correlate personality traits and maladjustment

      B. predict performance based on personality traits

      C. identify similarities and differences in people

      D. provide empirical data on maladjustment

Answer Key: B

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

An important assumption according to trait psychology is that _____.

          A. more or less enduring traits provide people with an identifiable personality profile across time and situations

          B. traits recognisable in people are foremost learned behaviour influenced by the environment

          C. genetic factors may only have a determining effect with regard to intellectual personality traits.

          D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

Question 21 of 50   1.0 Points

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

          A. behaviourist

          B. cognitive

          C. trait

          D. humanistic

Answer Key: C

Feedback: Ch 16, sect 16.4

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

        A. antagonism vs agreeableness

        B. apprehension vs insecurity

        C. neuroticism vs emotional stability

        D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

Part 7 of 14 - Chapter 17 Theory 4.0 Points

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

        A. higher level

        B. spiritual

        C. deficiency/primary

        D. growth/secondary

Answer Key: C

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

Question 24 of 50   1.0 Points

In humanistic theory, the term etics refers to _____.

    A. people being in their world

    B. aspects shared by all cultures

    C. the study of people's conscious experiences

    D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 25 of 50   1.0 Points

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

    A. behaviourism

    B. humanistic

    C. cognitive

    D. trait

Answer Key: B

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

      A. self-determination

      B. unconditional positive regard

      C. the will to meaning

      D. life stages

Answer Key: B

Part 8 of 14 - Chapter 17 Application   3.0 Points

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

      A. People's subjective and phenomenological experiences are important

      B. People have innate goodness and potential to self-actualise

      C. People must be understood in terms of certain elements in personality

      D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

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

A. Emphasising and understanding people's previous traumatic experiences.

B. Amending job designs to ensure that people find it more meaningful.

C. Using self-concepts to assess and select people for jobs and promotion.

D. Enabling employees to learn from others in their work environment.

Answer Key: B

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

Fortigenesis relates to _____.

A. resilience

B. unconditional positive regard

C. self-actualisation

D. affiliation

Answer Key: A

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

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

        A. an identity crisis, with widespread changes in core roles

        B. something that violates the core role

        C. holding on to invalid constructs

        D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Question 31 of 50   1.0 Points

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

        A. questions asked and answers found

        B. unconscious forces

        C. reward and punishment of behaviour

        D. passive response

Answer Key: A

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

Question 32 of 50   1.0 Points

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

A. becoming aware of stimuli before the moment and meaning is gone.

B. interpreting and giving meaning to internal and external stimuli.

C. the process of obtaining and receiving information and integrating information into meaningful contents.

D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Feedback: Section 18.5

Question 33 of 50   1.0 Points

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

A. overcome their childhood fixations

B. strive for meaning in life

C. define a set of constructs that best enables them to predict

events

D. develop virtues and characteristics which will enable them to achieve well-being in all life roles

Answer Key: C

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

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

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

       A. fragmentation

       B. choice

       C. range

       D. dichotomy

Answer Key: D

Question 35 of 50   1.0 Points

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

A. The employee will only work harder to perform even better in order to prove his point.

B. He will bring complaints of unfair labour practice against the management.

C. The employee will not perform up to his usual standards or what is expected of him.

D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Feedback: Section 18.4.3

Question 36 of 50   1.0 Points

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

A. They cannot solve conflicts from their past traumatic experiences.

B. Their ways of thinking are not applicable to more or all situations and events.

C. They rely too much on defence mechanisms and C-P-C cycles.

D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

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

A. accepting people as being good and kind

B. a person experiencing the community as logical and predictable

C. a sense of direction towards specific goals

D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

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

A. a sense of coherence

B. positive coping

C. hardiness

D. learned resourcefulness

Answer Key: A

Question 39 of 50   1.0 Points

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

A. positive emotion

B. generalised resistance resource

C. well-being construct

D. life stressor

Answer Key: B

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

Question 40 of 50   1.0 Points

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

A. positive, absorbed commitment

B. protected use of strengths

C. confidence in capacities to achieve, like self-efficacy

D. strengths to reach out, beyond oneself

Answer Key: A

Feedback: Section 19.5.5

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

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

A. Mastering environmental challenges.

B. Accepting other people irrespective of the fact that they do things differently from you.

C. Affiliating with societal groups such as the parent-teacher associations.

D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Question 42 of 50   1.0 Points

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

A. Locus of control

B. Sense of coherence

C. Learned resourcefulness

D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50   1.0 Points

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

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

A. borderline, psychopath and sociopath

B. obsessive-compulsive, avoidant and dependant

C. narcissistic, antisocial and histrionic

D. paranoid, schizoid and shizotypical

Answer Key: C

Question 45 of 50   1.0 Points

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

A. The social readjustment scale

B. Systems-interactional model

C. General Adaptation Syndrome

D. Diagnostic Statistical Manual

Answer Key: D

Question 46 of 50   1.0 Points

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

A. Demands-Control

B. Demands-and-Resources

C. Job-Characteristics

D. Risk-Management

Answer Key: A

Question 47 of 50   1.0 Points

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

A. IV; 1; V

B. 1; II; III

C. 1; III; V

D. IV; 1; III

Answer Key: A

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

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

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

         A. Paranoid personality

         B. Antisocial personality

         C. Narcissistic personality

         D. Schizotypical personality

Answer Key: D

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

Question 49 of 50   1.0 Points

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

         A. aspirations that are too low

         B. creating intimate relationships or other non-work roles

         C. weak abilities and poor creative ability

D. obsessive-compulsive personality characteristics

Answer Key: D

Question 50 of 50   1.0 Points

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

      A. post-traumatic stress disorder

      B. delusional disorder

      C. dissociative amnesia

      D. dissociative identity disorder

Answer Key: B

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

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

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

A. the candidate's personal history

B. an interview with the candidate

C. standardised tests or experiments

D. ratings by the candidate's colleagues

Answer Key: D

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

Question 2 of 50   1.0 Points

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

A. unconscious

B. inherited biological

C. social

D. cultural

Answer Key: B

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

Question 3 of 50   1.0 Points

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

A. the heuristic value of theories

B. environmental influences on personality

C. parsimony in personality theories

D. the influence of biological factors

Answer Key: B

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

Question 4 of 50   1.0 Points

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

A. Moderator

B. Biographical

C. Classic personality

D. Criterion

Answer Key: D

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

Question 5 of 50   1.0 Points

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

        A. Explain the early childhood experiences that influence your current behaviour.

        B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

        C. Indicate how you make your own choices in your striving to experience meaning.

        D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

Question 6 of 50   1.0 Points

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

        A. psychoanalytic

        B. psychosocial

        C. humanist

        D. behaviourist

Answer Key: B

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

Question 7 of 50   1.0 Points

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

      A. psychodynamic

      B. behaviourist

      C. humanist

      D. trait

Answer Key: D

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

Question 8 of 50   1.0 Points

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

      A. African and Asian

      B. humanistic

      C. behaviourist

D. psychodynamic

Answer Key: D

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

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

      A. Freud

      B. Erikson

      C. Adler

      D. Horney

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50   1.0 Points

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

A. strongly believe in the causal influence of biological factors

B. emphasise sexual drives more than Freud

C. emphasise the determining powers of social factors

D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

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

A. unconscious

B. conscious

C. preconscious

D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

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

A. Self-disclosure and feedback

B. Social and cultural influences

C. Inherited biological instincts

D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

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D. collective unconscious; teleological principle

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Question 14 of 50   1.0 Points

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      B. moving with people

      C. moving towards people

      D. moving away from people

Answer Key: A

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

Question 15 of 50   1.0 Points

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

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      C. Regression

      D. Persona

Answer Key: A

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Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

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       A. melancholic

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       C. choleric

       D. sanguine

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Question 17 of 50   1.0 Points

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       A. extroversion vs introversion

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       C. conscientiousness vs lack of direction

       D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Question 18 of 50   1.0 Points

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

A. attitudes

B. sentiments

C. ergs

D. traits

Answer Key: C

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

Question 19 of 50   1.0 Points

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

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B. predict performance based on personality traits

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Part 6 of 14 - Chapter 16 Application   3.0 Points

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B. traits recognisable in people are foremost learned behaviour influenced by the environment

C. genetic factors may only have a determining effect with regard to intellectual personality traits.

D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

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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

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

A. antagonism vs agreeableness

B. apprehension vs insecurity

C. neuroticism vs emotional stability

D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

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

A. higher level

B. spiritual

C. deficiency/primary

D. growth/secondary

Answer Key: C

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

Question 24 of 50   1.0 Points

In humanistic theory, the term etics refers to _____.

          A. people being in their world

          B. aspects shared by all cultures

          C. the study of people's conscious experiences

          D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

Question 25 of 50   1.0 Points

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

          A. behaviourism

          B. humanistic

          C. cognitive

          D. trait

Answer Key: B

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

      A. self-determination

      B. unconditional positive regard

      C. the will to meaning

      D. life stages

Answer Key: B

Part 8 of 14 - Chapter 17 Application   3.0 Points

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

      A. People's subjective and phenomenological experiences are important

      B. People have innate goodness and potential to self-actualise

      C. People must be understood in terms of certain elements in personality

      D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

Question 28 of 50   1.0 Points

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

        A. Emphasising and understanding people's previous traumatic experiences.

        B. Amending job designs to ensure that people find it more meaningful.

        C. Using self-concepts to assess and select people for jobs and promotion.

        D. Enabling employees to learn from others in their work environment.

Answer Key: B

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

Question 29 of 50   1.0 Points

Fortigenesis relates to _____.

        A. resilience

        B. unconditional positive regard

        C. self-actualisation

        D. affiliation

Answer Key: A

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   1.0 Points

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

        A. an identity crisis, with widespread changes in core roles

        B. something that violates the core role

        C. holding on to invalid constructs

        D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Question 31 of 50   1.0 Points

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

        A. questions asked and answers found

        B. unconscious forces

        C. reward and punishment of behaviour

        D. passive response

Answer Key: A

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

Question 32 of 50   1.0 Points

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

   A. becoming aware of stimuli before the moment and meaning is gone.

   B. interpreting and giving meaning to internal and external stimuli.

   C. the process of obtaining and receiving information and integrating information into meaningful contents.

   D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Feedback: Section 18.5

Question 33 of 50   1.0 Points

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

   A. overcome their childhood fixations

   B. strive for meaning in life

   C. define a set of constructs that best enables them to predict

events

D. develop virtues and characteristics which will enable them to achieve well-being in all life roles

Answer Key: C

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

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

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

       A. fragmentation

       B. choice

       C. range

       D. dichotomy

Answer Key: D

Question 35 of 50   1.0 Points

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

A. The employee will only work harder to perform even better in order to prove his point.

B. He will bring complaints of unfair labour practice against the management.

C. The employee will not perform up to his usual standards or what is expected of him.

D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Feedback: Section 18.4.3

Question 36 of 50   1.0 Points

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

A. They cannot solve conflicts from their past traumatic experiences.

B. Their ways of thinking are not applicable to more or all situations and events.

C. They rely too much on defence mechanisms and C-P-C cycles.

D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

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

       A. accepting people as being good and kind

       B. a person experiencing the community as logical and predictable

       C. a sense of direction towards specific goals

       D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

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

       A. a sense of coherence

       B. positive coping

       C. hardiness

       D. learned resourcefulness

Answer Key: A

Question 39 of 50   1.0 Points

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

       A. positive emotion

B. generalised resistance resource

C. well-being construct

D. life stressor

Answer Key: B

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

Question 40 of 50   1.0 Points

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

A. positive, absorbed commitment

B. protected use of strengths

C. confidence in capacities to achieve, like self-efficacy

D. strengths to reach out, beyond oneself

Answer Key: A

Feedback: Section 19.5.5

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

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

A. Mastering environmental challenges.

B. Accepting other people irrespective of the fact that they do things differently from you.

C. Affiliating with societal groups such as the parent-teacher associations.

D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Question 42 of 50   1.0 Points

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

A. Locus of control

B. Sense of coherence

C. Learned resourcefulness

D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50   1.0 Points

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

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

A. borderline, psychopath and sociopath

B. obsessive-compulsive, avoidant and dependant

C. narcissistic, antisocial and histrionic

D. paranoid, schizoid and shizotypical

Answer Key: C

Question 45 of 50   1.0 Points

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

A. The social readjustment scale

B. Systems-interactional model

C. General Adaptation Syndrome

D. Diagnostic Statistical Manual

Answer Key: D

Question 46 of 50   1.0 Points

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

A. Demands-Control

B. Demands-and-Resources

C. Job-Characteristics

D. Risk-Management

Answer Key: A

Question 47 of 50   1.0 Points

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

A. IV; 1; V

B. 1; II; III

C. 1; III; V

D. IV; 1; III

Answer Key: A

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

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   1.0 Points

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

        A. Paranoid personality

        B. Antisocial personality

        C. Narcissistic personality

        D. Schizotypical personality

Answer Key: D

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

Question 49 of 50   1.0 Points

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

        A. aspirations that are too low

        B. creating intimate relationships or other non-work roles

        C. weak abilities and poor creative ability

D. obsessive-compulsive personality characteristics

Answer Key: D

Question 50 of 50   1.0 Points

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

A. post-traumatic stress disorder

B. delusional disorder

C. dissociative amnesia

D. dissociative identity disorder

Answer Key: B

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

4 Assignment 04 (Unique number 890068)

Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50

1.0 Points

The _____ theories are primarily applied in the area of assessment of work competencies in the work context.

   A. behaviouristic or learning

   B. cognitive and social-cognitive

Correct   C. trait and type

   D. psychodynamic or psychoanaltytic

 Answer Key: C

 Feedback: Yes! This approach is mainly emphasised in workplace applications, especially in the area of individual differences with a view to assess work competencies. See section 13.3.4

1.0 Points

A criticism of the _____ theory, is that it is merely descriptive and does not provide reasons for behaviour and personality development.

   A. trait

Incorrect   B. cognitive

   C. psychodynamic

   D. behaviourist

 Answer Key: A

 Feedback: This is one of the main criticisms regarding trait theory: Traits are descriptive only and do not explain much about the why and how or underlying dynamics of personality and behaviour. See section 13.3.4

1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

Incorrect   A. Behaviourist

   B. Cognitive

   C. Psychodynamic

   D. Trait

Answer Key: B

 Feedback: According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.3.5

Question 4 of 50

1.0 Points

According to the _____ personality theories, people are rational and thinking, and form their own personalities and destinies by changing constructs, processes and schemas about reality.

   A. psychodynamic

   B. trait

Correct   C. cognitive

   D. behaviouristic

 Answer Key: C

 Feedback: Good work! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.3.5.

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50

1.0 Points

Initially when Susan arrived at work late, it did not cause any problems and her boss did not rebuke her. Her consequent behaviour of continuous late-coming was therefore reinforced by the lack of punishment. This description of Susan relates to the _____ perspective on personality.

   A. psychodynamic

Correct   B. behaviourist

   C. humanistic

   D. trait

 Answer Key: B

 Feedback: Well done! Susan did not receive any punishment for coming late, which fostered her tardiness. She will probably keep coming late until some negative consequence is applied. See section 13.3.2

Question 6 of 50

1.0 Points

When a person is described in terms of personality characteristics like introversion, conscientiousness and being a team player, the description stems from the _____ approach.

   A. humanistic

   B. cognitive

Correct   C. trait

   D. psychodynamic

 Answer Key: C

 Feedback: Yes! In trait theory, many personality traits and its consistency in people and across time and situations have been verified by research, as well as the work-relatedness of personality traits. See seection 13.3.4

Question 7 of 50

1.0 Points

David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. The environmental influence being displayed here is _____.

   A. cultural membership

   B. social affiliations outside the family

Correct   C. family influence

   D. learned competitiveness

 Answer Key: C

 Feedback: Yes! Regarding family influences, the developing child's parents, especially the child's parents and other primary care-givers, provide the type of psychological and social examples, models and rewards that will either enhance or inhibit healthy personality and career development. Every child in a family may have different experiences, which together with genetic differences may explain personality and behavioural differences. See section 13.5.2

Question 8 of 50

1.0 Points

After a lengthy research and assessment process, a theorist describes personality in terms of a profile of various attributes and behaviours. He/she is arguably emphasing the _____ domain of personality.

   A. developmental

Correct   B. structural

   C. motivational

D. adjustment

Answer Key: B

Feedback: Well done! "Structure" refers to the basic building blocks that constitute personality and how they are organised. . Structural concepts partly determine concepts for motivation, development, assessment and research. See section 13.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

The anal-retentive personality type is characterised by _____.

   A. stubborn, stingy and methodical behaviour

Incorrect   B. destructive, impulsive and disorderly behaviour

   C. arrogance and boastfulness

   D. argumentative, pessimistic and sarcastic behaviour

Answer Key: A

Question 10 of 50

1.0 Points

The _____ contains the major driving power behind people's behaviour and is the basis for explaining all behaviour in psychodynamic theory.

   A. conscious

Incorrect   B. preconscious

   C. unconscious

   D. superego

Answer Key: C

Feedback: Section 14.4

Question 11 of 50

1.0 Points

Freud compared _____ to the tip of an iceberg.

   A. the id

   B. the ego

   C. unconsciousness

Correct   D. consciousness

 Answer Key: D

 Feedback: Section 14.3

Question 12 of 50

1.0 Points

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

   A. Self-disclosure and feedback

Correct   B. Social and cultural influences

   C. Inherited biological instincts

   D. Sex and aggression instincts

 Answer Key: B

 Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 of 50

1.0 Points

The process referred to as _____ means that people across their life span achieve a greater sense of the self and realise what their strengths are.

   A. teleological principle

   B. psychosexual development

   C. introversion

Correct   D. individuation

 Answer Key: D

 Feedback: Good work! Jung's concept of individuation denotes the growth process, during which people develop certain attitudes and functions. Combinations of these are known as introversion and extroversion personality types. These concepts are still used in measuring and classifying human behaviours. See section 14.7

Question 14 of 50

1.0 Points

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

Correct   A. moving against people

   B. moving with people

   C. moving towards people

   D. moving away from people

 Answer Key: A

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

Question 15 of 50

1.0 Points

Which one of the following archetypes from Jung's theory corresponds with Freud's concept of the id?

   A. The persona

   B. The anima

   C. The animus

Correct   D. The shadow

 Answer Key: D

 Feedback: Yes! The shadow corresponds with Freud's

 id, in that it consists of inherited biological

 instincts. Immoral and passionate impulses emanate

 largely from the shadow, as with Freud's id). If you want to read more about Jung's archetypes, the site http://psychology.about.com/od/personalitydevelopment/tp/archetypes.htm explains it in everyday terms. See section 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Perspectives in personality study which are also referred to as dimensional or dispositional approaches are commonly known as _____ theories.

   A. psychoanalytical

Correct   B. trait

   C. behaviourist

D. cognitive

Answer Key: B

Feedback: Prescribed book, section 16.2

Question 17 of 50

1.0 Points

Which factor in the Five-Factor Model is closely related to job factors such as social interaction and training proficiency?

   A. Openness to experience

   B. Conscientiousness

   C. Agreeableness

Incorrect   D. Extroversion

 Answer Key: B

Question 18 of 50

1.0 Points

The MBTI is a scale which measures _____.

   A. numerical ability

Correct   B. personality type

   C. emotions

   D. verbal reasoning ability

 Answer Key: B

 Feedback: Ch 16.5.3. p361

Question 19 of 50

1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

   A. cardinal traits

   B. proprium traits

Correct   C. central traits

   D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

1.0 Points

Trait psychology's largest contribution/s to the science of Psychology is probably _____.

A. the research on the non-conscious aspects of personality.

B. the establishment of a 3 - and 16 - factor explanation for personality.

C. classification and measurement of individual differences.

Incorrect   D. the explanations of the dynamics of personality by means of a five factor model.

Answer Key: C

Feedback: Ch 13, sect 13.3.4, p 296

1.0 Points

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

A. antagonism vs agreeableness

B. apprehension vs insecurity

Correct   C. neuroticism vs emotional stability

D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

1.0 Points

As a line manager you advise the recruitment agency that you need a supervisor in your small sized marketing company who shows moderate, but calculated, risk-taking behaviour, values profit as a measure of success and shows initiative in identifying opportunities in the market. Your profiling is primarily based on a/an _____ description of personality.

A. managerial

B. consumer-focused

C. work-related

Correct   D. entrepreneurial

Answer Key: D

Feedback: Prescribed book, section 16.5.1

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

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

A. responsive

Correct   B. rational

C. emotional

D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 24 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

A. commitment and satisfaction by doing tasks or processes

Correct   B. feelings of excitement based on achieving or experiencing something

C. motivation because of living or being

D. growth- or being needs in people

Answer Key: B

Feedback: Section 17.6.2

Question 25 of 50

1.0 Points

In humanistic theory, the term umwelt refers to _____.

Incorrect   A. people being in their world

B. aspects related to a specific culture

C. the study of people's conscious experiences

D. people's external world

Answer Key: D

 Feedback: Section 17.2

Question 26 of 50

1.0 Points

Based on the humanistic approach and especially Frankl's theory, people should not allow circumstances or situations to dominate them; they should rather _____ it, in order to find meaning in life.

   A. transcend

Incorrect   B. embrace

   C. ignore

   D. enjoy

 Answer Key: A

 Feedback: Oops, that's wrong. Self-transcendence indicates people's ability to rise above themselves and circumstances in order to grow or find meaning in life. See section 17.5 in your prescribed book.

Part 8 of 14 - Chapter 17 Application 3.0

Question 27 of 50

1.0 Points

If an employee experiences job dissatisfaction because she feels her job is boring, aimless and does not offer any scope and hope for growth and development, which of the following feelings and cognitions best reflects her work experience?

   A. I will solve my boring job by asking for an increase in salary.

Correct   B. My work and work processes are meaningless.

   C. If only I get more recognition I will be satisfied.

   D. I should have been promoted long ago.

 Answer Key: B

 Feedback: Section 17.6.2

Question 28 of 50

1.0 Points

If one thinks about the emphasis in marketing and in advertising of many services and products, especially in the beauty and fitness fields, which aspect of the human personality do they focus on and which often conveys unfortunate messages to many people?

   A. The self-identity

Incorrect   B. The self-schema

   C. The bodily self

   D. The real self

 Answer Key: C

 Feedback: Section 17.4

Question 29 of 50

1.0 Points

The humanistic perspective emphasises principles similar to those of _____.

   A. behaviourism

   B. the cognitive perspective

Correct   C. Gestalt psychology

   D. psychoanalysis

 Answer Key: C

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called _____.

Correct   A. a propositional construct

   B. a constellatory construct

   C. encoding strategies

   D. a pre-emptive construct

 Answer Key: A

Question 31 of 50

1.0 Points

Which corollary is concerned with an individual's freedom of choice?

A. The dichotomy corollary

Correct   B. The choice corollary

C. The experience corollary

D. The individuality corollary

Answer Key: B

Feedback: The choice corollary concerns individuals' freedom of choice. Personal constructs help a person to predict the future. There are two ways to do this. Firstly, a person could clarify his/her present constructs, thereby narrowing his/her world for the sake of security. Secondly, the adventurous route may be chosen if the person explores new aspects of life (Bergh & Geldenhuys, 2013, section 18.5.3.5).

Question 32 of 50

1.0 Points

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

A. exposure/openness to new information

Correct   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

Feedback: Section 18.5

Question 33 of 50

1.0 Points

Which corollary is evident in constructs that are based on two opposite poles, such as rich and poor?

Correct   A. The dichotomy corollary

B. The choice corollary

C. The experience corollary

D. The individuality corollary

Answer Key: A

Feedback: All personal constructs are bipolar or dichotomous. Each one is specified in terms of two opposite poles, for example "love versus hate" or "productive versus unproductive" (Bergh & Geldenhuys, 2013, section 18.5.3.4).

Part 10 of 14 - Chapter 18 Application 3.0 Points

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 _____.

Correct   A. cognitive modifiability

   B. cognitive control in performance

   C. performance after training in verbal and numerical training

   D. circumspection and control

 Answer Key: A

 Feedback: Section 18.7

Question 35 of 50

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.

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

 Answer Key: D

 Feedback: Section 18.4.3

Question 36 of 50

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.

Correct   C. Meaning systems formed in peoples' collective personal and historical experiences.

   D. The impact of macro political and socio-economic influences.

 Answer Key: C

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50

1.0 Points

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

Incorrect   A. independent behaviour based on own standards

   B. accepting people as being good and kind

   C. a person experiencing the community as logical and predictable

   D. assisting society in achieving its potential

 Answer Key: B

 Feedback: Section 19.3.1

Question 38 of 50

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.

   A. Positive psychological and social functioning

Correct   B. Subjective or psychological well-being

   C. Emotional or affective well-being

   D. Environmental mastery

 Answer Key: B

 Feedback: Section 19.3

Question 39 of 50

1.0 Points

Social well-being consists of five facets. Which facet indicates that a person experiences the community as logical and predictable?

   A. Social contribution

Correct   B. Social coherence

   C. Social actualization

   D. Social acceptance

Answer Key: B

Feedback: Social coherence indicates that a person experiences the community as logical and predictable. (p. 416 Section 19.3.1)

Question 40 of 50

1.0 Points

Character strength such as loyalty towards teams, ensuring fairness and the ability to engage in teamwork represents _____as virtue.

   A. transcendence

   B. temperance

   C. humanity

Correct   D. justice

Answer Key: D

Feedback: Section 18.5.3

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50

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

Correct   D. generalised resistance resource

Answer Key: D

Feedback: Well done! The counsellors are trying to show the employees that they can deal with the situation, as they have dealt with similar situations before and therefore, they have access to their generalised resistance resources. This is a characteristic which helps in avoiding or fighting stressors in the environment, as explained in Chapter 19, textbook, section 19.4.1

Question 42 of 50

1.0 Points

The concept of positive psychology is supported by _____.

  A. psychoanalysts such as Freud

  B. cognitive theorists such as Kelly and Miller

Correct   C. Alder, through his idea of striving for superiority

  D. the behaviourist principle of environmental determination

 Answer Key: C

Question 43 of 50

1.0 Points

Interventions can be aimed at improving wellness in organisations. The _____ Model can be used to assess the well-being of individuals and groups.

Correct   A. Holistic Employee Wellness

  B. Values in Action

  C. Fortigenesis

  D. Wheel of Wellness

 Answer Key: A

 Feedback: Interventions can also be aimed at improving wellness in organisations. The Holistic Employee Wellness Model can be used to assess the well-being of individuals and groups. Strategies for developing wellness can be based on the results of these assessments. See section 19.3.3

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

Substance _____ develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems.

  A. abuse

Incorrect   B. intoxication

  C. withdrawal

  D. use

 Answer Key: A

Feedback: Incorrect. Substance abuse develops after on going and recurrent use of substances (such as alcohol, drugs, sedatives, medicines) which influence various life roles and may lead to legal, employment and relationship problems. See section 20.5.4 of your prescribed book.

Question 45 of 50

1.0 Points

The DSM classifies post-traumatic

stress disorder (PTSD) as _____ disorder.

   A. a psycho-physiological

   B. an anxiety

   C. a personality

Incorrect   D. a stress

 Answer Key: B

 Feedback: Incorrect. The DSM actually classifies PTSD as an anxiety disorder, especially if the anxieties associated with the trauma remain as a chronic condition. See sections 20.5.1 and 20.5.2 of your prescribed book..

Question 46 of 50

1.0 Points

The _____ personality is characterised by social anxiety, fear of rejection, social withdrawal, low self-esteem, fear of criticism and will not easily form binding social relationships.

   A. avoidant

Incorrect   B. paranoid

   C. antisocial

   D. borderline

 Answer Key: A

 Feedback: This statement describes the avoidant personality. See section 20.5.3 of the prescribed book.

Question 47 of 50

1.0 Points

Paranoid schizophrenia is characterised by _____.

   A. absurd and illogical delusions as well as delusions of grandeur or persecution.

B. motor-behaviour disorder that may involve extreme withdrawal and stupor (periods of total inactivity), or extreme forms of excitement and activity during which the person can also be dangerous.

Incorrect   C. severe disintegration of the personality, for example, total emotional blunting or inappropriate emotions, infantile and sometimes vulgar and bizarre reactions, as well as incoherent speech and thinking.

D. diminishing interest in life, decreased motivation, emotional blunting and social withdrawal.

Answer Key: A

Feedback: Paranoid schizophrenia is characterised by absurd and illogical delusions as well as delusions of grandeur or persecution. See section 20.5.7 in your prescribed book for the four types of schizophrenia.

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 of 50

1.0 Points

Richard manifests a strong sense of detachment and few emotions, difficulties in working with other employees, some strange thoughts and interpretations of things and his performance has been adversely affected. Richard may be diagnosed as _____.

Correct   A. schizoid or schizotypical personality disorder

B. antisocial or narcissistic personality disorder

C. borderline or dependent personality disorder

D. depersonalisation and dissociative fugue

Answer Key: A

Feedback: Section 20.5.3

Question 49 of 50

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

Correct   B. psychotic disorder

C. anxiety

D. epilepsy

Answer Key: B

Question 50 of 50

1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

Incorrect   A. experimentation

   B. abusing

   C. dependence

   D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

4 Assignment 04 (Unique number 890068)

   Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50

1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

   A. Behaviourist

Correct   B. Cognitive

   C. Psychodynamic

   D. Trait

Answer Key: B

Feedback: Good work! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.3.5

1.0 Points

In the _____ personality theory, human personality and self-image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving for self-actualisation

  A. psychodynamic

  B. behaviouristic

  C. cognitive

Correct   D. humanistic

Answer Key: D

Feedback: In the humanstic personality theory, human personality and self-image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving for self-actualisation. See section 13.3.3 in the prescribed book.

1.0 Points

Object relations theory emphasises _____.

  A. behaviourism

  B. psychoanalytic theory

Correct   C. mature relationships

  D. positive ego-development

Answer Key: C

Feedback: Good! Object relations theory primarily emphasises the importance of an individual's relations with others, focusing on the development of mature relationships and solving problematic behaviour stemming from childhood. See section 13.3.1

1.0 Points

The _____ theory is used to identify personality characteristics, such as friendliness, helpfulness, practical orientation, insecurity and values.

   A. humanistic

   B. behaviourist

   C. social-cognitive

Correct   D. trait

 Answer Key: D

 Feedback: Well done! According to trait theory, human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50

1.0 Points

Sally wants to progress in her job in the same way as her friend Mary, as Mary has always given her the courage to do well. The environmental influence/s being displayed here is/are _____.

Correct   A. social affiliation outside the family

   B. family influences

   C. cultural and ethnic membership

   D. socio-economic factors

 Answer Key: A

 Feedback: Yes! In a situation with different values and attitudes, peer involvement may lay the basis for a culture of healthy competition, learning and work. See section 13.5.2

Question 6 of 50

1.0 Points

In addition to subconscious factors, what other factors do modern supporters of the psychodynamic approach believe influence personality and behaviour?

Correct   A. Social factors

   B. Genetic factors

C. Environmental factors

D. Cognitive factors

Answer Key: A

Feedback: Yes! Modern supporters of the psychodynamic approach believe that social factors also serve to influence personality and behaviour. They also have a more positive view and emphasise a stronger self-concept. See section 13.3.1

1.0 Points

You want to do research and assess the influence of values, beliefs and norms and how people think about and do things, on the behaviour and cohesion in your diverse workforce. Based on your approach, which of the following concepts will you explore in depth for your literature review and assessment instruments?

A. The unconscious

Correct   B. Culture

C. Traits

D. The super-ego

Answer Key: B

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

1.0 Points

In many countries, governments and other agents, as part of their policies and actions, are continuously trying to improve the socio-economic conditions of disadvantaged people because they believe that people's acquired behaviours are heavily influenced by their opportunities and circumstances. This assumption can best be associated with the _____ theory.

A. humanist

Correct   B. behaviourist

C. psycho-social

D. social constructionist

Answer Key: B

Feedback: Good! In behaviourism, environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

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

   A. Freud

   B. Erikson

   C. Adler

Correct   D. Horney

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50

1.0 Points

Freud's notion of the _____, includes all the sensations and experiences we go through each day

   A. preconscious

Correct   B. conscious

   C. unconscious

   D. Id

Answer Key: B

Feedback: Section 14.4

Question 11 of 50

1.0 Points

Freud's view of humankind is that behaviour is determined and motivated by unconscious forces, which represents a _____ model.

   A. reality

Correct   B. conflict

   C. morality

   D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, section 14.3

1.0 Points

The ego is modified by the _____ principle.

   A. adjustment

   B. pleasure

Correct   C. reality

   D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

Part 4 of 14 - Chapter 14 Application 3.0 Point

1.0 Points

ABC company has recently introduced technological changes and most employees tend to complain about this change whilst longing for the "good old days". This defence mechanism is known as _____.

   A. displacement

   B. denial

Correct   C. regression

   D. projection

Answer Key: C

Feedback: Well done! Regression is evident, as this defense mechanism occurs when people try to avoid painful feelings and experiences by reverting to earlier, immature or less stressful patterns of behaviour (a form of fixation). See section 14.3, table 14.1

Question 14 of 50

1.0 Points

If you consider the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be one that children or young people _____.

  A. follow the examples of either their fathers or their mothers.

  B. must solve their fixations and conflicts at an early stage.

Correct C. develop a process of progressive self-identification

  D. have an advantage if they are an only child or the youngest child.

 Answer Key: C

 Feedback: Well done! This is an insight question. All these theorists indicated that children progress through stages and gradually develop their own identity as a result of their own progress in these stages. The other options are too limited and do not cover all four theories. See sections 14.6 and 14.7

Question 15 of 50

1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

  A. the morality principle and ego integration

  B. an archetype of the good in people

  C. adult behaviour and application of the persona

Correct D. super-ego and parent behaviour

 Answer Key: D

 Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

In trait theory, the MBTI can be described as _____.

A. an approach to describe personality factors

B. an approach to describe emotional or mood expressions

Correct   C. an scale to measure personality type

D. an approach to indicate a body and emotional type

Answer Key: C

Feedback: Section 16.5.3

Question 17 of 50

1.0 Points

The term ectomorph relates to _____.

Correct   A. a personality type based on physical and behavioural attributes.

B. a personality type based on verbal and non-verbal reasoning ability.

C. a personality type based on numerical ability.

D. a personality type based on cognitive attributes.

Answer Key: A

Feedback: Ch 16. 5.3,pp 361-363

Question 18 of 50

1.0 Points .

Select the correct statement from the following, based on the trait theory of personality.

Correct   A. General or common traits are the measurable and motivational units in personality.

B. Surface traits are not related to common traits.

C. Recurring behavioural patterns cannot be associated with traits.

D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

Question 19 of 50

1.0 Points

The term _____, relates to the innate energy underlying behaviour.

Correct   A. ergs

B. temparement

C. emotion

D. sentiment

Answer Key: A

Feedback: Ch 16, sect 16.8, p368

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 of 50

1.0 Points

Select the statement from the four options which is an important assumption in trait theory. According to trait psychology _____.

Correct   A. more or less enduring traits provide people with an identifiable personality profile across time and situations.

  B. traits recognisable in people are foremost learned behaviour influenced by the environment.

  C. genetic factors may only have a determining effect with regard to intellectual personality traits.

  D. traits are not influenced by situations because of the consistency in traits.

Answer Key: A

Feedback: Ch 16, sect 16.3

Question 21 of 50

1.0 Points

Franco runs his business in an authoritarian manner. He is extremely competitive; quickly buying up any businesses that could remotely challenge him. His wife describes him as being obsessive when it comes to running his business and as a perfectionist. These traits clearly have a dominant influence on Franco's behaviour and are referred to as _____ traits.

  A. common

  B. central

Correct   C. cardinal

  D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

Question 22 of 50

1.0 Points

Trait psychology's largest contribution/s to the science of Psychology is probably _____.

   A. the research on the non-conscious aspects of personality.

   B. the establishment of a 3 - and 16 - factor explanation for personality.

Correct   C. classification and measurement of individual differences.

   D. the explanations of the dynamics of personality by means of a five factor model.

 Answer Key: C

 Feedback: Ch 13, sect 13.3.4, p 296

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

In humanistic theory, the term "spiritual drive" refers to _____.

   A. commitment and satisfaction by doing tasks or processes

   B. feelings of excitement based on achieving or experiencing something

Correct   C. motivation because of living or being

   D. growth- or being needs in people

 Answer Key: C

 Feedback: Sections 17.6.1 and 17.6.2

Question 24 of 50

1.0 Points

A concept from existential psychology, for example Victor Frankl, which describes people's efforts and needs to self-actualise and commit in all spheres of life, even in very harsh and painful conditions, is referred to as _____.

Correct   A. self-transcendence

   B. self-actualisation

   C. will to meaning

   D. conditional positive regard

 Answer Key: A

Question 25 of 50

1.0 Points

Blaming external things for frustrations and problems is considered as displaying _____.

Correct   A. an external locus of control

  B. a sense of coherence

  C. self-efficacy

  D. an internal locus of control

 Answer Key: A

 Feedback: Well done! By blaming external factors for problems, an external locus of control is applied. See prescribed book section 17.3.5.

Question 26 of 50

1.0 Points

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

  A. self-determination

Correct   B. unconditional positive regard

  C. the will to meaning

  D. life stages

 Answer Key: B

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50

1.0 Points

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

Correct   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

Question 28 of 50

1.0 Points

In South African studies on personality across many cultures, in conjunction with international research, it was found that the personality factors as postulated by the FFM of personality, have common features across these various cultures, however, differences with regard to specific attributes also exist in and between certain cultures and sub-cultures. This research on cultural variation in personality is an example of _____ research.

Correct   A. etics

  B. emics

  C. discourse analysis

  D. social constructionism

Answer Key: A

 Feedback: Section 17.2

Question 29 of 50

1.0 Points

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

  A. People's subjective and phenomenological experiences are important

  B. People have innate goodness and potential to self-actualise

Correct   C. People must be understood in terms of certain elements in personality

  D. People strive to find meaning, have choices and are able to self-determine

 Answer Key: C

 Feedback: Section 17.3.3

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

One of the categories of representation is _____ memory, which refers to abstract representations of the meanings of things, for example people's knowledge of mathematics or language comprehension

  A. short term

  B. sporadic

C. episodic

Correct   D. semantic

Answer Key: D

Feedback: Well done! Semantic memory refers to abstract representations of the meanings of things, for example people's knowledge of mathematics or language comprehension See section 18.1 of your prescribed book.

Question 31 of 50

1.0 Points

In cognitive psychology, knowledge is acquired through _____, which is the process by which events are detected and interpreted.

Correct   A. perception

   B. learning

   C. memory

   D. retention

Answer Key: A

Feedback: Yes! Perception is the process by which events are detected and interpreted by the person. See section 18.1 in your prescribed book.

Question 32 of 50

1.0 Points

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

   A. hostility

Correct   B. anxiety

   C. a threat

   D. guilt

Answer Key: B

Feedback: Section 18.8.3

33 of 50

1.0 Points

Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. In the work context, this of particular use in _____.

   A. recruitment and selection

   B. organisational development

Correct   C. performance management

   D. psychometrics

 Answer Key: C

 Feedback: Good! Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. This is of particular use in performance management. See section 18.5 of your prescribed book.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 of 50

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

Correct   B. constellatory; pre-emptive

   C. pre-emptive; constellatory

   D. range; propositional

 Answer Key: B

 Feedback: Section 18.5.1

Question 35 of 50

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.

Correct   C. Meaning systems formed in peoples' collective personal and historical experiences.

   D. The impact of macro political and socio-economic influences.

Question 36 of 50

1.0 Points

You know that your colleague has many mixed feelings and also mixed responses towards her supervisor. It varies between very positive feelings of liking to mostly more negative feelings of dislike, but she cannot express her real cognitions and feelings, because she likes her work and she does not want to find alternative employment. According to cognitive psychology, this scenario is arguably best explained by the presence of _____ constructs.

Correct   A. submerged

   B. preverbal

   C. peripheral

   D. repressed

 Answer Key: A

 Feedback: Good work! This is an insight question, based on Chapter 18, textbook, section 18.4.3.3. This scenario holds intolerable implications if the employee should decide to say what is really on her mind, and therefore, the construct is submerged or hidden to awareness.

Part 11 of 14 - Chapter 19 Theory 4.0 Points

333Question 37 of 50

1.0 Points

In the theory on psychological well-being, the term "sense of coherence" refers to _____.

   A. positive, absorbed commitment

   B. protected use of strengths

   C. confidence in capacities to achieve, like self-efficacy

Correct   D. enduring confidence to cope

 Answer Key: D

 Feedback: Section 19.5.4

Question 38 of 50

1.0 Points

_____ allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations.

A. Positive emotions

Correct   B. Negative emotions

  C. Thought-action tendency

  D. Non-specific action tendency

 Answer Key: B

 Feedback: Well done. Negative emotions allow people to rapidly respond to environmental threats with specific action tendencies to get out of harmful situations. See section 19.3.2 in your prescribed book.

Question 39 of 50

1.0 Points

In his theory on employee well-being, _____ postulated five life tasks which include love, self-direction, friendship, essence or spirituality and work and leisure.

 A. Tellegen

  B. Rogers

Correct   C. Adler

  D. Seligman

 Answer Key: C

 Feedback: Section 19.3.3

Question 40 of 50

1.0 Points

In terms of meaningfulness, _____ can be seen as a meaning-destroying variable.

  A. expectancies for physical fitness

  B. self-acceptance

  C. affiliation with others

Correct   D. expectancies for financial success

 Answer Key: D

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50

1.0 Points

Which one of the concepts of psychological and social well-being in the four options explains the behaviour and attitude of the person in the following example: Lerato believes that some people wander aimlessly through life, but that this does not apply to her?

   A. Social actualisation

   B. Autonomy

Correct   C. Purpose in life

   D. Positive psychological well-being

 Answer Key: C

 Feedback: Chapter 19, textbook, section 19.3.1

Question 42 of 50

1.0 Points

Adler provided the idea of striving for _____. This can be regarded as a forerunner for concepts such as self-efficacy and self-actualisation.

   A. financial gain

Correct   B. superiority

   C. inferiority

   D. rewards

 Answer Key: B

  Feedback: Adler provided the idea of striving for superiority. This can be regarded as a forerunner for concepts such as self-efficacy and self-actualisation. Section 19.4.3.2

Question 43 of 50

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 _____.

Correct   A. locus of control

   B. experiential self-control

   C. meaning-destroying behaviours

   D. anticipatory coping

 Answer Key: A

 Feedback: Section 19.5.4

Question 44 of 50

1.0 Points

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

Correct   A. Demands-Control

   B. Demands-and-Resources

   C. Job-Characteristics

   D. Risk-Management

 Answer Key: A

Question 45 of 50

1.0 Points

The Systems-Interactional Model of well-being emphasise/s _____.

   A. the positive impact of socialising on wellness

   B. that certain people are predisposed to psychological problems

Correct   C. how individuals, groups and situational factors in the workplace impact on each other

   D. the causes, moderating factors and consequences of work related stress

 Answer Key: C

 Feedback: The approach of general systems theory entails that one way of viewing organisations is by considering all the possible interactions between people and groups, their relationships and their relatedness to the contexts within and outside the organisation (Bergh & Geldenhuys, 2013, section 20.3.3).

Question 46 of 50

1.0 Points

_____ schizophrenia is associated with severe disintegration of the personality, bizarre reactions and incoherent speech.

   A. Simple

Correct   B. Hebephrenic

C. Paranoid

D. Somatic

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.7

1.0 Points

Uncertainty about future career development, a fear of ageing, and the questioning of self-esteem and the purpose of life at age 40 may lead to _____.

Correct   A. mid-life crisis

   B. career maturity

   C. career plateauing

   D. vocational uncertainty

Answer Key: A

   Feedback: The so-called "mid-life crisis" at the age of approximately 40 years is caused by people's uncertainty about future career development, a fear of ageing, the questioning of their self-esteem and the purpose of life. It is seen as the most important period of adjustment for some people (Bergh & Theron 2013, section 20.6.7).

Part 14 of 14 - Chapter 20 Application 3.0 Points

1.0 Points

Frank has continually refused offers of promotion in his company, while Felicia has an intense need for promotion. Frank is displaying behaviour linked to _____ and Felicia is displaying behaviour linked to _____.

   A. overcommitment; undercommitment

   B. an A-type personality; undercommitment

   C. undercommitment; a B type personality

Correct   D. undercommitment; overcommitment

Answer Key: D

Feedback: Chapter 20, textbook, section 20.6.3 - Frank seems to be undercommitted, whilst Felicia's behaviour can be related to overcommitment.

1.0 Points

Which of the following is a symptom of burnout?

Correct   A. Intense difficulty to respond to emotional stimuli

  B. Goal-achievement

  C. A constant need for the company of others

  D. Periods of excitement alternated by periods of depression

 Answer Key: A

1.0 Points

Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to _____ disorders.

  A. mood

  B. cognitive

  C. dissociative

Correct   D. schizophrenic

 Answer Key: D

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 Reset Log Out

4 Assignment 04 (Unique number 890068)

Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0 Points

1.0 Points

The _____ theories are primarily applied in the area of assessment of work competencies in the work context.

Incorrect   A. behaviouristic or learning

 B. cognitive and social-cognitive

 C. trait and type

 D. psychodynamic or psychoanaltytic

Answer Key: C

Feedback: This approach is mainly emphasised in workplace applications, especially in the area of individual differences with a view to assess work competencies. See section 13.3.4

Question 2 of 50

1.0 Points

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

 A. Case history research

 B. Specific personality measures

 C. Employee-organisation fit

Correct   D. Longitudinal studies

Answer Key: D

Feedback: Well done! Longitudinal studies are done over a long period of time to measure the change in behaviour across time. See section 13.7

Question 3 of 50

1.0 Points

In addition to circumstances, what other factors do modern supporters of behaviourism believe influence personality and behaviour?

 A. Self-regulation processes

 B. Unconscious factors

 C. Social influences

Incorrect   D. Genetic factors

Answer Key: A

Feedback: More modern day behaviourists allow that people can regulate behaviour by making choices and decisions based on their thinking processes in order to self-regulate. See section 13.3.2

Question 4 of 50

1.0 Points

Depth psychology assumes that _____ development is formative and more important than development in adult life.

 A. adolescent

Correct B. early child

 C. pre-birth

 D. late adult

Answer Key: B

Feedback: Good work! The psychoanalytical theory of development emphasises that: (1) Early childhood experiences play a critical role in shaping adult personality. (2) Sexual energy is present at birth and continues to progress through a range of psychosexual stages. See section 13.3.1

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

Mike only collects negative information about himself and therefore has a low self-esteem. His self-construct contains the notion that he cannot achieve even if he is intelligent. This explanation relates to the _____ perspective.

 A. behaviourist

 B. humanistic

 C. trait

Correct D. cognitive

Answer Key: D

Feedback: Good! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.5.5

1.0 Points

Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation. This description of Mike relates to the _____ perspective on personality.

 A. psychoanalytic

 B. humanist

 C. trait

Correct D. biological

Answer Key: D

Feedback: Well done! This scenario focuses on biological factors. See section 13.3.6

Question 7 of 50

1.0 Points

In many countries, governments and other agents, as part of their policies and actions, are continuously trying to improve the socio-economic conditions of disadvantaged people because they believe that people's acquired behaviours are heavily influenced by their opportunities and circumstances. This assumption can best be associated with the _____ theory.

 A. humanist

 B. behaviourist

Incorrect   C. psycho-social

 D. social constructionist

Answer Key: B

Feedback: In behaviourism, environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Question 8 of 50

1.0 Points

Your manager requests an assessment approach to select junior managers for development and promotion to more senior positions. You propose an approach consisting of background information, interviews and an analysis of a person's past personal experiences, as well as the person's communication style during the interviews. Your suggestion can be described as a _____ approach.

 A. quantitative

Correct B. qualitative

 C. life data

 D. constructionist

Answer Key: B

Feedback: Yes! This scenario focuses on qualitative sources of information. See section 13.6.5

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

How does Jung label the culturally inherited predispositions and experiences that are common to all people on earth?

Correct A. The collective unconscious

 B. The anima

 C. The animus

 D. The creative self

Answer Key: A

Feedback: Section 14.4

Question 10 of 50

1.0 Points

According to Freud, the _____ is a "dynamo" from which forces emerge that can be set free, channelled, modified or transformed.

 A. id

 B. ego

 C. conscious

Correct D. unconscious

Answer Key: D

Question 11 of 50

1.0 Points

Freud's notion of the _____, includes all the sensations and experiences we go through each day.

 A. preconscious

Correct B. conscious

 C. unconscious

 D. Id

Answer Key: B

Feedback: Section 14.4

Question 12 of 50

1.0 Points

In psychoanalytic theory, Adler states that people have an inherent sense of inferiority and the _____ is one of the greatest motivating forces in people's lives.

 A. will to meaning

Correct B. will to power

 C. will to self-actualisation

 D. will to financial success

Answer Key: B

Feedback: Section 14.6

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50

1.0 Points

If a certain developmental task is not achieved during a certain developmental stage, certain _____ may remain in the unconscious and may later influence behaviour.

 A. libidinal energies

Correct B. fixations

 C. sexual instincts

 D. defence mechanisms

Answer Key: B

Feedback: Well done! Each psychosexual stage has development tasks that need to be resolved before progression to the next stage is possible. If development does not occur, fixation results, which involves being "stranded" in the tasks of a previous stage. See section 14.7

Question 14 of 50

1.0 Points

Based on Berne's theory,a manager, Siyolo uses the _____-ego state by controlling, telling subordinates what to do and how they should do it. As a result, one of his subordinates, Tamara uses the _____-ego state by withdrawing from difficult situations and sulking about it.

 A. parent; parent

Correct B. parent; child

 C. child; child

 D. child; parent

Answer Key: B

Feedback: Yes! Well done. Siyolo is using the parent-ego state (controlling, telling subordinates what to do and how to do it). Tamara is then dominated by the child-ego state (withdrawing from the situation and sulking about it). See section 14.5 for more information on Berne's theory.

Question 15 of 50

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?

Incorrect   A. Superego

 B. Shadow

 C. Ego

D. Id

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Select the correct statement from the following, based on the trait theory of personality.

 A. General or common traits are the measurable and motivational units in personality.

 B. Surface traits are not related to common traits.

 C. Recurring behavioural patterns cannot be associated with traits.

Incorrect   D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

Question 17 of 50

1.0 Points

A personality style or type can best be described as _____.

 A. special temperamental traits

Incorrect   B. traits determined by genetic factors

 C. a combination of or multiple traits

 D. traits determined by learning only

Answer Key: C

Feedback: Ch 16, sects, 16.

Question 18 of 50

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

A. Propriate needs

Incorrect   B. Dynamic traits

C. Preservative functional autonomy

D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8 - Propriate functional autonomy was explained by Kelly as the reason why people often select activities of interest to them or what they are good at.

1.0 Points

In trait psychology, the term subsidiation refers to _____.

Incorrect   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

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application   3.0 Points

1.0 Points

Personality may NOT be as consistent across time as indicated by some theorists because certain and different psychologically specific situations may influence people differently. This assumption has been postulated by the _____ perspective on personality.

A. cognitive

Incorrect   B. trait/type

C. behaviouristic

D. evolutionary

1.0 Points

Ntuli always emphasises preciseness and cleanliness in her personal and work life up to point where it hinders good relationships and the timeous execution of tasks. This is known as _____ in trait theory.

 A. central personal dispositions

 B. surface traits

 C. source traits

Correct D. cardinal traits

1.0 Points

Tanys often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very little little self-confidence. According to the FFM on personality these behaviours can be classified under _____.

 A. antagonism vs agreeableness

 B. apprehension vs insecurity

 C. neuroticism vs emotional stability

Incorrect   D. relaxed vs tense

Part 7 of 14 - Chapter 17 Theory 4.0 Points

1.0 Points

In Roger's theory the premise of "organism" refers to _____.

A. a pattern of conscious perceptions and values

B. the totality of experiences and perceptions

C. personality structure

Correct D. the total individual

Answer Key: D

Feedback: Section 17.4

Question 24 of 50

1.0 Points

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

A. responsive

B. rational

Incorrect   C. emotional

D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 25 of 50

1.0 Points

In humanistic theory, the term umwelt refers to _____.

Incorrect   A. people being in their world

B. aspects related to a specific culture

C. the study of people's conscious experiences

D. people's external world

Answer Key: D

Feedback: Section 17.2

Question 26 of 50

1.0 Points

In humanistic theory, the term "spiritual drive" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

 B. feelings of excitement based on achieving or experiencing something

Correct C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: C

Feedback: Sections 17.6.1 and 17.6.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50

1.0 Points

If an employee experiences job dissatisfaction because she feels her job is boring, aimless and does not offer any scope and hope for growth and development, which of the following feelings and cognitions best reflects her work experience?

 A. I will solve my boring job by asking for an increase in salary.

 B. My work and work processes are meaningless.

Incorrect   C. If only I get more recognition I will be satisfied.

 D. I should have been promoted long ago.

Answer Key: B

Feedback: Section 17.6.2

Question 28 of 50

1.0 Points

In South African studies on personality across many cultures, in conjunction with international research, it was found that the personality factors as postulated by the FFM of personality, have common features across these various cultures, however, differences with regard to specific attributes also exist in and between certain cultures and sub-cultures. This research on cultural variation in personality is an example of _____ research.

Correct A. etics

 B. emics

C. discourse analysis

D. social constructionism

Answer Key: A

Feedback: Section 17.2

Question 29 of 50

1.0 Points

Which one of the following statements best reflects the humanistic perspective?

A. "Sometimes one does not have a choice."

B. "You cannot control the direction your life takes."

C. "If it was not for my family … ."

Correct D. "Adversity can help you grow."

Answer Key: D

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

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-

Correct B. suspended

C. submerged

D. propositional

Answer Key: B

Feedback: Section 18.4.3.3

Question 31 of 50

1.0 Points

George Kelly believes that people are always free to some extent 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.

Correct A. constructive alternativism

 B. preverbal constructs

 C. cognitive dissonance

 D. fundamental postulate

Answer Key: A

1.0 Points

The _____ corollary enables people to relate well to one another.

Incorrect   A. commonality

 B. individuality

 C. sociality

 D. fundamental

Answer Key: C

Feedback: The sociality corollary refers to the social roles people play in one another's lives, which basically means that they relate to one another. This is the basis of interpersonal relationships and the foundation of the sociality corollary (Bergh & Theron 2013, section 18.5.3.11).

1.0 Points

_____ are those that have less relevance to a person's sense of self and can be changed quite easily.

Incorrect   A. Self-constructs

 B. Core roles

 C. Core constructs

 D. Peripheral constructs

Answer Key: D

Feedback: Nope. Peripheral constructs are those that have less

relevance to a person's sense of self and can be changed quite easily. See section 18.4.3.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

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.

Incorrect   A. propositional; constellatory

 B. constellatory; propositional

 C. dichotomy; suspended

 D. suspended; dichotomy

Answer Key: C

Feedback: Sections 18.4 & 18.5

1.0 Points

Which one of the following relates to a cognitive approach to personality?

Correct A. Emphasises a subject's perceptions of experiences, especially how these experiences are construed and forms his or her interpretations of things.

 B. Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves.

 C. Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits.

 D. Emphasises a subject's conscious experiences of the events she or he experiences in everyday life.

Answer Key: A

Feedback: Chapter 18, textbook, section 18.3

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 _____.

Correct A. cognitive modifiability

 B. cognitive control in performance

 C. performance after training in verbal and numerical training

 D. circumspection and control

Answer Key: A

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50

1.0 Points

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

 A. accepting people as being good and kind

Incorrect   B. a person experiencing the community as logical and predictable

 C. a sense of direction towards specific goals

 D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50

1.0 Points

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

Correct 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: A

Feedback: Section 19.3.1

1.0 Points

"Well-being" implies _____.

A. the absence of illness

Correct B. emotional, psychological and mental health

C. an external locus of control

D. a pathogenic orientation

Answer Key: B

1.0 Points

_____ and affect can then provide a psychological break from and defense against adversity.

Correct A. Positive emotions

B. Negative emotions

C. Thought-action tendency

D. Non-specific action tendencies

Answer Key: A

Feedback: Well done! Positive emotions also facilitate social interaction, and promote social responsibility, generosity and helpfulness in social situations. See section 19.3.2 in your prescribed book.

Part 12 of 14 - Chapter 19 Application   3.0 Points

1.0 Points

Interventions can be aimed at improving wellness in organisations. The _____ Model can be used to assess the well-being of individuals and groups.

 A. Holistic Employee Wellness

 B. Values in Action

 C. Fortigenesis

Incorrect   D. Wheel of Wellness

Answer Key: A

Feedback: Interventions can also be aimed at improving wellness in organisations. The Holistic Employee Wellness Model can be used to assess the well-being of individuals and groups. Strategies for developing wellness can be based on the results of these assessments. See section 19.3.3

Question 42 of 50

1.0 Points

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

Incorrect   A. Locus of control

 B. Sense of coherence

 C. Learned resourcefulness

 D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50

1.0 Points

When we consider the Nobel prizes bestowed on Mr Mandela and Mr de Klerk, both previous Presidents of the RSA, we could say these awards in terms of the well-being concept of happiness was arguably and most probably directed at rewarding _____.

 A. the pleasurable life

Incorrect   B. the good life

 C. Eudaimonic happiness

D. hope and optimism

Answer Key: C

Feedback: Section 19.5

Part 13 of 14 - Chapter 20 Theory   4.0 Points

1.0 Points

An organisation that is ineffective in achieving business objectives, or experiencing internal conflicts in cultural philosophies, values, behaviours and management strategies, and in which many individual health and adjustment problems are reported, can be said to be _____.

Correct A. unhealthy

 B. systems-based

 C. high functioning

 D. well-adjusted

Answer Key: A

Feedback: Yes! Organisations are seen as mirror images or microcosms of their environments, and as composed of all the attributes of their employees and their relationships, therefore it is possible to speak of healthy or unhealthy organisations. See prescribed book section 20.2

1.0 Points

The DSM-equivalent of the Culture-bound syndrome known as "iisthuthwane" is _____

 A. epilepsy

 B. psychotic disorder

Incorrect   C. major depression

 D. anxiety

Answer Key: A

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "iisthuthwane" is epilepsy. See section 20.5.12, Table 20.3 in your prescribed book.

1.0 Points

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

  A. The social readjustment scale

  B. Systems-interactional model

Incorrect   C. General Adaptation Syndrome

  D. Diagnostic Statistical Manual

Answer Key: D

1.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

  A. temporary and fluctuating states of mental confusion and consciousness

Correct B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

  C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

  D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: Yes, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Part 14 of 14 - Chapter 20 Application   3.0 Points

1.0 Points

Interventions in the work context that focus on faulty learned responses of workers have been criticised because they treat the symptom rather than the cause. The personality approach referred to here is the _____ approach.

Incorrect   A. existential

 B. stress

 C. behaviourist

 D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

1.0 Points

Mary is constantly worried and uncomfortable about her job performance, always expresses feelings of being ineffective and now suffers from insomnia. Mary may be suffering from _____.

Incorrect   A. paranoid personality disorder

 B. phobic disorder

 C. generalised anxiety disorder

 D. panic disorder

Answer Key: C

Feedback: Section 20.7

1.0 Points

Louise has, for the third time and once again in a melodramatic manner, submitted her resignation – just to withdraw it again 10 minutes later. She then cries, claiming that nobody loves her and that she is always made the scapegoat in the office. Once she has everyone's attention, she calms down and continues with her work still sulking. Most staff members are unperturbed by the incident because they have become used to it. Louise's behaviour is typical of the _____ personality disorder.

 A. narcissistic

 B. histrionic

 C. antisocial

Incorrect   D. borderline

Answer Key: B

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4 Assignment 04 (Unique number 890068)

Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50

1.0 Points

The _____ theories are primarily applied in the area of assessment of work competencies in the work context.

Incorrect   A. behaviouristic or learning

 B. cognitive and social-cognitive

 C. trait and type

 D. psychodynamic or psychoanaltytic

Answer Key: C

Feedback: This approach is mainly emphasised in workplace applications, especially in the area of individual differences with a view to assess work competencies. See section 13.3.4

1.0 Points

What kind of study is done to assess a person's behaviour and characteristics over a long period of time?

 A. Case history research

 B. Specific personality measures

 C. Employee-organisation fit

Correct D. Longitudinal studies

Answer Key: D

Feedback: Well done! Longitudinal studies are done over a long period of time to measure the change in behaviour across time. See section 13.7

1.0 Points

In addition to circumstances, what other factors do modern supporters of behaviourism believe influence personality and behaviour?

 A. Self-regulation processes

 B. Unconscious factors

 C. Social influences

Incorrect   D. Genetic factors

Answer Key: A

Feedback: More modern day behaviourists allow that people can regulate behaviour by making choices and decisions based on their thinking processes in order to self-regulate. See section 13.3.2

1.0 Points

Depth psychology assumes that _____ development is formative and more important than development in adult life.

 A. adolescent

Correct B. early child

 C. pre-birth

D. late adult

Answer Key: B

Feedback: Good work! The psychoanalytical theory of development emphasises that: (1) Early childhood experiences play a critical role in shaping adult personality. (2) Sexual energy is present at birth and continues to progress through a range of psychosexual stages. See section 13.3.1

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

Mike only collects negative information about himself and therefore has a low self-esteem. His self-construct contains the notion that he cannot achieve even if he is intelligent. This explanation relates to the _____ perspective.

 A. behaviourist

 B. humanistic

 C. trait

Correct D. cognitive

Answer Key: D

Feedback: Good! According to cognitive and social-cognitive theories, people are rational and thinking, and through various information processing abilities form their own personalities and destinies by using cognitive powers to create and change cognitive constructs, processes and schemas about reality. See section 13.5.5

Question 6 of 50

1.0 Points

Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation. This description of Mike relates to the _____ perspective on personality.

 A. psychoanalytic

 B. humanist

 C. trait

Correct D. biological

Answer Key: D

Feedback: Well done! This scenario focuses on biological factors. See section 13.3.6

1.0 Points

In many countries, governments and other agents, as part of their policies and actions, are continuously trying to improve the socio-economic conditions of disadvantaged people because they believe that people's acquired behaviours are heavily influenced by their opportunities and circumstances. This assumption can best be associated with the _____ theory.

 A. humanist

 B. behaviourist

Incorrect   C. psycho-social

 D. social constructionist

Answer Key: B

Feedback: In behaviourism, environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

1.0 Points

Your manager requests an assessment approach to select junior managers for development and promotion to more senior positions. You propose an approach consisting of background information, interviews and an analysis of a person's past personal experiences, as well as the person's communication style during the interviews. Your suggestion can be described as a _____ approach.

 A. quantitative

Correct B. qualitative

 C. life data

 D. constructionist

Answer Key: B

Feedback: Yes! This scenario focuses on qualitative sources of information. See section 13.6.5

Part 3 of 14 - Chapter 14 Theory 4.0 Points

1.0 Points

How does Jung label the culturally inherited predispositions and experiences that are common to all people on earth?

Correct A. The collective unconscious

 B. The anima

 C. The animus

 D. The creative self

Answer Key: A

Feedback: Section 14.4

Question 10 of 50

1.0 Points

According to Freud, the _____ is a "dynamo" from which forces emerge that can be set free, channelled, modified or transformed.

 A. id

 B. ego

 C. conscious

Correct D. unconscious

Answer Key: D

Feedback: Section 14.3

Question 11 of 50

1.0 Points

Freud's notion of the _____, includes all the sensations and experiences we go through each day.

 A. preconscious

Correct B. conscious

 C. unconscious

 D. Id

Answer Key: B

Feedback: Section 14.4

1.0 Points

In psychoanalytic theory, Adler states that people have an inherent sense of inferiority and the _____ is one of the greatest motivating forces in people's lives.

 A. will to meaning

Correct B. will to power

 C. will to self-actualisation

 D. will to financial success

Answer Key: B

Feedback: Section 14.6

Part 4 of 14 - Chapter 14 Application   3.0 Points

1.0 Points

If a certain developmental task is not achieved during a certain developmental stage, certain _____ may remain in the unconscious and may later influence behaviour.

 A. libidinal energies

Correct B. fixations

 C. sexual instincts

 D. defence mechanisms

Answer Key: B

Feedback: Well done! Each psychosexual stage has development tasks that need to be resolved before progression to the next stage is possible. If development does not occur, fixation results, which involves being "stranded" in the tasks of a previous stage. See section 14.7

1.0 Points

Based on Berne's theory, a manager, Siyolo uses the _____-ego state by controlling, telling subordinates what to do and how they should do it. As a result, one of his subordinates, Tamara uses the _____-ego state by withdrawing from difficult situations and sulking about it.

 A. parent; parent

Correct B. parent; child

 C. child; child

 D. child; parent

Answer Key: B

Feedback: Yes! Well done. Siyolo is using the parent-ego state (controlling, telling subordinates what to do and how to do it). Tamara is then dominated by the child-ego state (withdrawing from the situation and sulking about it). See section 14.5 for more information on Berne's theory.

Question 15 of 50

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?

Incorrect   A. Superego

 B. Shadow

 C. Ego

 D. Id

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Select the correct statement from the following, based on the trait theory of personality.

 A. General or common traits are the measurable and motivational units in personality.

 B. Surface traits are not related to common traits.

 C. Recurring behavioural patterns cannot be associated with traits.

Incorrect   D. Unique traits are fundamental traits which determine the expression of other traits.

Answer Key: A

1.0 Points

A personality style or type can best be described as _____.

 A. special temperamental traits

Incorrect   B. traits determined by genetic factors

 C. a combination of or multiple traits

 D. traits determined by learning only

Answer Key: C

Feedback: Ch 16, sects, 16.

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

 A. Propriate needs

Incorrect   B. Dynamic traits

 C. Preservative functional autonomy

 D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8 - Propriate functional autonomy was explained by Kelly as the reason why people often select activities of interest to them or what they are good at.

1.0 Points

In trait psychology, the term subsidiation refers to _____.

Incorrect   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

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application   3.0 Points

1.0 Points

Personality may NOT be as consistent across time as indicated by some theorists because certain and different psychologically specific situations may influence people differently. This assumption has been postulated by the _____ perspective on personality.

 A. cognitive

Incorrect   B. trait/type

 C. behaviouristic

 D. evolutionary

Answer Key: A

Feedback: Ch 13, sect 13.3.5, p 297

1.0 Points

Ntuli always emphasises preciseness and cleanliness in her personal and work life up to point where it hinders good relationships and the timeous execution of tasks. This is known as _____ in trait theory.

 A. central personal dispositions

 B. surface traits

C. source traits

Correct D. cardinal traits

Answer Key: D

Feedback: Section 16.6.2

1.0 Points

Tanys often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very little little self-confidence. According to the FFM on personality these behaviours can be classified under _____.

A. antagonism vs agreeableness

B. apprehension vs insecurity

C. neuroticism vs emotional stability

Incorrect   D. relaxed vs tense

Answer Key: C

Feedback: Section 16.5.1.3

Part 7 of 14 - Chapter 17 Theory 4.0 Points

1.0 Points

In Roger's theory the premise of "organism" refers to _____.

A. a pattern of conscious perceptions and values

B. the totality of experiences and perceptions

C. personality structure

Correct D. the total individual

Answer Key: D

Feedback: Section 17.4

Question 24 of 50

1.0 Points

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

 A. responsive

 B. rational

Incorrect   C. emotional

 D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 25 of 50

1.0 Points

In humanistic theory, the term umwelt refers to _____.

Incorrect   A. people being in their world

 B. aspects related to a specific culture

 C. the study of people's conscious experiences

 D. people's external world

Answer Key: D

Feedback: Section 17.2

Question 26 of 50

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In humanistic theory, the term "spiritual drive" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

 B. feelings of excitement based on achieving or experiencing something

Correct C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: C

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50

1.0 Points

If an employee experiences job dissatisfaction because she feels her job is boring, aimless and does not offer any scope and hope for growth and development, which of the following feelings and cognitions best reflects her work experience?

 A. I will solve my boring job by asking for an increase in salary.

 B. My work and work processes are meaningless.

Incorrect   C. If only I get more recognition I will be satisfied.

 D. I should have been promoted long ago.

Answer Key: B

Feedback: Section 17.6.2

Question 28 of 50

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In South African studies on personality across many cultures, in conjunction with international research, it was found that the personality factors as postulated by the FFM of personality, have common features across these various cultures, however, differences with regard to specific attributes also exist in and between certain cultures and sub-cultures. This research on cultural variation in personality is an example of _____ research.

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 B. emics

 C. discourse analysis

 D. social constructionism

Answer Key: A

Feedback: Section 17.2

Question 29 of 50

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Which one of the following statements best reflects the humanistic perspective?

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 B. "You cannot control the direction your life takes."

 C. "If it was not for my family … ."

Correct D. "Adversity can help you grow."

Answer Key: D

Question 30 of 50

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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-

Correct B. suspended

 C. submerged

 D. propositional

Answer Key: B

Feedback: Section 18.4.3.3

Question 31 of 50

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 B. preverbal constructs

 C. cognitive dissonance

 D. fundamental postulate

Answer Key: A

Question 32 of 50

1.0 Points

The _____ corollary enables people to relate well to one another.

Incorrect   A. commonality

 B. individuality

 C. sociality

 D. fundamental

Answer Key: C

Feedback: The sociality corollary refers to the social roles people play in one another's lives, which basically means that they relate to one another. This is the basis of interpersonal relationships and the foundation of the sociality corollary (Bergh & Theron 2013, section 18.5.3.11).

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1.0 Points

_____ are those that have less relevance to a person's sense of self and can be changed quite easily.

Incorrect   A. Self-constructs

 B. Core roles

 C. Core constructs

 D. Peripheral constructs

Answer Key: D

Feedback: Nope. Peripheral constructs are those that have less

relevance to a person's sense of self and can be changed quite easily. See section 18.4.3.1 of your prescribed book.

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50

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.

Incorrect   A. propositional; constellatory

B. constellatory; propositional

C. dichotomy; suspended

D. suspended; dichotomy

Answer Key: C

Feedback: Sections 18.4 & 18.5

1.0 Points

Which one of the following relates to a cognitive approach to personality?

Correct A. Emphasises a subject's perceptions of experiences, especially how these experiences are construed and forms his or her interpretations of things.

B. Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves.

C. Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits.

D. Emphasises a subject's conscious experiences of the events she or he experiences in everyday life.

Answer Key: A

Feedback: Chapter 18, textbook, section 18.3

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 _____.

Correct A. cognitive modifiability

B. cognitive control in performance

C. performance after training in verbal and numerical training

D. circumspection and control

Answer Key: A

Feedback: Section 18.7

Question 37 of 50

1.0 Points

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

 A. accepting people as being good and kind

Incorrect   B. a person experiencing the community as logical and predictable

 C. a sense of direction towards specific goals

 D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50

1.0 Points

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

Correct 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: A

Feedback: Section 19.3.1

Question 39 of 50

1.0 Points

"Well-being" implies _____.

A. the absence of illness

Correct B. emotional, psychological and mental health

C. an external locus of control

D. a pathogenic orientation

Answer Key: B

1.0 Points

_____ and affect can then provide a psychological break from and defense against adversity.

Correct A. Positive emotions

B. Negative emotions

C. Thought-action tendency

D. Non-specific action tendencies

Answer Key: A

Feedback: Well done! Positive emotions also facilitate social interaction, and promote social responsibility, generosity and helpfulness in social situations. See section 19.3.2 in your prescribed book.

Part 12 of 14 - Chapter 19 Application   3.0 Points

1.0 Points

Interventions can be aimed at improving wellness in organisations. The _____ Model can be used to assess the well-being of individuals and groups.

A. Holistic Employee Wellness

B. Values in Action

C. Fortigenesis

Incorrect   D. Wheel of Wellness

Answer Key: A

Feedback: Interventions can also be aimed at improving wellness in organisations. The Holistic Employee Wellness Model can be used to assess the well-being of individuals and groups. Strategies for developing wellness can be based on the results of these assessments. See section 19.3.3

Question 42 of 50

1.0 Points

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

Incorrect   A. Locus of control

 B. Sense of coherence

 C. Learned resourcefulness

 D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50

1.0 Points

When we consider the Nobel prizes bestowed on Mr Mandela and Mr de Klerk, both previous Presidents of the RSA, we could say these awards in terms of the well-being concept of happiness was arguably and most probably directed at rewarding _____.

 A. the pleasurable life

Incorrect   B. the good life

 C. Eudaimonic happiness

 D. hope and optimism

Answer Key: C

Feedback: Section 19.5

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

An organisation that is ineffective in achieving business objectives, or experiencing internal conflicts in cultural philosophies, values, behaviours and management strategies, and in which many individual health and adjustment problems are reported, can be said to be _____.

Correct A. unhealthy

 B. systems-based

 C. high functioning

 D. well-adjusted

Answer Key: A

Feedback: Yes! Organisations are seen as mirror images or microcosms of their environments, and as composed of all the attributes of their employees and their relationships, therefore it is possible to speak of healthy or unhealthy organisations. See prescribed book section 20.2

Question 45 of 50

1.0 Points

The DSM-equivalent of the Culture-bound syndrome known as "iisthuthwane" is _____

 A. epilepsy

 B. psychotic disorder

Incorrect   C. major depression

 D. anxiety

Answer Key: A

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "iisthuthwane" is epilepsy. See section 20.5.12, Table 20.3 in your prescribed book.

Question 46 of 50

1.0 Points

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

 A. The social readjustment scale

 B. Systems-interactional model

Incorrect   C. General Adaptation Syndrome

D. Diagnostic Statistical Manual

Answer Key: D

1.0 Points

One of the main cognitive disorders, namely dementia relates to _____.

 A. temporary and fluctuating states of mental confusion and consciousness

Correct B. a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks

 C. loss of memory without other cognitive impairments being present, and an inability to learn new material or to recall information from before the memory loss.

 D. loss of memory with the presence of other cognitive impairments

Answer Key: B

Feedback: Yes, dementia relates to a change in personality, loss of emotional control and the progressive loss of cognitive functions such as memory, reasoning and thinking, which result in a person being unable to do even simple and routine tasks. See prescribed book section 20.5.8

Part 14 of 14 - Chapter 20 Application   3.0 Points

1.0 Points

Interventions in the work context that focus on faulty learned responses of workers have been criticised because they treat the symptom rather than the cause. The personality approach referred to here is the _____ approach.

Incorrect   A. existential

 B. stress

 C. behaviourist

 D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

1.0 Points

Mary is constantly worried and uncomfortable about her job performance, always expresses feelings of being ineffective and now suffers from insomnia. Mary may be suffering from _____.

Incorrect   A. paranoid personality disorder

 B. phobic disorder

 C. generalised anxiety disorder

 D. panic disorder

Answer Key: C

Feedback: Section 20.7

1.0 Points

Louise has, for the third time and once again in a melodramatic manner, submitted her resignation – just to withdraw it again 10 minutes later. She then cries, claiming that nobody loves her and that she is always made the scapegoat in the office. Once she has everyone's attention, she calms down and continues with her work still sulking. Most staff members are unperturbed by the incident because they have become used to it. Louise's behaviour is typical of the _____ personality disorder.

 A. narcissistic

 B. histrionic

 C. antisocial

Incorrect   D. borderline

Answer Key: B

Part 1 of 14 - Chapter 13 Theory 4.0 Points

The trait and type theories emphasise/s _____.

A. the striving for self-actualisation

B. the role of environmental influences

C. the unconscious aspects of personality

D. enduring and consistent attributes of behaviour

Answer Key: D

Feedback: In trait theory, human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Question 2 of 50   1.0 Points

Depth psychology assumes that _____ development is formative and more important than development in adult life.

A. adolescent

B. early child

C. pre-birth

D. late adult

Answer Key: B

Feedback: Good work! The psychoanalytical theory of development emphasises that: (1) Early childhood experiences play a critical role in shaping adult personality. (2) Sexual energy is present at birth and continues to progress through a range of psychosexual stages. See section 13.3.1

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

        A. Biological and evolutionary perspectives

        B. Cognitive theories

        C. Psychosocial theories

        D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Which perspective/s to personality would argue that an employee's low or high performance is the product of the work environment?

        A. Humanism

        B. Behaviourism

        C. Trait and type

        D. Psychoanalytic and psychodynamic

Answer Key: B

Feedback: Yes! Behaviourism states that the environment shapes behaviour. A behaviourist would consider how a person's environment and the people in their environment shape their behaviour. See section 13.3.2 in your prescribed book.

:

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

Mike does not experience meaning in life. This description of Mike relates to the _____ perspective on personality.

      A. psychoanalytic

      B. behaviourist

      C. humanist

      D. cognitive

Answer Key: C

Feedback: Good work! The words "meaning in life" should immediately alert you to think of humanism. See section 13.3.3

Question 6 of 50   1.0 Points

During your performance review and feedback session, your supervisor tells you not to take him so seriously when he makes remarks and tells funny jokes about you in the office. In turn, you tell him that you experience that he disrespects you, and that he is limiting your freedom and potential to develop to the best of your abilities. Your response to your supervisor can best be associated with the assumptions of one of the _____ perspective.

      A. psychoanalytic

B. cognitive

C. humanistic

D. African

Answer Key: C

Feedback: In this scenario, the focus is on your experience and your drive to succeed and self-actualise, which relates to humanis. See section 13.3.3

Question 7 of 50   1.0 Points

During a conference on racial and cultural conflict resolution a philosopher expresses the idea that peace and acceptance between cultures and race groups in South Africa will only be achieved if people are made aware of the deep-seated non-conscious influences on their behaviour based on their historical pasts, and of possible traumatic experiences which individuals and groups may have experienced. From a psychological perspective you recognise the philosopher's stance as being from a/an _____ perspective.

A. relational

B. psychoanalytical

C. Neo-Freudian

D. evolutionary

Answer Key: B

Feedback: The focus in this scenario is clearly on the unconscious and the past, which relates to the psychodynamic approach. See section 13.3.1

Question 8 of 50   1.0 Points

Personality theories can be studied and understood through a number of dimensions, which may include physical, cognitive, emotional and social domains. Which one of the below best describes why people behave in particular ways and what activates, energises or directs and changes their behaviour?

A. Personality assessment methods

B. The structure of personality

C. Motivation in personality

D. Personality adjustment and psychological health

Answer Key: C

Feedback: Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. See section 13.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

In psychoanalytic theory, which part of the personality serves as a balancing agent?

A. The id

B. The ego

C. The superego

D. The anima

Answer Key: B

Feedback: Section 14.4

Within both dimensions of the Johari-window, there are aspects that one is aware of and not aware of. The ideal situation is one where there are _____ elements _____ to the self and others.

      A. few; known

      B. many; unknown

      C. few; unknown

      D. many; hidden

Answer Key: C

Feedback: Section 14.4

According to Freud, the _____ is an evaluative agent that selects the behaviour that minimises pain while maximising pleasure.

      A. id

      B. ego

      C. superego

      D. suppressor

Answer Key: B

Feedback: Section 14.5

According to Freud, neurotic anxiety refers to the anxiety experienced when _____.

A. id impulses are in conflict with the ego

B. experiencing fear of guilt due to the expressing instinctual wishes

C. there is a conflict between the ego and the superego

D. a person is faced with real dangers

Answer Key: A

Feedback: Section 14.8.2

Part 4 of 14 - Chapter 14 Application   3.0 Points

Kevin is very frustrated at work owing to the fact that he is experiencing problems with suppliers. When he gets home, he takes his frustrations out on his family by being rude and impatient with them. This type of defence mechanism is called _____.

A. denial

B. regression

C. displacement

D. rationalisation

Answer Key: C

Feedback: Yes! Displacement is evident here, as Kevin takes his work frustrations out on his family who is not the source of his frustration. He therefore displaces his frustration in this manner, substituting his family for his work. See table 14.1 in section 14.3

Question 14 of 50   1.0 Points

Which paradigm would describe Siyolo's behaviour as follows: Siyolo had an unhappy childhood and probably has a strong need to be in control of his life. This need resulted in a perfectionist orientation, where he tries to control, not only processes and procedures, but also people. He is motivated by the ''will to power" to overcome feelings of inferiority.

        A. Humanism

        B. Behaviourism

        C. Cognitive theory

        D. Psychoanalysis

Answer Key: D

Feedback: Whoops! Psychoanalysis would refer to his childhood issues,his controlling nature and his inferiority issues. See section 14.5 in your prescribed book.

Question 15 of 50   1.0 Points

If you consider the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be one that children or young people _____.

        A. follow the examples of either their fathers or their mothers.

        B. must solve their fixations and conflicts at an early stage.

        C. develop a process of progressive self-identification

D. have an advantage if they are an only child or the youngest child.

Answer Key: C

Feedback: Well done! This is an insight question. All these theorists indicated that children progress through stages and gradually develop their own identity as a result of their own progress in these stages. The other options are too limited and do not cover all four theories. See sections 14.6 and 14.7

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50   1.0 Points

In trait psychology, the term ergs refers to _____.

A. an emotional or mood expression

B. the innate energy underlying behaviour

C. an approach to describe personality factors

D. a body and emotional type

Answer Key: B

Feedback: Section 16.8

Question 17 of 50   1.0 Points

Traits can be described as _____.

A. concepts that indicate underlying unconscious behaviours

B. primarily holistic description of personality

C. certain obvious elements of personality only

D. constructs that indicate more or less enduring behaviours

Answer Key: D

The Three-Factor Model of personality is associated with _____.

A. Freud

B. Cattell

C. Costa and McCrae

D. Eysenck

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

According to the Five-Factor Model, conscientiousness is the opposite of _____.

A. openness to experience

B. antagonism

C. emotional stability

D. lack of direction

Answer Key: D

Question 20 of 50   1.0 Points

Trait approaches explain healthy psychological adjustment according to _____.

      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.

Answer Key: C

Feedback: Ch 16, sect 16.9, pp 368-369

Question 21 of 50   1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

      A. Propriate needs

      B. Dynamic traits

      C. Preservative functional autonomy

      D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Question 22 of 50   1.0 Points

If a person is expected to wait for an unreasonably long time before being served at a restaurant, this might affect his/her personality expression and behaviour. This is known as _____, according to one of the approaches to personality consistency.

   A. subsidiation

   B. situationism

   C. interteractionism

   D. trait instability

Answer Key: C

Feedback: Ch 16, sect 16.10, pp 369-3710

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   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 24 of 50   1.0 Points

In humanistic theory, the term umwelt refers to _____.

        A. people being in their world

        B. aspects related to a specific culture

        C. the study of people's conscious experiences

        D. people's external world

Answer Key: D

Feedback: Section 17.2

Question 25 of 50   1.0 Points

According to Rogers, self-development and maintenance are _____.

        A. verified by peak and flow experiences

        B. dependent on satisfying self-esteem needs

        C. strongly influenced by cognitive and genetic factors

        D. upheld by an on-going process of valuing new experiences

Answer Key: D

Feedback: Chapter 17, textbook, section 17.5. Rogers describes personality development and maintenance as judging whether new experiences fit with the existing self-perception and will lead to self-actualisation.

Rogers stated that the organism or person is constantly having experiences and perceptions in his/her world, experiences are valued against existing perceptions and values which all contribute to the formation and maintenance of the _____.

      A. personality structure

      B. self

      C. I, me, my and mine experiences

      D. self-efficacy

Answer Key: B

Feedback: Section 17.4

Part 8 of 14 - Chapter 17 Application   3.0 Points

In a performance management session a supervisor is impressed by a young student's hardiness and her belief in her dreams and capacities of becoming a veterinarian despite a physical disability and lack of funds. This student's motivation may arguably be best explained by her feelings and beliefs of being _____.

      A. self-efficacious

      B. self-actualised

C. self-transcendent

D. free-willed

Answer Key: A

Feedback: Section 17.4

Question 28 of 50   1.0 Points

Mandy and Angela were involved in a car accident. Mandy feels that as it was not serious, it was not a big deal. Angela, however is very shaken and upset. Mandy tells her that she should not be upset. Why, based on the humanist theory, is it wrong for Mandy to tell Angela not to be upset about this?

A. Each person's subjective experiences are part of their reality.

B. The accident was not that serious

C. Mandy's experience is more realistic that Angela's experience

D. Angela is just being silly

Answer Key: A

Feedback: The subjective experiences of people are important as they influence the development of personality and the self-concept, as well as the daily expressions of personality. Each person's subjective experiences are part of his/her reality. For example, you cannot tell a person to not feel upset about a situation that you consider to be trivial. Chapter 17.3.1

Question 29 of 50   1.0 Points

Herman is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

A. optimism

B. a peak/flow experience

C. esteem needs

D. spiritual drive

Answer Key: B

Feedback: Chapter 17, textbook, section 17.6.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50   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

Feedback: Section 18.5.1

Question 31 of 50   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

Feedback: Section 18.4.3.3

Question 32 of 50   1.0 Points

In Mischel's theory, _____ indicate the influence of proposed end results and worth attached to particular situations on the outcome of the person's expectancies.

A. self-control systems and plans

B. goals and subjective values

C. encoding strategies

D. expectancies

Answer Key: B

Feedback: Jip, this one was easy! Goals and subjective values indicate the influence of goals and subjective values attached to particular situations on the outcome of the person's expectancies. See section 18.5 of your prescribed book.

Question 33 of 50   1.0 Points

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

A. an identity crisis, with widespread changes in core roles

B. something that violates the core role

C. holding on to invalid constructs

D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

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

A. They cannot solve conflicts from their past traumatic experiences.

B. Their ways of thinking are not applicable to more or all situations and events.

C. They rely too much on defence mechanisms and C-P-C cycles.

D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Question 35 of 50   1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

      A. cognitive unity

      B. cognitive dissonance

      C. equity and homeostasis

      D. suspended constructs

Answer Key: B

Feedback: Whoops - that's not correct. This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Question 36 of 50   1.0 Points

"If you become a secondhand car dealer you will also become dishonest, since all secondhand car dealers are dishonest people". This statement is an example of _____.

      A. a propositional construct

      B. a defence mechanism

      C. a pre-emptive construct

      D. a constellatory construct

Answer Key: D

Feedback: Chapter 18, textbook, section 18.5.1

Question 37 of 50   1.0 Points

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

        A. accepting people as being good and kind

        B. a person experiencing the community as logical and predictable

        C. a sense of direction towards specific goals

        D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

The processes of absorption, vigour and dedication are used to describe a certain type of involvement in
executing a job or task, known as _____.

        A. self-efficacy

        B. flow

        C. engagement

        D. hardiness

Answer Key: C

Feedback: Section 19.5.5

Question 39 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

      A. Self- determination Model

      B. Multi-dimensional Model of Well-being

      C. Broad and Build Theory

      D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Question 40 of 50   1.0 Points

An important outcome which positive psychology wants to achieve in the facilitation of well-being resources and strengths in individuals and groups is _____.

      A. psychological integration

      B. hope

      C. optimal functioning

      D. self-efficacy

Answer Key: C

Feedback: Section 19.4.3.3

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

Angela has a positive attitude about herself because she accepts herself and her past experiences. This facet of psychological well-being is known as _____.

       A. self-acceptance

       B. personal growth

       C. purpose in life

       D. autonomy

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Question 42 of 50   1.0 Points

Naledi has been diagnosed with a psychological disorder, but she still experiences high levels of well-being. This can be described as _____, based on the Complete State Model.

       A. languishing

       B. struggling

       C. floundering

       D. flourishing

Answer Key: B

Feedback: Chapter 19, textbook , section 19.6.2.1

Question 43 of 50   1.0 Points

Which of the following is an example of eudaimonia?

        A. A person who is excited about an upcoming tour to France

        B. A person who is deeply involved in solving a difficult problem and satisfied when a creative
solution is found

        C. Soccer crowds singing and shouting at the World Cup

        D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

The _____ personality manifests excessive and sometimes irrational concern with neatness, detail,
rules and regulations, and is preoccupied with own activities and cannot express emotions.

        A. schizoid

        B. paranoid

        C. obsessive-compulsive

        D. histrionic

Answer Key: C

Feedback: Well done! This statement describes the obsessive-compulsive personality. See section 20.5.3 of the prescribed book.

Question 45 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

A. the obsessive-compulsive personality

B. the borderline personality

C. the schizotypical personality

D. the narcissistic personality

Answer Key: A

Feedback: Yes! The obsessive-compulsive personality is included in this group. See section 20.5.3 of your prescribed book.

Question 46 of 50   1.0 Points

Unlike in the case of schizophrenia, in _____ disorders, extreme distortion of cognitive processes does not occur.

A. anxiety

B. mood

C. stress

D. substance-abuse

Answer Key: B

Feedback: Unlike in the case of schizophrenia, extreme distortion of cognitive processes does not occur. Mood disorders are rather distinguished by a lack of concentration and negative thinking, although hallucinations (perceptions without any related stimuli) sometimes occur. See prescribed book section 20.5.5

Question 47 of 50   1.0 Points

Personality disorders characterised by odd or eccentric behaviour include _____.

      A. the schizoid personality

      B. the borderline personality

      C. the obsessive-compulsive personality

      D. dependent personality

Answer Key: A

Feedback: Yes! The schizoid personality is included in this group. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   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

Feedback: Substance intoxication happens after or during substance use. (p. 450 Section 20.5.4)

Question 49 of 50   1.0 Points

After a serious explosion in a chemical factory a few employees were sent for counselling because of recurring dreams and thoughts about the incident which caused loss of sleep, substance abuse and influenced their work behaviour quite dramatically. These employees are probably suffering from varying levels of _____.

A. post-traumatic stress disorder

B. obsessive compulsive disorder

C. generalised anxiety disorder

D. panic disorder

Answer Key: A

Feedback: Yes! Well done. This scenario points to post traumatic stress, as the people keep on experiencing the after effects long after the event has passed. Chapter 20, textbook, section 20.5.2

Question 50 of 50   1.0 Points

Lerato is a driven, highly ambitious employee who is always racing to meet deadlines and to finish ahead of everyone else. Her colleagues experience her as hostile and aggressive at times when she is rushing to complete her tasks. This is an example of the _____, which is a pattern of _____.

A. type C personality; undercommitment

B. type C personality; overcommitment

C. type A personality; undercommitment

D. type A personality; overcommitment

Answer Key: D

Question 1 of 50   1.0 Points

The trait and type theories emphasise/s _____.

A. the striving for self-actualisation

B. the role of environmental influences

C. the unconscious aspects of personality

D. enduring and consistent attributes of behaviour

Answer Key: D

Feedback: In trait theory, human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Question 2 of 50   1.0 Points

Depth psychology assumes that _____ development is formative and more important than development in adult life.

       A. adolescent

       B. early child

       C. pre-birth

       D. late adult

Answer Key: B

Feedback: Good work! The psychoanalytical theory of development emphasises that: (1) Early childhood experiences play a critical role in shaping adult personality. (2) Sexual energy is present at birth and continues to progress through a range of psychosexual stages. See section 13.3.1

Question 3 of 50   1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

       A. Biological and evolutionary perspectives

       B. Cognitive theories

       C. Psychosocial theories

       D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Question 4 of 50   1.0 Points

Which perspective/s to personality would argue that an employee's low or high performance is the product of the work environment?

      A. Humanism

      B. Behaviourism

      C. Trait and type

      D. Psychoanalytic and psychodynamic

Answer Key: B

Feedback: Yes! Behaviourism states that the environment shapes behaviour. A behaviourist would consider how a person's environment and the people in their environment shape their behaviour. See section 13.3.2 in your prescribed book.

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Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

Mike does not experience meaning in life. This description of Mike relates to the _____ perspective on personality.

A. psychoanalytic

B. behaviourist

C. humanist

D. cognitive

Answer Key: C

Feedback: Good work! The words "meaning in life" should immediately alert you to think of humanism. See section 13.3.3

During your performance review and feedback session, your supervisor tells you not to take him so seriously when he makes remarks and tells funny jokes about you in the office. In turn, you tell him that you experience that he disrespects you, and that he is limiting your freedom and potential to develop to the best of your abilities. Your response to your supervisor can best be associated with the assumptions of one of the _____ perspective.

A. psychoanalytic

B. cognitive

C. humanistic

D. African

Answer Key: C

Feedback: In this scenario, the focus is on your experience and your drive to succeed and self-actualise, which relates to humanis. See section 13.3.3

During a conference on racial and cultural conflict resolution a philosopher expresses the idea that peace and acceptance between cultures and race groups in South Africa will only be achieved if people are made aware of the deep-seated non-conscious influences on their behaviour based on their historical pasts, and of possible traumatic experiences which individuals and groups may have experienced. From a psychological perspective you recognise the philosopher's stance as being from a/an _____ perspective.

      A. relational

      B. psychoanalytical

      C. Neo-Freudian

      D. evolutionary

Answer Key: B

Feedback: The focus in this scenario is clearly on the unconscious and the past, which relates to the psychodynamic approach. See section 13.3.1

Personality theories can be studied and understood through a number of dimensions, which may include physical, cognitive, emotional and social domains. Which one of the below best describes why people behave in particular ways and what activates, energises or directs and changes their behaviour?

      A. Personality assessment methods

      B. The structure of personality

      C. Motivation in personality

      D. Personality adjustment and psychological health

Answer Key: C

Feedback: Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. See section 13.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

In psychoanalytic theory, which part of the personality serves as a balancing agent?

        A. The id

        B. The ego

        C. The superego

        D. The anima

Answer Key: B

Feedback: Section 14.4

Question 10 of 50   1.0 Points

Within both dimensions of the Johari-window, there are aspects that one is aware of and not aware of. The ideal situation is one where there are _____ elements _____ to the self and others.

        A. few; known

        B. many; unknown

        C. few; unknown

        D. many; hidden

Answer Key: C

Feedback: Section 14.4

Question 11 of 50   1.0 Points

According to Freud, the _____ is an evaluative agent that selects the behaviour that minimises pain while maximising pleasure.

A. id

B. ego

C. superego

D. suppressor

Answer Key: B

Feedback: Section 14.5

Question 12 of 50   1.0 Points

According to Freud, neurotic anxiety refers to the anxiety experienced when _____.

A. id impulses are in conflict with the ego

B. experiencing fear of guilt due to the expressing instinctual wishes

C. there is a conflict between the ego and the superego

D. a person is faced with real dangers

Answer Key: A

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

Kevin is very frustrated at work owing to the fact that he is experiencing problems with suppliers. When he gets home, he takes his frustrations out on his family by being rude and impatient with them. This type of defence mechanism is called _____.

A. denial

B. regression

C. displacement

D. rationalisation

Answer Key: C

Feedback: Yes! Displacement is evident here, as Kevin takes his work frustrations out on his family who is not the source of his frustration. He therefore displaces his frustration in this manner, substituting his family for his work. See table 14.1 in section 14.3

Question 14 of 50   1.0 Points

Which paradigm would describe Siyolo's behaviour as follows: Siyolo had an unhappy childhood and probably has a strong need to be in control of his life. This need resulted in a perfectionist orientation, where he tries to control, not only processes and procedures, but also people. He is motivated by the ''will to power'' to overcome feelings of inferiority.

A. Humanism

B. Behaviourism

C. Cognitive theory

D. Psychoanalysis

Answer Key: D

Feedback: Whoops! Psychoanalysis would refer to his childhood issues, his controlling nature and his inferiority issues. See section 14.5 in your prescribed book.

If you consider the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be one that children or young people _____.

A. follow the examples of either their fathers or their mothers.

B. must solve their fixations and conflicts at an early stage.

C. develop a process of progressive self-identification

D. have an advantage if they are an only child or the youngest child.

Answer Key: C

Feedback: Well done! This is an insight question. All these theorists indicated that children progress through stages and gradually develop their own identity as a result of their own progress in these stages. The other options are too limited and do not cover all four theories. See sections 14.6 and 14.7

Part 5 of 14 - Chapter 16 Theory 4.0 Points

In trait psychology, the term ergs refers to _____.

A. an emotional or mood expression

B. the innate energy underlying behaviour

C. an approach to describe personality factors

D. a body and emotional type

Answer Key: B

Feedback: Section 16.8

Traits can be described as _____.

A. concepts that indicate underlying unconscious behaviours

B. primarily holistic description of personality

C. certain obvious elements of personality only

D. constructs that indicate more or less enduring behaviours

Answer Key: D

The Three-Factor Model of personality is associated with _____.

A. Freud

B. Cattell

C. Costa and McCrae

D. Eysenck

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

Question 19 of 50   1.0 Points

According to the Five-Factor Model, conscientiousness is the opposite of _____.

        A. openness to experience

        B. antagonism

        C. emotional stability

        D. lack of direction

Answer Key: D

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

Trait approaches explain healthy psychological adjustment according to _____.

        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.

Answer Key: C

Feedback: Ch 16, sect 16.9, pp 368-369

Question 21 of 50   1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

A. Propriate needs

B. Dynamic traits

C. Preservative functional autonomy

D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Question 22 of 50   1.0 Points

If a person is expected to wait for an unreasonably long time before being served at a restaurant, this might affect his/her personality expression and behaviour. This is known as _____, according to one of the approaches to personality consistency.

A. subsidiation

B. situationism

C. interteractionism

D. trait instability

Answer Key: C

Feedback: Ch 16, sect 16.10, pp 369-3710

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   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 24 of 50   1.0 Points

In humanistic theory, the term umwelt refers to _____.

      A. people being in their world

      B. aspects related to a specific culture

      C. the study of people's conscious experiences

D. people's external world

Answer Key: D

Feedback: Section 17.2

Question 25 of 50   1.0 Points

According to Rogers, self-development and maintenance are _____.

A. verified by peak and flow experiences

B. dependent on satisfying self-esteem needs

C. strongly influenced by cognitive and genetic factors

D. upheld by an on-going process of valuing new experiences

Answer Key: D

Feedback: Chapter 17, textbook, section 17.5. Rogers describes personality development and maintenance as judging whether new experiences fit with the existing self-perception and will lead to self-actualisation.

Question 26 of 50   1.0 Points

Rogers stated that the organism or person is constantly having experiences and perceptions in his/her world, experiences are valued against existing perceptions and values which all contribute to the formation and maintenance of the _____.

A. personality structure

B. self

C. I, me, my and mine experiences

D. self-efficacy

Answer Key: B

Feedback: Section 17.4

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

In a performance management session a supervisor is impressed by a young student's hardiness and her belief in her dreams and capacities of becoming a veterinarian despite a physical disability and lack of funds. This student's motivation may arguably be best explained by her feelings and beliefs of being _____.

A. self-efficacious

B. self-actualised

C. self-transcendent

D. free-willed

Answer Key: A

Feedback: Section 17.4

Question 28 of 50   1.0 Points

Mandy and Angela were involved in a car accident. Mandy feels that as it was not serious, it was not a big deal. Angela, however is very shaken and upset. Mandy tells her that she should not be upset. Why, based on the humanist theory, is it wrong for Mandy to tell Angela not to be upset about this?

    A. Each person's subjective experiences are part of their reality.

    B. The accident was not that serious

    C. Mandy's experience is more realistic that Angela's experience

    D. Angela is just being silly

Answer Key: A

Feedback: The subjective experiences of people are important as they influence the development of personality and the self-concept, as well as the daily expressions of personality. Each person's subjective experiences are part of his/her reality. For example, you cannot tell a person to not feel upset about a situation that you consider to be trivial. Chapter 17.3.1

Question 29 of 50   1.0 Points

Herman is always fully engaged in his work and he seems to enjoy the tasks he has to do every day. His type of work performance could most likely be related to _____.

    A. optimism

    B. a peak/flow experience

    C. esteem needs

    D. spiritual drive

Answer Key: B

Feedback: Chapter 17, textbook, section 17.6.2

Question 30 of 50   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

Feedback: Section 18.5.1

Question 31 of 50   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

Feedback: Section 18.4.3.3

In Mischel's theory, _____ indicate the influence of proposed end results and worth attached to particular situations on the outcome of the person's expectancies.

   A. self-control systems and plans

   B. goals and subjective values

   C. encoding strategies

   D. expectancies

Answer Key: B

Feedback: Jip, this one was easy! Goals and subjective values indicate the influence of goals and subjective values attached to particular situations on the outcome of the person's expectancies. See section 18.5 of your prescribed book.

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

   A. an identity crisis, with widespread changes in core roles

   B. something that violates the core role

   C. holding on to invalid constructs

   D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Question 34 of 50   1.0 Points

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

    A. They cannot solve conflicts from their past traumatic experiences.

    B. Their ways of thinking are not applicable to more or all situations and events.

    C. They rely too much on defence mechanisms and C-P-C cycles.

    D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Question 35 of 50   1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

    A. cognitive unity

    B. cognitive dissonance

    C. equity and homeostasis

    D. suspended constructs

Answer Key: B

Feedback: Whoops - that's not correct. This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Question 36 of 50   1.0 Points

"If you become a secondhand car dealer you will also become dishonest, since all secondhand car dealers are dishonest people". This statement is an example of _____.

    A. a propositional construct

    B. a defence mechanism

    C. a pre-emptive construct

    D. a constellatory construct

Answer Key: D

Feedback: Chapter 18, textbook, section 18.5.1

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

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

    A. accepting people as being good and kind

B. a person experiencing the community as logical and predictable

C. a sense of direction towards specific goals

D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

The processes of absorption, vigour and dedication are used to describe a certain type of involvement in executing a job or task, known as _____.

A. self-efficacy

B. flow

C. engagement

D. hardiness

Answer Key: C

Feedback: Section 19.5.5

Question 39 of 50   1.0 Points

The _____ explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations.

A. Self- determination Model

B. Multi-dimensional Model of Well-being

C. Broad and Build Theory

D. Wheel of Wellness

Answer Key: C

Feedback: Nope. The Broad and Build Theory explains how positive emotions and affect expand people's reactions to daily situations, and how they allow people to develop resources to deal with these daily situations. See section 19.3.2 of your prescribed book.

Question 40 of 50   1.0 Points

An important outcome which positive psychology wants to achieve in the facilitation of well-being resources and strengths in individuals and groups is _____.

A. psychological integration

B. hope

C. optimal functioning

D. self-efficacy

Answer Key: C

Feedback: Section 19.4.3.3

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

Angela has a positive attitude about herself because she accepts herself and her past experiences. This facet of psychological well-being is known as _____.

A. self-acceptance

B. personal growth

C. purpose in life

D. autonomy

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Question 42 of 50   1.0 Points

Naledi has been diagnosed with a psychological disorder, but she still experiences high levels of well-being. This can be described as _____, based on the Complete State Model.

A. languishing

B. struggling

C. floundering

D. flourishing

Answer Key: B

Feedback: Chapter 19, textbook , section 19.6.2.1

Question 43 of 50   1.0 Points

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

The _____ personality manifests excessive and sometimes irrational concern with neatness, detail, rules and regulations, and is preoccupied with own activities and cannot express emotions.

A. schizoid

B. paranoid

C. obsessive-compulsive

D. histrionic

Answer Key: C

Feedback: Well done! This statement describes the obsessive-compulsive personality. See section 20.5.3 of the prescribed book.

Question 45 of 50   1.0 Points

Personality disorders characterised by anxious and fearful behaviour include _____.

A. the obsessive-compulsive personality

B. the borderline personality

C. the schizotypical personality

D. the narcissistic personality

Answer Key: A

Feedback: Yes! The obsessive-compulsive personality is included in this group. See section 20.5.3 of your prescribed book.

Question 46 of 50   1.0 Points

Unlike in the case of schizophrenia, in _____ disorders, extreme distortion of cognitive processes does not occur.

A. anxiety

B. mood

C. stress

D. substance-abuse

Answer Key: B

Feedback: Unlike in the case of schizophrenia, extreme distortion of cognitive processes does not occur. Mood disorders are rather distinguished by a lack of concentration and negative thinking, although hallucinations (perceptions without any related stimuli) sometimes occur. See prescribed book section 20.5.5

Question 47 of 50   1.0 Points

Personality disorders characterised by odd or eccentric behaviour include _____.

A. the schizoid personality

B. the borderline personality

C. the obsessive-compulsive personality

D. dependent personality

Answer Key: A

Feedback: Yes! The schizoid personality is included in this group. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50   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

Feedback: Substance intoxication happens after or during substance use. (p. 450 Section 20.5.4)

Question 49 of 50   1.0 Points

After a serious explosion in a chemical factory a few employees were sent for counselling because of recurring dreams and thoughts about the incident which caused loss of sleep, substance abuse and influenced their work behaviour quite dramatically. These employees are probably suffering from varying levels of _____.

        A. post-traumatic stress disorder

        B. obsessive compulsive disorder

        C. generalised anxiety disorder

        D. panic disorder

Answer Key: A

Feedback: Yes! Well done. This scenario points to post traumatic stress, as the people keep on experiencing the after effects long after the event has passed. Chapter 20, textbook, section 20.5.2

Question 50 of 50   1.0 Points

Lerato is a driven, highly ambitious employee who is always racing to meet deadlines and to finish ahead of everyone else. Her colleagues experience her as hostile and aggressive at times when she is rushing to complete her tasks. This is an example of the _____, which is a pattern of _____.

        A. type C personality; undercommitment

        B. type C personality; overcommitment

        C. type A personality; undercommitment

        D. type A personality; overcommitment

Answer Key: D

Part 1 of 14 - Chapter 13 Theory 4.0 Points

1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include _____.

 A. comprehensiveness

 B. parsimony

Correct C. individuality

 D. testability

Answer Key: C

Feedback:

To define personality in all its dimensions, the following criteria must be emphasised:

the external, visible and observable physical appearances, behaviour and traits, often referred to as the "mask" (the original meaning of personality)

possible invisible behaviours, emotions, attitudes, values, thoughts and feelings

enduring patterns and consistencies, but also the dynamic nature of behaviour, indicating motivation and change

wholeness and differentiation in personality, a person being body and mind with all its separate and integrated functions

the necessity to accept that personality refers to a dynamic, living human able grow, change and to adapt to situations.

See section 13.2.2

Question 2 of 50

1.0 Points

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

 A. Moderator

 B. Biographical

C. Classic personality

Correct D. Criterion

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

Question 3 of 50

1.0 Points

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

 A. the candidate's personal history

 B. an interview with the candidate

 C. standardised tests or experiments

Correct D. ratings by the candidate's colleagues

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

Question 4 of 50

1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

Correct A. Biological and evolutionary perspectives

 B. Cognitive theories

 C. Psychosocial theories

 D. Humanistic, phenomenological and existential approaches

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution.

Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

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

 A. Explain the early childhood experiences that influence your current behaviour.

 B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

Correct C. Indicate how you make your own choices in your striving to experience meaning.

 D. Explain the cultural customs which influence your behaviour.

Answer Key: C

Feedback: Well done! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential and strive for meaning. Section 13.3.3

Question 6 of 50

1.0 Points

Which one of the following approaches in psychology would typically make use of qualitative approaches to study and assess personality?

 A. Cognitive psychology

 B. Behaviourism

 C. Biological perspective

Correct D. Humanism

Answer Key: D

Feedback: Yes! Because humanism focuses on subjective experiences, the individual would be the best source for research in this approach and therefore, qualitative methods like interviews or narrative analysis would be applicable. See section 13.3.3

Question 7 of 50

1.0 Points

Susan's characteristics and personality have been influenced by genetic factors. As these characteristics are relatively stable, it is unlikely that she will change. This description of Susan relates to the _____ perspective/s on personality.

 A. trait

 B. cognitive and social-cognitive

Correct   C. biological and evolutionary

 D. psychosocial

Answer Key: C

Feedback: Good! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation See section 13.3.6

1.0 Points

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

 A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

 B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

 C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

Incorrect   D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

1.0 Points

What kind of anxiety results from the id being in conflict with the ego?

 A. Reality anxiety

Correct B. Neurotic anxiety

 C. Moral anxiety

 D. Libido anxiety

Answer Key: B

Feedback: Section 14.8.2

1.0 Points

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

 A. Fixation

 B. Defense mechanisms

Incorrect   C. Unconscious drives

 D. Conflict

Answer Key: A

Feedback: Incorrect. Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

1.0 Points

Jung was the first theorist to emphasise and define _____.

 A. the inferiority complex

 B. the "eight ages of man"

C. birth order effect on behaviour

Correct D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

According to Freud, in order to reduce tension, the _____ operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs.

 A. id

 B. ego

 C. superego

Incorrect   D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50

1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

 A. conscious, unconscious pre-conscious

 B. id, ego, super-ego

Correct C. instincts, libido, defence mechanisms

 D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal

unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Question 14 of 50

1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

 A. the morality principle and ego integration

 B. an archetype of the good in people

 C. adult behaviour and application of the persona

Correct D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 15 of 50

1.0 Points

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

 A. Repression; reaction-formation

 B. Intellectualisation; reaction-formation

 C. Reaction-formation; intellectualisation

Incorrect   D. Reaction-formation; repression

Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

A. Cattell and Eysenck

B. Allport and Digman

C. Kretchmer and Sheldon

Correct D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50

1.0 Points

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

Correct A. trait

B. cognitive

C. behaviouristic

D. humanistic

Answer Key: A

Feedback: Chapter 16, textbook, section 16.1

Question 18 of 50

1.0 Points

Belbin describes various types of roles that people might assume in a group. Which one of the following is often used in facilitating interaction in work groups?

A. Diverger

B. Converger

Correct C. Initiator

 D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 19 of 50

1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

 A. cardinal traits

 B. proprium traits

Correct C. central traits

 D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50

1.0 Points

When we say that David is expedient, utilitarian, forthright,self-assured, dominant, socially bold, open to change, self-reliant, and tense, we are describing his personality based on _____.

Incorrect   A. Eysenck's Three-Factor Model

 B. the MBTI

 C. the Five-Factor Model

 D. the 16PF

Answer Key: D

Feedback: Whoops! The terms used are found in the 16PF. When assessing personality according to the 16PF, personality is divided into 16 so-called "first-order factors" or "source traits." See section 16.5.1.2 and Table 16.2 in your prescribed book.

1.0 Points

The main danger of using the _____ theory to describe personality is due to the fact that people might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

 A. psychodynamic

 B. behaviourist

 C. cognitive

Correct D. trait

Answer Key: D

Feedback: Section 16.11

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

 A. Propriate needs

 B. Dynamic traits

 C. Preservative functional autonomy

Correct D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

1.0 Points

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

 A. Behaviourism

 B. Cognitive theory

 C. Psychoanalysis

Correct D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

1.0 Points

The concept of "patterned experiential knowledge" in fact refers to _____.

 A. traits and cognitions as in cognitive psychology

 B. conditioned responses as in behaviourist theories

 C. self-awareness by reflecting on your own behaviour

Correct D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

Correct B. feelings of excitement based on achieving or experiencing something

 C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: B

Feedback: Section 17.6.2

1.0 Points

Rosenbaum described learned resourcefulness as _____.

A. behaviour marked by high levels of control, challenge and commitment

B. mature, autonomous behaviour in achieving objectives

C. a realistic ideal of self-image and potential to grow

Correct D. behaviours and skills used to control events and behaviours

Answer Key: D

Feedback: Chapter 17, textbook, section 17.7, figure 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

1.0 Points

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

A. irrational

Incorrect   B. emotional

C. rational

D. social

Answer Key: C

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4

1.0 Points

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

Correct A. Personal hardiness

B. Learned resourcefulness

C. External locus of control

D. Self-actualisation

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 29 of 50

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to _____.

A. competency

B. striving for superiority

Correct C. sense of coherence

D. learned resourcefulness

Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____.

A. fundamental postulate

B. constructive alternativism

C. a core construct

Correct D. cognitive dissonance

Answer Key: D

Question 31 of 50

1.0 Points

In Mischel's theory, _____ are concerned with an individual's cognitive and behavioural competencies.

A. self-control systems and plans

B. goals and subjective values

C. encoding strategies

Correct D. construction competencies

Answer Key: D

Feedback: Good! Construction competencies are concerned with an individual's cognitive and behavioural competencies. In other words, what does a person know and what skills does he/she possess? See section 18.5 of your prescribed book.

1.0 Points

Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. In the work context, this of particular use in _____.

A. recruitment and selection

B. organisational development

C. performance management

Incorrect   D. psychometrics

Answer Key: C

Feedback: Not correct. Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. This is of particular use in performance management. See section 18.5 of your prescribed book.

1.0 Points

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called _____.

Correct A. a propositional construct

B. a constellatory construct

C. encoding strategies

D. a pre-emptive construct

Answer Key: A

Question 34 of 50

1.0 Points

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

 A. behaviourist

 B. humanist

Correct C. cognitive

 D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

Question 35 of 50

1.0 Points

Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

 A. Range

Correct B. Dichotomy

 C. Organisation

 D. Modulation

Answer Key: B

Question 36 of 50

1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

 A. cognitive unity

Correct B. cognitive dissonance

 C. equity and homeostasis

 D. suspended constructs

Answer Key: B

Feedback: Well done! This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50

1.0 Points

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

 A. happiness

 B. cognitive broadening

 C. though-action tendency

Incorrect   D. self-congruence

Answer Key: C

Feedback: This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

Question 38 of 50

1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

A. Self efficacy

B. Locus of control

C. Personal hardiness

Correct D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

1.0 Points

According to the complete mental health state model, complete mental health is a condition which combines the symptoms of _____.

Correct A. high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

B. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

C. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

D. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

Answer Key: A

Feedback: Chapter 19, textbook, section 19.6.2, Figure 19.10. Complete mental health is defined as high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder.

1.0 Points

Benefit-finding is a specific characteristic of the _____ paradigm.

A. salutogenic

B. humanistic

Correct C. fortigenic

D. behaviourism

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

1.0 Points

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

Correct A. people's positive resources which are utilised for health and to function optimally

 B. first repairing and healing that which is wrong with people before striving for more

 C. diagnosing and treating illness and maladjustment according to certain prescriptions.

 D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Feedback: Section 19.2

1.0 Points

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities.

Based on ideas about "the good life", it is evident that the young man experienced _____.

 A. the pleasurable life

Incorrect   B. growth and development

 C. hedonic pleasure

 D. eudaimonic happiness

Answer Key: C

1.0 Points

Who can, arguably, be attributed to be the father of Positive Psychology by virtue of the first use of the word in a publication?

 A. Seligman

 B. Rogers

 C. Coetzee and Viviers

Correct D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

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

 A. the narcissistic personality

 B. the dependent personality

Incorrect   C. the obsessive-compulsive personality

 D. the borderline personality

Answer Key: D

Feedback: That is not correct, the borderline personality is included in this group.

Question 45 of 50

1.0 Points

_____ disorders were previously referred to as neuroses.

Incorrect   A. Stress

 B. Personality

 C. Anxiety

 D. Mood

Answer Key: C

Feedback: That is not correct. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

 A. Diagnostic Statistical Model

Correct B. General Adaptation Syndrome

 C. Diathesis Stress Model

 D. Conservation of Resources Model

Answer Key: B

1.0 Points

The _____ personality describes individuals

with excessive concern about their own

importance and undue demands for attention

and admiration.

 A. schizoid

 B. paranoid

 C. narcissistic

Incorrect   D. dependent

Answer Key: C

Feedback: This statement describes the narcissistic personality. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

1.0 Points

Which type of depression is linked to women only?

 A. Bipolar depression

 B. Postpartum depression

 C. Dysthymic depression

Incorrect   D. Cyclothymic depression

Answer Key: B

Question 49 of 50

1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

 A. experimentation

 B. abusing

Correct C. dependence

 D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Question 50 of 50

1.0 Points

Career-development problems relate to _____.

 A. job-related immaturity

 B. vocational uncertainty

 C. a midlife crisis

Correct D. all of the above

Answer Key: D

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50

1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include _____.

 A. comprehensiveness

 B. parsimony

Correct C. individuality

 D. testability

Answer Key: C

Feedback:

To define personality in all its dimensions, the following criteria must be emphasised:

the external, visible and observable physical appearances, behaviour and traits, often referred to as the "mask" (the original meaning of personality)

possible invisible behaviours, emotions, attitudes, values, thoughts and feelings

enduring patterns and consistencies, but also the dynamic nature of behaviour, indicating motivation and change

wholeness and differentiation in personality, a person being body and mind with all its separate and integrated functions

the necessity to accept that personality refers to a dynamic, living human able grow, change and to adapt to situations.

See section 13.2.2

Question 2 of 50

1.0 Points

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

 A. Moderator

 B. Biographical

 C. Classic personality

Correct D. Criterion

Answer Key: D

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

Question 3 of 50

1.0 Points

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

 A. the candidate's personal history

 B. an interview with the candidate

 C. standardised tests or experiments

Correct D. ratings by the candidate's colleagues

Answer Key: D

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

Question 4 of 50

1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

Correct A. Biological and evolutionary perspectives

 B. Cognitive theories

 C. Psychosocial theories

D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

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

 A. Explain the early childhood experiences that influence your current behaviour.

 B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

Correct C. Indicate how you make your own choices in your striving to experience meaning.

 D. Explain the cultural customs which influence your behaviour.

Answer Key: C

Feedback: Well done! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential and strive for meaning. Section 13.3.3

Question 6 of 50

1.0 Points

Which one of the following approaches in psychology would typically make use of qualitative approaches to study and assess personality?

 A. Cognitive psychology

 B. Behaviourism

 C. Biological perspective

Correct D. Humanism

Answer Key: D

Feedback: Yes! Because humanism focuses on subjective experiences, the individual would be the best source for research in this approach and therefore, qualitative methods like interviews or narrative analysis would be applicable. See section 13.3.3

Question 7 of 50

1.0 Points

Susan's characteristics and personality have been influenced by genetic factors. As these characteristics are relatively stable, it is unlikely that she will change. This description of Susan relates to the _____ perspective/s on personality.

 A. trait

 B. cognitive and social-cognitive

Correct C. biological and evolutionary

 D. psychosocial

Answer Key: C

Feedback: Good! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation See section 13.3.6

Question 8 of 50

1.0 Points

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

 A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

 B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

 C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

Incorrect   D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

What kind of anxiety results from the id being in conflict with the ego?

 A. Reality anxiety

Correct B. Neurotic anxiety

 C. Moral anxiety

 D. Libido anxiety

Answer Key: B

Feedback: Section 14.8.2

Question 10 of 50

1.0 Points

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

 A. Fixation

 B. Defense mechanisms

Incorrect   C. Unconscious drives

 D. Conflict

Answer Key: A

Feedback: Incorrect. Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

Question 11 of 50

1.0 Points

Jung was the first theorist to emphasise and define _____.

A. the inferiority complex

B. the "eight ages of man"

C. birth order effect on behaviour

Correct D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

1.0 Points

According to Freud, in order to reduce tension, the _____ operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs.

A. id

B. ego

C. superego

Incorrect   D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

A. conscious, unconscious pre-conscious

B. id, ego, super-ego

Correct C. instincts, libido, defence mechanisms

D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Question 14 of 50

1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

 A. the morality principle and ego integration

 B. an archetype of the good in people

 C. adult behaviour and application of the persona

Correct D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 15 of 50

1.0 Points

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

 A. Repression; reaction-formation

 B. Intellectualisation; reaction-formation

 C. Reaction-formation; intellectualisation

Incorrect   D. Reaction-formation; repression

Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

 A. Cattell and Eysenck

 B. Allport and Digman

 C. Kretchmer and Sheldon

Correct D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50

1.0 Points

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

Correct A. trait

 B. cognitive

 C. behaviouristic

 D. humanistic

Answer Key: A

Feedback: Chapter 16, textbook, section 16.1

Question 18 of 50

1.0 Points

Belbin describes various types of roles that people might assume in a group. Which one of the following is often used in facilitating interaction in work groups?

 A. Diverger

 B. Converger

Correct C. Initiator

 D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

 A. cardinal traits

 B. proprium traits

Correct C. central traits

 D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

1.0 Points

When we say that David is expedient, utilitarian, forthright, self-assured, dominant, socially bold, open to change, self-reliant, and tense, we are describing his personality based on _____.

Incorrect   A. Eysenck's Three-Factor Model

 B. the MBTI

 C. the Five-Factor Model

D. the 16PF

Answer Key: D

Feedback: Whoops! The terms used are found in the 16PF. When assessing personality according to the 16PF, personality is divided into 16 so-called "first-order factors" or "source traits." See section 16.5.1.2 and Table 16.2 in your prescribed book.

Question 21 of 50

1.0 Points

The main danger of using the _____ theory to describe personality is due to the fact that people might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

A. psychodynamic

B. behaviourist

C. cognitive

Correct D. trait

Answer Key: D

Feedback: Section 16.11

Question 22 of 50

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

A. Propriate needs

B. Dynamic traits

C. Preservative functional autonomy

Correct D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

 A. Behaviourism

 B. Cognitive theory

 C. Psychoanalysis

Correct D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

1.0 Points

The concept of "patterned experiential knowledge" in fact refers to _____.

 A. traits and cognitions as in cognitive psychology

 B. conditioned responses as in behaviourist theories

 C. self-awareness by reflecting on your own behaviour

Correct D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

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 C. motivation because of living or being

 D. growth- or being needs in people

Feedback: Section 17.6.2

1.0 Points

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Correct D. behaviours and skills used to control events and behaviours

Feedback: Chapter 17, textbook, section 17.7, figure 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

1.0 Points

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

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Incorrect   B. emotional

 C. rational

 D. social

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4

1.0 Points

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

Correct A. Personal hardiness

 B. Learned resourcefulness

 C. External locus of control

 D. Self-actualisation

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 29 of 50

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to _____.

 A. competency

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Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

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In Mischel's theory, _____ are concerned with an individual's cognitive and behavioural competencies.

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 C. encoding strategies

Correct D. construction competencies

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Feedback: Good! Construction competencies are concerned with an individual's cognitive and behavioural competencies. In other words, what does a person know and what skills does he/she possess? See section 18.5 of your prescribed book.

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 B. organisational development

 C. performance management

Incorrect   D. psychometrics

Answer Key: C

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B. a constellatory construct

C. encoding strategies

D. a pre-emptive construct

Answer Key: A

Question 34 of 50

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

 A. behaviourist

 B. humanist

Correct C. cognitive

 D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

Question 35 of 50

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Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

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 C. Organisation

 D. Modulation

Answer Key: B

Question 36 of 50

1.0 Points

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 A. cognitive unity

Correct B. cognitive dissonance

 C. equity and homeostasis

 D. suspended constructs

Answer Key: B

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Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50

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 A. happiness

 B. cognitive broadening

 C. though-action tendency

Incorrect   D. self-congruence

Answer Key: C

Feedback: This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

Question 38 of 50

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  A. Self efficacy

  B. Locus of control

  C. Personal hardiness

Correct D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

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Correct A. high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

  B. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

  C. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

  D. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

Answer Key: A

Feedback: Chapter 19, textbook, section 19.6.2, Figure 19.10. Complete mental health is defined as high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder.

1.0 Points

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  A. salutogenic

  B. humanistic

Correct C. fortigenic

 D. behaviourism

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50

1.0 Points

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

Correct A. people's positive resources which are utilised for health and to function optimally

 B. first repairing and healing that which is wrong with people before striving for more

 C. diagnosing and treating illness and maladjustment according to certain prescriptions.

 D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Feedback: Section 19.2

Question 42 of 50

1.0 Points

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities.

Based on ideas about "the good life", it is evident that the young man experienced _____.

 A. the pleasurable life

Incorrect   B. growth and development

 C. hedonic pleasure

 D. eudaimonic happiness

Answer Key: C

1.0 Points

Who can, arguably, be attributed to be the father of Positive Psychology by virtue of the first use of the word in a publication?

 A. Seligman

 B. Rogers

 C. Coetzee and Viviers

Correct D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

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

 A. the narcissistic personality

 B. the dependent personality

Incorrect   C. the obsessive-compulsive personality

 D. the borderline personality

Answer Key: D

Feedback: That is not correct, the borderline personality is included in this group.

Question 45 of 50

1.0 Points

_____ disorders were previously referred to as neuroses.

Incorrect   A. Stress

 B. Personality

 C. Anxiety

D. Mood

Answer Key: C

Feedback: That is not correct. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

 A. Diagnostic Statistical Model

Correct B. General Adaptation Syndrome

 C. Diathesis Stress Model

 D. Conservation of Resources Model

Answer Key: B

1.0 Points

The _____ personality describes individuals

with excessive concern about their own

importance and undue demands for attention

and admiration.

 A. schizoid

 B. paranoid

 C. narcissistic

Incorrect   D. dependent

Answer Key: C

Feedback: This statement describes the narcissistic personality. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50

1.0 Points

Which type of depression is linked to women only?

 A. Bipolar depression

 B. Postpartum depression

 C. Dysthymic depression

Incorrect   D. Cyclothymic depression

Answer Key: B

Question 49 of 50

1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

 A. experimentation

 B. abusing

Correct C. dependence

 D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Question 50 of 50

1.0 Points

Career-development problems relate to _____.

 A. job-related immaturity

 B. vocational uncertainty

C. a midlife crisis

Correct D. all of the above

Answer Key: D

Question 1 of 50

1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include _____.

 A. comprehensiveness

 B. parsimony

Correct C. individuality

 D. testability

Answer Key: C

Feedback:

To define personality in all its dimensions, the following criteria must be emphasised:

the external, visible and observable physical appearances, behaviour and traits, often referred to as the "mask" (the original meaning of personality)

possible invisible behaviours, emotions, attitudes, values, thoughts and feelings

enduring patterns and consistencies, but also the dynamic nature of behaviour, indicating motivation and change

wholeness and differentiation in personality, a person being body and mind with all its separate and integrated functions

the necessity to accept that personality refers to a dynamic, living human able grow, change and to adapt to situations.

See section 13.2.2

1.0 Points

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

 A. Moderator

 B. Biographical

 C. Classic personality

Correct D. Criterion

Answer Key: D

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

Question 3 of 50

1.0 Points

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

 A. the candidate's personal history

 B. an interview with the candidate

 C. standardised tests or experiments

Correct D. ratings by the candidate's colleagues

Answer Key: D

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

Question 4 of 50

1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

Correct A. Biological and evolutionary perspectives

 B. Cognitive theories

C. Psychosocial theories

D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

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

A. Explain the early childhood experiences that influence your current behaviour.

B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

Correct C. Indicate how you make your own choices in your striving to experience meaning.

D. Explain the cultural customs which influence your behaviour.

Answer Key: C

Feedback: Well done! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential and strive for meaning. Section 13.3.3

Question 6 of 50

1.0 Points

Which one of the following approaches in psychology would typically make use of qualitative approaches to study and assess personality?

A. Cognitive psychology

B. Behaviourism

C. Biological perspective

Correct D. Humanism

Answer Key: D

Feedback: Yes! Because humanism focuses on subjective experiences, the individual would be the best source for research in this approach and therefore, qualitative methods like interviews or narrative analysis would be applicable. See section 13.3.3

1.0 Points

Susan's characteristics and personality have been influenced by genetic factors. As these characteristics are relatively stable, it is unlikely that she will change. This description of Susan relates to the _____ perspective/s on personality.

 A. trait

 B. cognitive and social-cognitive

Correct C. biological and evolutionary

 D. psychosocial

Answer Key: C

Feedback: Good! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation See section 13.3.6

1.0 Points

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

 A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

 B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

 C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

Incorrect   D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

What kind of anxiety results from the id being in conflict with the ego?

 A. Reality anxiety

Correct B. Neurotic anxiety

 C. Moral anxiety

 D. Libido anxiety

Answer Key: B

Feedback: Section 14.8.2

Question 10 of 50

1.0 Points

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

 A. Fixation

 B. Defense mechanisms

Incorrect   C. Unconscious drives

 D. Conflict

Answer Key: A

Feedback: Incorrect. Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

1.0 Points

Jung was the first theorist to emphasise and define _____.

 A. the inferiority complex

 B. the "eight ages of man"

 C. birth order effect on behaviour

Correct D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

According to Freud, in order to reduce tension, the _____ operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs.

 A. id

 B. ego

 C. superego

Incorrect   D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50

1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

 A. conscious, unconscious pre-conscious

 B. id, ego, super-ego

Correct C. instincts, libido, defence mechanisms

 D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

 A. the morality principle and ego integration

 B. an archetype of the good in people

 C. adult behaviour and application of the persona

Correct D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

1.0 Points

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

 A. Repression; reaction-formation

 B. Intellectualisation; reaction-formation

 C. Reaction-formation; intellectualisation

Incorrect   D. Reaction-formation; repression

Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

 A. Cattell and Eysenck

 B. Allport and Digman

 C. Kretchmer and Sheldon

Correct D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50

1.0 Points

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

Correct A. trait

 B. cognitive

 C. behaviouristic

 D. humanistic

Answer Key: A

Feedback: Chapter 16, textbook, section 16.1

1.0 Points

Belbin describes various types of roles that people might assume in a group. Which one of the following is often used in facilitating interaction in work groups?

A. Diverger

B. Converger

Correct C. Initiator

D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 19 of 50

1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

A. cardinal traits

B. proprium traits

Correct C. central traits

D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50

1.0 Points

When we say that David is expedient, utilitarian, forthright,self-assured, dominant, socially bold, open to change, self-reliant, and tense, we are describing his personality based on _____.

Incorrect   A. Eysenck's Three-Factor Model

B. the MBTI

C. the Five-Factor Model

D. the 16PF

Answer Key: D

Feedback: Whoops! The terms used are found in the 16PF. When assessing personality according to the 16PF, personality is divided into 16 so-called "first-order factors" or "source traits." See section 16.5.1.2 and Table 16.2 in your prescribed book.

Question 21 of 50

1.0 Points

The main danger of using the _____ theory to describe personality is due to the fact that people might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

A. psychodynamic

B. behaviourist

C. cognitive

Correct D. trait

Answer Key: D

Feedback: Section 16.11

Question 22 of 50

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

A. Propriate needs

B. Dynamic traits

C. Preservative functional autonomy

Correct D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

1.0 Points

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

 A. Behaviourism

 B. Cognitive theory

 C. Psychoanalysis

Correct D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

1.0 Points

The concept of "patterned experiential knowledge" in fact refers to _____.

 A. traits and cognitions as in cognitive psychology

 B. conditioned responses as in behaviourist theories

 C. self-awareness by reflecting on your own behaviour

Correct D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

Correct B. feelings of excitement based on achieving or experiencing something

 C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: B

Feedback: Section 17.6.2

1.0 Points

Rosenbaum described learned resourcefulness as _____.

 A. behaviour marked by high levels of control, challenge and commitment

 B. mature, autonomous behaviour in achieving objectives

 C. a realistic ideal of self-image and potential to grow

Correct D. behaviours and skills used to control events and behaviours

Answer Key: D

Feedback: Chapter 17, textbook, section 17.7, figure 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

1.0 Points

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

 A. irrational

Incorrect   B. emotional

 C. rational

 D. social

Answer Key: C

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4

1.0 Points

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

Correct A. Personal hardiness

 B. Learned resourcefulness

 C. External locus of control

 D. Self-actualisation

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 29 of 50

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to _____.

 A. competency

 B. striving for superiority

Correct C. sense of coherence

 D. learned resourcefulness

Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____.

 A. fundamental postulate

 B. constructive alternativism

C. a core construct

Correct D. cognitive dissonance

Answer Key: D

1.0 Points

In Mischel's theory, _____ are concerned with an individual's cognitive and behavioural competencies.

 A. self-control systems and plans

 B. goals and subjective values

 C. encoding strategies

Correct D. construction competencies

Answer Key: D

Feedback: Good! Construction competencies are concerned with an individual's cognitive and behavioural competencies. In other words, what does a person know and what skills does he/she possess? See section 18.5 of your prescribed book.

1.0 Points

Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. In the work context, this of particular use in _____.

 A. recruitment and selection

 B. organisational development

 C. performance management

Incorrect   D. psychometrics

Answer Key: C

Feedback: Not correct. Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. This is of particular use in performance management. See section 18.5 of your prescribed book.

1.0 Points

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called _____.

Correct A. a propositional construct

 B. a constellatory construct

 C. encoding strategies

 D. a pre-emptive construct

Answer Key: A

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50

1.0 Points

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

 A. behaviourist

 B. humanist

Correct C. cognitive

 D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

Question 35 of 50

1.0 Points

Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

 A. Range

Correct B. Dichotomy

 C. Organisation

D. Modulation

Answer Key: B

1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

A. cognitive unity

Correct B. cognitive dissonance

C. equity and homeostasis

D. suspended constructs

Answer Key: B

Feedback: Well done! This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Part 11 of 14 - Chapter 19 Theory   4.0 Points

1.0 Points

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

A. happiness

B. cognitive broadening

C. though-action tendency

Incorrect   D. self-congruence

Answer Key: C

Feedback: This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

 A. Self efficacy

 B. Locus of control

 C. Personal hardiness

Correct D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

1.0 Points

According to the complete mental health state model, complete mental health is a condition which combines the symptoms of _____.

Correct A. high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

 B. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

 C. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

 D. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

Answer Key: A

Feedback: Chapter 19, textbook, section 19.6.2, Figure 19.10. Complete mental health is defined as high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder.

1.0 Points

Benefit-finding is a specific characteristic of the _____ paradigm.

 A. salutogenic

 B. humanistic

Correct C. fortigenic

 D. behaviourism

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50

1.0 Points

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

Correct A. people's positive resources which are utilised for health and to function optimally

 B. first repairing and healing that which is wrong with people before striving for more

 C. diagnosing and treating illness and maladjustment according to certain prescriptions.

 D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Feedback: Section 19.2

Question 42 of 50

1.0 Points

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities.

Based on ideas about "the good life", it is evident that the young man experienced _____.

 A. the pleasurable life

Incorrect   B. growth and development

C. hedonic pleasure

D. eudaimonic happiness

Answer Key: C

Question 43 of 50

1.0 Points

Who can, arguably, be attributed to be the father of Positive Psychology by virtue of the first use of the word in a publication?

A. Seligman

B. Rogers

C. Coetzee and Viviers

Correct D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

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

A. the narcissistic personality

B. the dependent personality

Incorrect   C. the obsessive-compulsive personality

D. the borderline personality

Answer Key: D

Feedback: That is not correct, the borderline personality is included in this group.

Question 45 of 50

1.0 Points

_____ disorders were previously referred to as neuroses.

Incorrect   A. Stress

B. Personality

C. Anxiety

D. Mood

Answer Key: C

Feedback: That is not correct. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

Question 46 of 50

1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

A. Diagnostic Statistical Model

Correct B. General Adaptation Syndrome

C. Diathesis Stress Model

D. Conservation of Resources Model

Answer Key: B

Question 47 of 50

1.0 Points

The _____ personality describes individuals

with excessive concern about their own

importance and undue demands for attention

and admiration.

A. schizoid

B. paranoid

C. narcissistic

Incorrect   D. dependent

Answer Key: C

Feedback: This statement describes the narcissistic personality. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50

1.0 Points

Which type of depression is linked to women only?

A. Bipolar depression

B. Postpartum depression

C. Dysthymic depression

Incorrect   D. Cyclothymic depression

Answer Key: B

Question 49 of 50

1.0 Points

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A. experimentation

B. abusing

Correct C. dependence

D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Question 50 of 50

1.0 Points

Career-development problems relate to _____.

 A. job-related immaturity

 B. vocational uncertainty

 C. a midlife crisis

Correct D. all of the above

Answer Key: D

1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include _____.

 A. comprehensiveness

 B. parsimony

Correct C. individuality

 D. testability

Answer Key: C

Feedback:

To define personality in all its dimensions, the following criteria must be emphasised:

the external, visible and observable physical appearances, behaviour and traits, often referred to as the "mask" (the original meaning of personality)

possible invisible behaviours, emotions, attitudes, values, thoughts and feelings

enduring patterns and consistencies, but also the dynamic nature of behaviour, indicating motivation and change

wholeness and differentiation in personality, a person being body and mind with all its separate and integrated functions

the necessity to accept that personality refers to a dynamic, living human able grow, change and to adapt to situations.

See section 13.2.2

1.0 Points

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

 A. Moderator

 B. Biographical

 C. Classic personality

Correct D. Criterion

Answer Key: D

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

1.0 Points

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

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 B. an interview with the candidate

 C. standardised tests or experiments

Correct D. ratings by the candidate's colleagues

Answer Key: D

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

1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

Correct A. Biological and evolutionary perspectives

 B. Cognitive theories

 C. Psychosocial theories

 D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

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

 A. Explain the early childhood experiences that influence your current behaviour.

 B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

Correct C. Indicate how you make your own choices in your striving to experience meaning.

 D. Explain the cultural customs which influence your behaviour.

Answer Key: C

Feedback: Well done! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential and strive for meaning. Section 13.3.3

Question 6 of 50

1.0 Points

Which one of the following approaches in psychology would typically make use of qualitative approaches to study and assess personality?

 A. Cognitive psychology

 B. Behaviourism

C. Biological perspective

Correct D. Humanism

Answer Key: D

Feedback: Yes! Because humanism focuses on subjective experiences, the individual would be the best source for research in this approach and therefore, qualitative methods like interviews or narrative analysis would be applicable. See section 13.3.3

Question 7 of 50

1.0 Points

Susan's characteristics and personality have been influenced by genetic factors. As these characteristics are relatively stable, it is unlikely that she will change. This description of Susan relates to the _____ perspective/s on personality.

A. trait

B. cognitive and social-cognitive

Correct C. biological and evolutionary

D. psychosocial

Answer Key: C

Feedback: Good! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation See section 13.3.6

Question 8 of 50

1.0 Points

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

Incorrect   D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

What kind of anxiety results from the id being in conflict with the ego?

 A. Reality anxiety

Correct B. Neurotic anxiety

 C. Moral anxiety

 D. Libido anxiety

Answer Key: B

Feedback: Section 14.8.2

Question 10 of 50

1.0 Points

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

 A. Fixation

 B. Defense mechanisms

Incorrect   C. Unconscious drives

 D. Conflict

Answer Key: A

Feedback: Incorrect. Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

Question 11 of 50

1.0 Points

Jung was the first theorist to emphasise and define _____.

 A. the inferiority complex

 B. the "eight ages of man"

 C. birth order effect on behaviour

Correct D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

According to Freud, in order to reduce tension, the _____ operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs.

 A. id

 B. ego

 C. superego

Incorrect   D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50

1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

 A. conscious, unconscious pre-conscious

 B. id, ego, super-ego

Correct C. instincts, libido, defence mechanisms

 D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Question 14 of 50

1.0 Points

Following an unfortunate event in which an employee verbally abused a customer who was mistaken in her perception of having already paid her account, a manager addresses the customer relations team stating that management expects responsible behaviour, even when dealing with stressful situations at work. According to a psychodynamic perspective management's expectations are related to _____.

 A. the morality principle and ego integration

 B. an archetype of the good in people

 C. adult behaviour and application of the persona

Correct D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 15 of 50

1.0 Points

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

 A. Repression; reaction-formation

B. Intellectualisation; reaction-formation

C. Reaction-formation; intellectualisation

Incorrect   D. Reaction-formation; repression

Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

Personality can also be influenced and formed by the type of interpersonal experiences and situations which people encounter in their lives. This assumption can best be attributed to the trait theorists known as _____.

A. Cattell and Eysenck

B. Allport and Digman

C. Kretchmer and Sheldon

Correct D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

Question 17 of 50

1.0 Points

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

Correct A. trait

B. cognitive

C. behaviouristic

D. humanistic

Answer Key: A

Feedback: Chapter 16, textbook, section 16.1

Question 18 of 50

1.0 Points

Belbin describes various types of roles that people might assume in a group. Which one of the following is often used in facilitating interaction in work groups?

 A. Diverger

 B. Converger

Correct C. Initiator

 D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 19 of 50

1.0 Points

Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality.

 A. cardinal traits

 B. proprium traits

Correct C. central traits

 D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50

1.0 Points

When we say that David is expedient, utilitarian, forthright,self-assured, dominant, socially bold, open to change, self-reliant, and tense, we are describing his personality based on _____.

Incorrect   A. Eysenck's Three-Factor Model

 B. the MBTI

 C. the Five-Factor Model

 D. the 16PF

Answer Key: D

Feedback: Whoops! The terms used are found in the 16PF. When assessing personality according to the 16PF, personality is divided into 16 so-called "first-order factors" or "source traits." See section 16.5.1.2 and Table 16.2 in your prescribed book.

Question 21 of 50

1.0 Points

The main danger of using the _____ theory to describe personality is due to the fact that people might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

 A. psychodynamic

 B. behaviourist

 C. cognitive

Correct D. trait

Answer Key: D

Feedback: Section 16.11

Question 22 of 50

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

 A. Propriate needs

 B. Dynamic traits

 C. Preservative functional autonomy

Correct D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

 A. Behaviourism

 B. Cognitive theory

 C. Psychoanalysis

Correct D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

1.0 Points

The concept of "patterned experiential knowledge" in fact refers to _____.

 A. traits and cognitions as in cognitive psychology

 B. conditioned responses as in behaviourist theories

 C. self-awareness by reflecting on your own behaviour

Correct D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

Correct B. feelings of excitement based on achieving or experiencing something

 C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: B

Feedback: Section 17.6.2

1.0 Points

Rosenbaum described learned resourcefulness as _____.

 A. behaviour marked by high levels of control, challenge and commitment

 B. mature, autonomous behaviour in achieving objectives

 C. a realistic ideal of self-image and potential to grow

Correct D. behaviours and skills used to control events and behaviours

Answer Key: D

Feedback: Chapter 17, textbook, section 17.7, figure 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

1.0 Points

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

 A. irrational

Incorrect   B. emotional

 C. rational

 D. social

Answer Key: C

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4

1.0 Points

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

Correct A. Personal hardiness

 B. Learned resourcefulness

 C. External locus of control

 D. Self-actualisation

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to _____.

 A. competency

 B. striving for superiority

Correct C. sense of coherence

 D. learned resourcefulness

Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

1.0 Points

When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____.

 A. fundamental postulate

 B. constructive alternativism

 C. a core construct

Correct D. cognitive dissonance

Answer Key: D

Question 31 of 50

1.0 Points

In Mischel's theory, _____ are concerned with an individual's cognitive and behavioural competencies.

 A. self-control systems and plans

 B. goals and subjective values

 C. encoding strategies

Correct D. construction competencies

Answer Key: D

Feedback: Good! Construction competencies are concerned with an individual's cognitive and behavioural competencies. In other words, what does a person know and what skills does he/she possess? See section 18.5 of your prescribed book.

Question 32 of 50

1.0 Points

Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. In the work context, this of particular use in _____.

 A. recruitment and selection

 B. organisational development

 C. performance management

Incorrect   D. psychometrics

Answer Key: C

Feedback: Not correct. Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. This is of particular use in performance management. See section 18.5 of your prescribed book.

1.0 Points

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called _____.

Correct A. a propositional construct

 B. a constellatory construct

 C. encoding strategies

 D. a pre-emptive construct

Answer Key: A

Part 10 of 14 - Chapter 18 Application   3.0 Points

1.0 Points

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

 A. behaviourist

 B. humanist

Correct C. cognitive

 D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

1.0 Points

Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

A. Range

Correct B. Dichotomy

C. Organisation

D. Modulation

Answer Key: B

Question 36 of 50

1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

A. cognitive unity

Correct B. cognitive dissonance

C. equity and homeostasis

D. suspended constructs

Answer Key: B

Feedback: Well done! This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50

1.0 Points

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

A. happiness

B. cognitive broadening

C. though-action tendency

Incorrect   D. self-congruence

Answer Key: C

Feedback: This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

 A. Self efficacy

 B. Locus of control

 C. Personal hardiness

Correct D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

1.0 Points

According to the complete mental health state model, complete mental health is a condition which combines the symptoms of _____.

Correct A. high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

 B. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

 C. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

 D. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

Answer Key: A

Feedback: Chapter 19, textbook, section 19.6.2, Figure 19.10. Complete mental health is defined as high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder.

Question 40 of 50

1.0 Points

Benefit-finding is a specific characteristic of the _____ paradigm.

A. salutogenic

B. humanistic

Correct C. fortigenic

D. behaviourism

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50

1.0 Points

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

Correct A. people's positive resources which are utilised for health and to function optimally

B. first repairing and healing that which is wrong with people before striving for more

C. diagnosing and treating illness and maladjustment according to certain prescriptions.

D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Feedback: Section 19.2

Question 42 of 50

1.0 Points

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities.

Based on ideas about "the good life", it is evident that the young man experienced _____.

 A. the pleasurable life

Incorrect   B. growth and development

 C. hedonic pleasure

 D. eudaimonic happiness

Answer Key: C

Question 43 of 50

1.0 Points

Who can, arguably, be attributed to be the father of Positive Psychology by virtue of the first use of the word in a publication?

 A. Seligman

 B. Rogers

 C. Coetzee and Viviers

Correct D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

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

 A. the narcissistic personality

 B. the dependent personality

Incorrect   C. the obsessive-compulsive personality

 D. the borderline personality

Answer Key: D

Feedback: That is not correct, the borderline personality is included in this group.

Question 45 of 50

1.0 Points

_____ disorders were previously referred to as neuroses.

Incorrect   A. Stress

 B. Personality

 C. Anxiety

 D. Mood

Answer Key: C

Feedback: That is not correct. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

Question 46 of 50

1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

 A. Diagnostic Statistical Model

Correct B. General Adaptation Syndrome

 C. Diathesis Stress Model

 D. Conservation of Resources Model

Answer Key: B

Question 47 of 50

1.0 Points

The _____ personality describes individuals

with excessive concern about their own

importance and undue demands for attention

and admiration.

A. schizoid

B. paranoid

C. narcissistic

Incorrect   D. dependent

Answer Key: C

Feedback: This statement describes the narcissistic personality. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50

1.0 Points

Which type of depression is linked to women only?

A. Bipolar depression

B. Postpartum depression

C. Dysthymic depression

Incorrect   D. Cyclothymic depression

Answer Key: B

Question 49 of 50

1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

A. experimentation

B. abusing

Correct C. dependence

D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Question 50 of 50

1.0 Points

Career-development problems relate to _____.

 A. job-related immaturity

 B. vocational uncertainty

 C. a midlife crisis

Correct D. all of the above

Answer Key: D

Switch to Full View

Question 1 of 50

1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include _____.

 A. comprehensiveness

 B. parsimony

Correct C. individuality

 D. testability

Answer Key: C

Feedback:

To define personality in all its dimensions, the following criteria must be emphasised:

the external, visible and observable physical appearances, behaviour and traits, often referred to as the "mask" (the original meaning of personality)

possible invisible behaviours, emotions, attitudes, values, thoughts and feelings

enduring patterns and consistencies, but also the dynamic nature of behaviour, indicating motivation and change

wholeness and differentiation in personality, a person being body and mind with all its separate and integrated functions

the necessity to accept that personality refers to a dynamic, living human able grow, change and to adapt to situations.

See section 13.2.2

Question 2 of 50

1.0 Points

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

 A. Moderator

 B. Biographical

 C. Classic personality

Correct D. Criterion

Answer Key: D

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

Question 3 of 50

1.0 Points

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

 A. the candidate's personal history

 B. an interview with the candidate

 C. standardised tests or experiments

Correct D. ratings by the candidate's colleagues

Answer Key: D

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

Question 4 of 50

1.0 Points

Which approach is of the opinion that "Apples don't fall far from the tree" (in other words, children are like their parents)?

Correct A. Biological and evolutionary perspectives

 B. Cognitive theories

 C. Psychosocial theories

 D. Humanistic, phenomenological and existential approaches

Answer Key: A

Feedback: Yes! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. See section 13.3.6

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50

1.0 Points

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

 A. Explain the early childhood experiences that influence your current behaviour.

 B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

Correct C. Indicate how you make your own choices in your striving to experience meaning.

 D. Explain the cultural customs which influence your behaviour.

Answer Key: C

Feedback: Well done! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards self-actualisation to realise internal potential and strive for meaning. Section 13.3.3

Question 6 of 50

1.0 Points

Which one of the following approaches in psychology would typically make use of qualitative approaches to study and assess personality?

 A. Cognitive psychology

 B. Behaviourism

 C. Biological perspective

Correct D. Humanism

Answer Key: D

Feedback: Yes! Because humanism focuses on subjective experiences, the individual would be the best source for research in this approach and therefore, qualitative methods like interviews or narrative analysis would be applicable. See section 13.3.3

Question 7 of 50

1.0 Points

Susan's characteristics and personality have been influenced by genetic factors. As these characteristics are relatively stable, it is unlikely that she will change. This description of Susan relates to the _____ perspective/s on personality.

 A. trait

 B. cognitive and social-cognitive

Correct C. biological and evolutionary

 D. psychosocial

Answer Key: C

Feedback: Good! Biological and evolutionary perspectives study behavioural genetics. In these approaches many contributions come from other traditional personality theories such as inheritance and evolution. Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation See section 13.3.6

Question 8 of 50

1.0 Points

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

 A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

 B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

 C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

Incorrect   D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

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 C. Moral anxiety

 D. Libido anxiety

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Feedback: Section 14.8.2

Question 10 of 50

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Incorrect   C. Unconscious drives

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Feedback: Incorrect. Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

Question 11 of 50

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 B. the "eight ages of man"

 C. birth order effect on behaviour

Correct D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

According to Freud, in order to reduce tension, the _____ operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs.

 A. id

 B. ego

 C. superego

Incorrect   D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50

1.0 Points

Which group of concepts does NOT indicate a psychodynamic understanding of personality structure or the building blocks of personality?

 A. conscious, unconscious pre-conscious

 B. id, ego, super-ego

Correct C. instincts, libido, defence mechanisms

 D. self, personal unconscious and collective unconscious

Answer Key: C

Feedback: Well done! In Freud's understanding of personality structure, the building blocks of personality are the id, the ego and the super ego. In Jung's theory, we refer to the ego, the personal unconscious and the collective unconscious as the building blocks. The instincts, libido, defence mechanisms are not the building blocks, but the result of conflicts within the psyche. See section 14.5

Question 14 of 50

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Correct D. super-ego and parent behaviour

Answer Key: D

Feedback: Good work! In this scenario, management plays the role of the superego; it is an internal morality governing ideas on what is right and wrong. The superego has two subsystems: a conscious that punishes behaviour and the ego that rewards it. See section 14.5

Question 15 of 50

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_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

 A. Repression; reaction-formation

 B. Intellectualisation; reaction-formation

 C. Reaction-formation; intellectualisation

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Answer Key: B

Feedback: Make sure that you understand all the defence mechanisms and how they will manifest. Intellectualisation occurs when a person handles isolating or insulating threatening experiences or emotions by speaking rationally or intellectually about them. Reaction-formation occurs when a person behaves in a manner exactly the opposite of their true, possibly undesirable feelings. See section 14.3, Table 14.1

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

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 A. Cattell and Eysenck

 B. Allport and Digman

 C. Kretchmer and Sheldon

Correct D. Baldwin and Sullivan

Answer Key: D

Feedback: Section 16.5.2

1.0 Points

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

Correct A. trait

 B. cognitive

 C. behaviouristic

 D. humanistic

Answer Key: A

Feedback: Chapter 16, textbook, section 16.1

Question 18 of 50

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 B. Converger

Correct C. Initiator

 D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 19 of 50

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 A. cardinal traits

 B. proprium traits

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 D. common traits

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50

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Incorrect   A. Eysenck's Three-Factor Model

 B. the MBTI

 C. the Five-Factor Model

 D. the 16PF

Answer Key: D

Feedback: Whoops! The terms used are found in the 16PF. When assessing personality according to the 16PF, personality is divided into 16 so-called "first-order factors" or "source traits." See section 16.5.1.2 and Table 16.2 in your prescribed book.

Question 21 of 50

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The main danger of using the _____ theory to describe personality is due to the fact that people might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

 A. psychodynamic

 B. behaviourist

 C. cognitive

Correct D. trait

Answer Key: D

Feedback: Section 16.11

1.0 Points

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

 A. Propriate needs

 B. Dynamic traits

 C. Preservative functional autonomy

Correct D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

_____ focuses on individual experience and on group experiences, which are necessary considerations in South Africa with regard to the constitution and eleven ethnical groupings.

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 B. Cognitive theory

 C. Psychoanalysis

Correct D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

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 A. traits and cognitions as in cognitive psychology

 B. conditioned responses as in behaviourist theories

 C. self-awareness by reflecting on your own behaviour

Correct D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 of 50

1.0 Points

In humanistic theory, the term "peak experience" refers to _____.

 A. commitment and satisfaction by doing tasks or processes

Correct B. feelings of excitement based on achieving or experiencing something

 C. motivation because of living or being

 D. growth- or being needs in people

Answer Key: B

Feedback: Section 17.6.2

Question 26 of 50

1.0 Points

Rosenbaum described learned resourcefulness as _____.

 A. behaviour marked by high levels of control, challenge and commitment

 B. mature, autonomous behaviour in achieving objectives

 C. a realistic ideal of self-image and potential to grow

Correct D. behaviours and skills used to control events and behaviours

Answer Key: D

Feedback: Chapter 17, textbook, section 17.7, figure 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50

1.0 Points

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

A. irrational

Incorrect   B. emotional

C. rational

D. social

Answer Key: C

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4

Question 28 of 50

1.0 Points

Elton approaches his studies with behaviour marked by high levels of control, challenge and commitment. Which concept emphasising the positive and healthy nature of personality is he exhibiting?

Correct A. Personal hardiness

B. Learned resourcefulness

C. External locus of control

D. Self-actualisation

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 29 of 50

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to _____.

A. competency

B. striving for superiority

Correct C. sense of coherence

D. learned resourcefulness

Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____.

 A. fundamental postulate

 B. constructive alternativism

 C. a core construct

Correct D. cognitive dissonance

Answer Key: D

Question 31 of 50

1.0 Points

In Mischel's theory, _____ are concerned with an individual's cognitive and behavioural competencies.

 A. self-control systems and plans

 B. goals and subjective values

 C. encoding strategies

Correct D. construction competencies

Answer Key: D

Feedback: Good! Construction competencies are concerned with an individual's cognitive and behavioural competencies. In other words, what does a person know and what skills does he/she possess? See section 18.5 of your prescribed book.

Question 32 of 50

1.0 Points

Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. In the work context, this of particular use in _____.

A. recruitment and selection

B. organisational development

C. performance management

Incorrect   D. psychometrics

Answer Key: C

Feedback: Not correct. Mischel's research focused on how people could learn self-control by concentrating their attention on particular stimuli. This is of particular use in performance management. See section 18.5 of your prescribed book.

Question 33 of 50

1.0 Points

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called _____.

Correct A. a propositional construct

B. a constellatory construct

C. encoding strategies

D. a pre-emptive construct

Answer Key: A

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50

1.0 Points

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

A. behaviourist

B. humanist

Correct C. cognitive

D. psychodynamic

Answer Key: C

Question 35 of 50

1.0 Points

Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Sipho labelled the tasks?

 A. Range

Correct B. Dichotomy

 C. Organisation

 D. Modulation

Answer Key: B

Question 36 of 50

1.0 Points

One often finds that before, during and after organisational mergers, lay-offs, and changes in work systems some employees have difficulty in accepting such interventions. It seems that such employees cannot or do not want to make the necessary "mind shifts". The concept/s which cognitive psychologists use to explain this scenario where some employees experience possible conflicting feelings and thoughts when cognitions in a particular construct contain opposite meanings is/are known as _____.

 A. cognitive unity

Correct B. cognitive dissonance

 C. equity and homeostasis

 D. suspended constructs

Answer Key: B

Feedback: Well done! This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50

1.0 Points

Positive emotion leads to interest in the world; this interest leads to a newer and more adaptive _____ for the exploration of the world around one.

 A. happiness

 B. cognitive broadening

 C. though-action tendency

Incorrect   D. self-congruence

Answer Key: C

Feedback: This interest leads to a newer and more adaptive thought-action tendency for the exploration of the world around one. See prescribed book section 19.3.2

Question 38 of 50

1.0 Points

Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

 A. Self efficacy

 B. Locus of control

 C. Personal hardiness

Correct D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

Question 39 of 50

1.0 Points

According to the complete mental health state model, complete mental health is a condition which combines the symptoms of _____.

Correct A. high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

 B. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

C. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

D. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder

Answer Key: A

Feedback: Chapter 19, textbook, section 19.6.2, Figure 19.10. Complete mental health is defined as high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder.

Question 40 of 50

1.0 Points

Benefit-finding is a specific characteristic of the _____ paradigm.

A. salutogenic

B. humanistic

Correct C. fortigenic

D. behaviourism

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50

1.0 Points

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

Correct A. people's positive resources which are utilised for health and to function optimally

B. first repairing and healing that which is wrong with people before striving for more

C. diagnosing and treating illness and maladjustment according to certain prescriptions.

D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Question 42 of 50

1.0 Points

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities.

Based on ideas about "the good life", it is evident that the young man experienced _____.

 A. the pleasurable life

Incorrect   B. growth and development

 C. hedonic pleasure

 D. eudaimonic happiness

Answer Key: C

Question 43 of 50

1.0 Points

Who can, arguably, be attributed to be the father of Positive Psychology by virtue of the first use of the word in a publication?

 A. Seligman

 B. Rogers

 C. Coetzee and Viviers

Correct D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50

1.0 Points

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

A. the narcissistic personality

B. the dependent personality

Incorrect   C. the obsessive-compulsive personality

D. the borderline personality

Answer Key: D

Feedback: That is not correct, the borderline personality is included in this group.

Question 45 of 50

1.0 Points

_____ disorders were previously referred to as neuroses.

Incorrect   A. Stress

B. Personality

C. Anxiety

D. Mood

Answer Key: C

Feedback: That is not correct. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

Question 46 of 50

1.0 Points

An approach or model which relates the level of physical and psychological adjustment to stress is referred to as the _____.

A. Diagnostic Statistical Model

Correct B. General Adaptation Syndrome

C. Diathesis Stress Model

D. Conservation of Resources Model

Answer Key: B

Question 47 of 50

1.0 Points

The _____ personality describes individuals

with excessive concern about their own

importance and undue demands for attention

and admiration.

 A. schizoid

 B. paranoid

 C. narcissistic

Incorrect   D. dependent

Answer Key: C

Feedback: This statement describes the narcissistic personality. See section 20.5.3 of the prescribed book.

Part 14 of 14 - Chapter 20 Application   3.0 Points

Question 48 of 50

1.0 Points

Which type of depression is linked to women only?

 A. Bipolar depression

 B. Postpartum depression

 C. Dysthymic depression

Incorrect   D. Cyclothymic depression

Answer Key: B

Question 49 of 50

1.0 Points

John has been caught drinking at work and seems to have lost all interest in his work and the activities that he used to enjoy. He seems to simply try to survive until the next drink. John is experiencing the _____ stage of substance dependence.

 A. experimentation

B. abusing

Correct C. dependence

D. using

Answer Key: C

Feedback: There are many biological, social and psychological reasons why people may develop substance dependencies. Whatever the underlying reasons, substance dependence usually has a sequence of stages. During the dependence stage, the sufferer experiences loss of control over the use and seems to lose interest in other life activities (Bergh & Theron 2013, figure 20.5).

Question 50 of 50

1.0 Points

Career-development problems relate to _____.

A. job-related immaturity

B. vocational uncertainty

C. a midlife crisis

Correct D. all of the above

Answer Key: D

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50   1.0 Points

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

A. the candidate's personal history

B. an interview with the candidate

C. standardised tests or experiments

D. ratings by the candidate's colleagues

Answer Key: D

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

Question 2 of 50   1.0 Points

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

       A. unconscious

       B. inherited biological

       C. social

       D. cultural

Answer Key: B

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

Question 3 of 50   1.0 Points

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

       A. the heuristic value of theories

       B. environmental influences on personality

       C. parsimony in personality theories

       D. the influence of biological factors

Answer Key: B

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

Question 4 of 50   1.0 Points

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

   A. Moderator

   B. Biographical

   C. Classic personality

   D. Criterion

Answer Key: D

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

Part 2 of 14 - Chapter 13 Application   4.0 Points

Question 5 of 50   1.0 Points

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

A. Explain the early childhood experiences that influence your current behaviour.

B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

C. Indicate how you make your own choices in your striving to experience meaning.

D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

Question 6 of 50   1.0 Points

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

A. psychoanalytic

B. psychosocial

C. humanist

D. behaviourist

Answer Key: B

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

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

        A. psychodynamic

        B. behaviourist

        C. humanist

        D. trait

Answer Key: D

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

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

        A. African and Asian

        B. humanistic

        C. behaviourist

        D. psychodynamic

Answer Key: D

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50   1.0 Points

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

       A. Freud

       B. Erikson

       C. Adler

       D. Horney

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50   1.0 Points

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

       A. strongly believe in the causal influence of biological factors

       B. emphasise sexual drives more than Freud

       C. emphasise the determining powers of social factors

       D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

Question 11 of 50   1.0 Points

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

        A. unconscious

        B. conscious

        C. preconscious

        D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

Question 12 of 50   1.0 Points

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

        A. Self-disclosure and feedback

        B. Social and cultural influences

        C. Inherited biological instincts

        D. Sex and aggression instincts

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

Question 13 of 50   1.0 Points

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

       A. collective unconscious; pleasure principle

       B. collective unconscious; morality principle

       C. collective unconscious; reality principle

       D. collective unconscious; teleological principle

Answer Key: D

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

Question 14 of 50   1.0 Points

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

A. moving against people

B. moving with people

C. moving towards people

D. moving away from people

Answer Key: A

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

Question 15 of 50   1.0 Points

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

A. Archetypes

B. Internal morality

C. Regression

D. Persona

Answer Key: A

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

Question 16 of 50   1.0 Points

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

        A. melancholic

        B. phlegmatic

        C. choleric

        D. sanguine

Answer Key: D

Question 17 of 50   1.0 Points

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

        A. extroversion vs introversion

        B. neuroticism vs emotional stability

        C. conscientiousness vs lack of direction

        D. psychoticism vs tough-mindedness

Answer Key: C

Feedback: Prescribed book, Table 16.1

Question 18 of 50   1.0 Points

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

A. attitudes

B. sentiments

C. ergs

D. traits

Answer Key: C

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

Question 19 of 50   1.0 Points

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

A. correlate personality traits and maladjustment

B. predict performance based on personality traits

C. identify similarities and differences in people

D. provide empirical data on maladjustment

Answer Key: B

Part 6 of 14 - Chapter 16 Application   3.0 Points

Question 20 of 50   1.0 Points

An important assumption according to trait psychology is that _____.

A. more or less enduring traits provide people with an identifiable personality profile across time and situations

B. traits recognisable in people are foremost learned behaviour influenced by the environment

C. genetic factors may only have a determining effect with regard to intellectual personality traits.

D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

Feedback: Prescribed book, section 16.3

Question 21 of 50   1.0 Points

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

A. behaviourist

B. cognitive

C. trait

D. humanistic

Answer Key: C

Feedback: Ch 16, sect 16.4

Question 22 of 50   1.0 Points

An employee often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions, being angry, anxious and a general lack of self-confidence. According

to the FFM on personality these behaviours can arguably best be classified under which one of the following factors?

       A. antagonism vs agreeableness

       B. apprehension vs insecurity

       C. neuroticism vs emotional stability

       D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50   1.0 Points

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

       A. higher level

       B. spiritual

       C. deficiency/primary

       D. growth/secondary

Answer Key: C

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

In humanistic theory, the term etics refers to _____.

       A. people being in their world

       B. aspects shared by all cultures

       C. the study of people's conscious experiences

       D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

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

       A. behaviourism

       B. humanistic

       C. cognitive

       D. trait

Answer Key: B

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

A. self-determination

B. unconditional positive regard

C. the will to meaning

D. life stages

Answer Key: B

Part 8 of 14 - Chapter 17 Application   3.0 Points

Question 27 of 50   1.0 Points

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

A. People's subjective and phenomenological experiences are important

B. People have innate goodness and potential to self-actualise

C. People must be understood in terms of certain elements in personality

D. People strive to find meaning, have choices and are able to self-determine

Answer Key: C

Feedback: Section 17.3.3

Question 28 of 50   1.0 Points

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

A. Emphasising and understanding people's previous traumatic experiences.

B. Amending job designs to ensure that people find it more meaningful.

C. Using self-concepts to assess and select people for jobs and promotion.

D. Enabling employees to learn from others in their work environment.

Answer Key: B

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

Question 29 of 50   1.0 Points

Fortigenesis relates to _____.

A. resilience

B. unconditional positive regard

C. self-actualisation

D. affiliation

Answer Key: A

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

Question 30 of 50   1.0 Points

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

        A. an identity crisis, with widespread changes in core roles

        B. something that violates the core role

        C. holding on to invalid constructs

        D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Feedback: Section 18.8

Question 31 of 50   1.0 Points

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

        A. questions asked and answers found

        B. unconscious forces

        C. reward and punishment of behaviour

        D. passive response

Answer Key: A

Feedback: Whoops. Kelly believed that a person is not controlled by present events (as Skinner suggested) or past ones (as Freud suggested), but rather controls events depending on the questions raised and the answers found. The only way in which people can be enslaved by the past or present is

through their interpretation of events (over which they have control). See section 18.2 in your prescribed book and the text box on page 394.

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

A. becoming aware of stimuli before the moment and meaning is gone.

B. interpreting and giving meaning to internal and external stimuli.

C. the process of obtaining and receiving information and integrating information into meaningful contents.

D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Feedback: Section 18.5

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

A. overcome their childhood fixations

B. strive for meaning in life

C. define a set of constructs that best enables them to predict events

D. develop virtues and characteristics which will enable them to achieve well-being in all life roles

Answer Key: C

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

Part 10 of 14 - Chapter 18 Application   3.0 Points

Question 34 of 50   1.0 Points

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

      A. fragmentation

      B. choice

      C. range

      D. dichotomy

Answer Key: D

Question 35 of 50   1.0 Points

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

      A. The employee will only work harder to perform even better in order to prove his point.

      B. He will bring complaints of unfair labour practice against the management.

      C. The employee will not perform up to his usual standards or what is expected of him.

      D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Question 36 of 50   1.0 Points

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

      A. They cannot solve conflicts from their past traumatic experiences.

      B. Their ways of thinking are not applicable to more or all situations and events.

      C. They rely too much on defence mechanisms and C-P-C cycles.

      D. They do not receive support and their basic social needs are not satisfied.

Answer Key: B

Part 11 of 14 - Chapter 19 Theory   4.0 Points

Question 37 of 50   1.0 Points

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

      A. accepting people as being good and kind

B. a person experiencing the community as logical and predictable

C. a sense of direction towards specific goals

D. establishing conditions which can be managed

Answer Key: D

Feedback: Section 19.3.1

Question 38 of 50   1.0 Points

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

A. a sense of coherence

B. positive coping

C. hardiness

D. learned resourcefulness

Answer Key: A

Question 39 of 50   1.0 Points

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

A. positive emotion

B. generalised resistance resource

C. well-being construct

D. life stressor

Answer Key: B

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

Question 40 of 50   1.0 Points

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

        A. positive, absorbed commitment

        B. protected use of strengths

        C. confidence in capacities to achieve, like self-efficacy

        D. strengths to reach out, beyond oneself

Answer Key: A

Feedback: Section 19.5.5

Part 12 of 14 - Chapter 19 Application   3.0 Points

Question 41 of 50   1.0 Points

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

        A. Mastering environmental challenges.

        B. Accepting other people irrespective of the fact that they do things differently from you.

C. Affiliating with societal groups such as the parent-teacher associations.

D. Feeling that you are adding something positive to the world.

Answer Key: A

Feedback: Section 19.3.1

Question 42 of 50   1.0 Points

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

A. Locus of control

B. Sense of coherence

C. Learned resourcefulness

D. Self-efficacy

Answer Key: C

Feedback: Chapter 19, textbook, section 19.5.4

Question 43 of 50   1.0 Points

Which of the following is an example of eudaimonia?

A. A person who is excited about an upcoming tour to France

B. A person who is deeply involved in solving a difficult problem and satisfied when a creative solution is found

C. Soccer crowds singing and shouting at the World Cup

D. Winning R400 in a contest and inviting your friends for a drink

Answer Key: B

Part 13 of 14 - Chapter 20 Theory   4.0 Points

Question 44 of 50   1.0 Points

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

A. borderline, psychopath and sociopath

B. obsessive-compulsive, avoidant and dependant

C. narcissistic, antisocial and histrionic

D. paranoid, schizoid and shizotypical

Answer Key: C

Question 45 of 50   1.0 Points

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

A. The social readjustment scale

B. Systems-interactional model

C. General Adaptation Syndrome

D. Diagnostic Statistical Manual

Answer Key: D

Question 46 of 50   1.0 Points

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

        A. Demands-Control

        B. Demands-and-Resources

        C. Job-Characteristics

        D. Risk-Management

Answer Key: A

Question 47 of 50   1.0 Points

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

        A. IV; 1; V

        B. 1; II; III

        C. 1; III; V

        D. IV; 1; III

Answer Key: A

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

Question 48 of 50   1.0 Points

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

      A. Paranoid personality

      B. Antisocial personality

      C. Narcissistic personality

      D. Schizotypical personality

Answer Key: D

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

Question 49 of 50   1.0 Points

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

      A. aspirations that are too low

      B. creating intimate relationships or other non-work roles

      C. weak abilities and poor creative ability

      D. obsessive-compulsive personality characteristics

Answer Key: D

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

      A. post-traumatic stress disorder

      B. delusional disorder

      C. dissociative amnesia

      D. dissociative identity disorder

Answer Key: B

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

Part 1 of 14 - Chapter 13 Theory   4.0 Points

1.0 Points

Question 1 of 50

Cognitive images that we have of our relationships and interactions with other people, or general interactions with all people are called _____.

      A. unconscious processes

✔   B. relational schemas

      C. emotional intelligence

      D. self-regulation

Answer Key: B

Feedback: Well done! Self-image is shaped through the forming and changing of cognitive and relational schemas and self comparison. See section 13.3.5

Question 2 of 50

When personality is characterised by acquired, observable behaviour, we are referring to the _____ perspective.

    A. psychodynamic

    B. cognitive

    C. humanistic

✔   D. behaviourist

Answer Key: D

Feedback: Good! Personality is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. Environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. See section 13.3.2

Question 3 of 50

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 50

The _____ perspectives postulate that the personality of individuals and groups can best be understood if the whole person, and all their circumstances or impacting factors are considered.

      A. traits and types

✔   B. contextualisation and systems

      C. Africanism and collectivism

      D. Africanism and contextualisation

Answer Key: B

Feedback: Good work! This approach suggests that people must be seen as 'whole' persons, that human behaviour can be complex and that often there is more than what the senses observe on the surface or what a first impression would indicate. A contextual approach to personality in its theory, research and practices should therefore consider the whole person and all his/her attributes in relationship to all influencing factors which include culture and where and how a person lives and function in context of his/her various life roles. See section 13.3.8

Part 2 of 14 - Chapter 13 Application   4.0 Points

1.0 Points

Question 5 of 50

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

   A. Explain the early childhood experiences that influence your current behaviour.

✔ B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.

   C. Indicate how you make your own choices in your striving to experience meaning.

   D. Explain the cultural customs which influence your behaviour.

Answer Key: B

Feedback: Good! The behaviourist theories concentrate on objective behaviour that is shaped by the environment. Your acquired behaviours can be explained by conditioning processes and environmental reinforcement, and learning principles relevant in all walks of life, especially learning and training environments. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.2

1.0 Points

Question 6 of 50

Which of the following statements is most appropriate with regard to biological and evolutionary theories on personality?

A. Human behaviour is influenced by neuro-psychic structures which are primarily genetically determined.

B. People will construe relational and other schemas in order to adapt to other people through cognitive processes in the brain.

✔ C. Personality and behaviour can be influenced to adapt and change as a result of heritability, neurology, the human history and social requirements.

D. Cross-cultural research on twins and cross-cultural studies indicate that people across cultures inherit similar attributes.

Answer Key: C

Feedback: Good! Personality and behaviour are seen as a function of evolutionary processes, owing to processes of transfer and adaptation. However, the impact of the environment on the manifestation of genetic traits is not underestimated, because learning and environmental influences can shape and direct genetic potential. See section 13.3.6

1.0 Points

Question 7 of 50

Mike did not receive enough praise and recognition as a child and therefore has not learned to achieve high goals. To avoid punishment as a child, he learned to keep a low profile, something he is still doing today. This description of Mike relates to the _____ perspective on personality.

A. psychoanalytic

✔ B. behaviourist

C. humanist

D. trait

Answer Key: B

Feedback: Good! The scenario relates to reward and punishment, which is evident in behavourism. See section 13.3.2

Question 8 of 50

David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. The environmental influence being displayed here is _____.

     A. cultural membership

     B. social affiliations outside the family

✔   C. family influence

     D. learned competitiveness

Answer Key: C

Feedback: Yes! Regarding family influences, the developing child's parents, especially the child's parents and other primary care-givers, provide the type of psychological and social examples, models and rewards that will either enhance or inhibit healthy personality and career development. Every child in a family may have different experiences, which together with genetic differences may explain personality and behavioural differences. See section 13.5.2

Part 3 of 14 - Chapter 14 Theory   4.0 Points

     1.0 Points

Question 9 of 50

_____ emphasised the influence of social and cultural factors rather than biology, and believed people could overcome their instincts and the effects of the past by uncovering the unconscious aspects.

     A. Freud

✔   B. Adler

C. Jung

D. Horney

Answer Key: B

Feedback: Adler and other social psychodynamists emphasised the influence of social and cultural factors rather than biology, and believed people could overcome their instincts and the effects of the past by uncovering the unconscious aspects (Bergh & Geldenhuys, 2013, section 14.7).

1.0 Points

Question 10 of 50

The term _____ is used to describe a situation where a person did not successfully master a critical stage in early development which then influences subsequent adult behaviours, attitudes, and values.

✔ A. Fixation

B. Defense mechanisms

C. Unconscious drives

D. Conflict

Answer Key: A

Feedback: Well done! Table 14.3 provides a summary of the psychosexual development stages and the character types associated with each. The table shows for example that the first developmental task for a baby involves being weaned. If this does not happen successfully and the need is not satisfied satisfactorily, it results in a fixation, as is the case with Tamara's smoking habit (oral fixation).

1.0 Points

Question 11 of 50

The _____ is the most important archetype, as it holds all the others together.

A. shadow

B. persona

C. animus

✔ D. self

Answer Key: D

Question 12 of 50

Although Jung agreed with Freud's notion of the unconscious, he added another important dimension, called the _____.

         A. unconscious

         B. conscious

         C. preconscious

✔   D. collective unconscious

Answer Key: D

Feedback: Chapter 14, textbook, section 14.4

Part 4 of 14 - Chapter 14 Application   3.0 Points

1.0 Points

Question 13 of 50

During an aggressive labour strike by group of employees outside a workplace many employees inside the buildings fear for their lives and belongings and plea with the supervisors to send them home through secure exits before it is too late and somebody gets hurt. The anxious requests by the employees can be considered to be _____.

         A. neurotic imposter symptoms

         B. moral anxiety

✔   C. reality anxiety

         D. neurotic anxiety

Answer Key: C

Feedback: Yes! The employees' fears are rational and based on real events with actual perceived danger, hence reality anxiety is evident. See section 14.8.2

1.0 Points

Question 14 of 50

Within the field of IO Psychology, unconscious processes are used to determine and study _____ within individuals, as well as between teams and team members within organisations.

✔   A. conflicts

         B. learned behaviours

         C. self-efficacy

         D. trait types

Answer Key: A

Feedback: Good! Within the field of IO Psychology, unconscious processes are used to determine and study conflict within individuals, as well as between teams and team members within organisations. This personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society. See section 14.2 in the prescribed book.

1.0 Points

Question 15 of 50

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

Part 5 of 14 - Chapter 16 Theory   4.0 Points

1.0 Points

Question 16 of 50

_____ traits enable assessors to make nomothetic comparisons of people across cultures and situations but are only a rough indication of the uniqueness of each person.

        A. source

✔   B. common

        C. secondary

        D. unique

Answer Key: B

Feedback: Common traits enable assessors to make nomothetic comparisons of people across cultures and situations. (P.364 Section 16.6.1)

1.0 Points

Question 17 of 50

In trait theory, the MBTI can be described as _____.

   A. an approach to describe personality factors

   B. an approach to describe emotional or mood expressions

✔ C. an scale to measure personality type

   D. an approach to indicate a body and emotional type

Answer Key: C

Feedback: Section 16.5.3

Question 18 of 50

Cattell's personality theory consists of _____ factors.

           A. three

✔   B. sixteen

           C. five

           D. thirteen

Answer Key: B

1.0 Points

Question 19 of 50

Which concept does Allport use to explain why people choose the motives that suit their self-concept?

        A. Propriate needs

        B. Dynamic traits

        C. Preservative functional autonomy

✔   D. Propriate functional autonomy

Answer Key: D

Feedback: Chapter 16, textbook, section 16.8 - Propriate functional autonomy was explained by Kelly as the reason why people often select activities of interest to them or what they are good at.

Part 6 of 14 - Chapter 16 Application   3.0 Points

1.0 Points

Question 20 of 50

Some authors view trait approaches to personality study to be the only true scientific paradigm in psychology as a discipline, because _____.

✔ A. of its assessment technology and empirical research findings

B. it describes personality according to various models

C. of the relationships between personality and various occupational variables

D. of research findings pointing to its relationships with many other psychological variables

Answer Key: A

Feedback: Ch 16, sect 16.11, p 372

1.0 Points

Question 21 of 50

In the selection of managerial employees to supervise work in complex technical tasks for specific VIP customers, you should rather use a _____.

    A. personality test

    B. interest questionnaire

    C. pro-social behaviour test

✔   D. mental ability test

Answer Key: D

Feedback: Ch 16, sect 16.5.2,

1.0 Points

Question 22 of 50

In an advertisement for a supervisor at an engineering company, it is indicated that apart from normal working hours applicants must be willing to work late hours, travel a lot and be away from home quite often, which are clear indications that this company is looking for applicants with a/an _____ orientation.

    A. organisational managerial

✔   B. organisational citizenship

    C. organisational customer

    D. organisational learning

Answer Key: B

Feedback: Ch 16, sect 16.5.2

Part 7 of 14 - Chapter 17 Theory   4.0 Points

1.0 Points

Question 23 of 50

Rogers stated that the organism or person is constantly having experiences and perceptions in his/her world, experiences are valued against existing perceptions and values which all contribute to the formation and maintenance of the _____.

       A. personality structure

✔   B. self

       C. I, me, my and mine experiences

       D. self-efficacy

Answer Key: B

Feedback: Section 17.4

1.0 Points

Question 24 of 50

In humanistic theory, the term "spiritual drive" refers to _____.

       A. commitment and satisfaction by doing tasks or processes

       B. feelings of excitement based on achieving or experiencing something

✔   C. motivation because of living or being

       D. growth- or being needs in people

Answer Key: C

1.0 Points

Question 25 of 50

In humanistic theory, the term self-schemas refers to _____.

    A. people being in their world

✔   B. attributes people link to their personalities

    C. people's external world

    D. aspects related to a specific culture

Answer Key: B

Feedback: Section 17.2

1.0 Points

Question 26 of 50

In humanistic theory, the term existentialism refers to _____.

✔   A. people being in their world

    B. people's external world

    C. the study of people's conscious experiences

    D. attributes people link to their personalities

Answer Key: A

Feedback: Section 17.2

Part 8 of 14 - Chapter 17 Application   3.0 Points

1.0 Points

Question 27 of 50

In humanism, the concepts internal locus of control, self-efficacy, self-determination, resourcefulness, coping all relate to _____.

A. environmental influences

✔ B. free will or self control

C. deficiencies in being

D. conditional positive regard

Answer Key: B

Feedback: These concepts relate to free will or self control, as each individual holds the power to exercise free will and control in order to utilise these positive aspects. Section 17.6.3

Which one of the following statements best reflects the humanistic perspective?

A. "Sometimes one does not have a choice."

B. "You cannot control the direction your life takes."

C. "If it was not for my family … ."

✔ D. "Adversity can help you grow."

Answer Key: D

Mandy and Angela were involved in a car accident. Mandy feels that as it was not serious, it was not a big deal. Angela, however is very shaken and upset. Mandy tells her that she should not be upset. Why, based on the humanist theory, is it wrong for Mandy to tell Angela not to be upset about this?

✔ A. Each person's subjective experiences are part of their reality.

B. The accident was not that serious

C. Mandy's experience is more realistic that Angela's experience

D. Angela is just being silly

Answer Key: A

Feedback: The subjective experiences of people are important as they influence the development of personality and the self-concept, as well as the daily expressions of personality. Each person's subjective experiences are part of his/her reality. For example, you cannot tell a person to not feel upset about a situation that you consider to be trivial. Chapter 17.3.1

Part 9 of 14 - Chapter 18 Theory   4.0 Points

                                                                          1.0 Points
Question 30 of 50
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

Feedback: Section 18.5

                                                                          1.0 Points
Question 31 of 50
Based on Kelly's "person as scientist" principle, people react _____ to their environment.

      A. passively

✔   B. actively

      C. unconsciously

      D. aggressively

Answer Key: B

Feedback: Good! Kelly believed that people have the capacity to react actively to their environment, rather than merely respond passively to it (unlike in the psycho-analytic and behaviourist views). See section 18.2 in your prescribed book and the text box on page 394.

Which corollary is evident in constructs that are based on two opposite poles, such as rich and poor?

     A. The dichotomy corollary

✔

     B. The choice corollary

     C. The experience corollary

     D. The individuality corollary

Answer Key: A

Feedback: All personal constructs are bipolar or dichotomous. Each one is specified in terms of two opposite poles, for example "love versus hate" or "productive versus unproductive" (Bergh & Geldenhuys, 2013, section 18.5.3.4).

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

Feedback: Section 18.5

Part 10 of 14 - Chapter 18 Application   3.0 Points

                                                                              1.0 Points
Question 34 of 50

Bruce believes that shopping is boring. However, when the girl he has a crush on invites him to help her shop for Christmas presents, he decides it might be fun. What does George Kelly call this phenomenon?

        A. Cognitive dissonance

✔   B. Constructive alternativism

        C. Preverbal constructs

        D. Fundamental postulate

Answer Key: B

Feedback: Chapter 18, textbook, section 18.5.3

                                                                              1.0 Points
Question 35 of 50

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

Feedback: Section 18.8.1

Question 36 of 50

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

Feedback: Section 18.8.1

Part 11 of 14 - Chapter 19 Theory   4.0 Points

1.0 Points

Question 37 of 50

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

✔ A. a sense of coherence

B. positive coping

C. hardiness

D. learned resourcefulness

Answer Key: A

1.0 Points

Question 38 of 50

There are three main sources of knowledge used in the study and promotion of well-being. _____ describes the origin of strength.

A. Salutogenesis

B. Psychofortology

✔   C. Fortigenesis

D. Positive Psychology

Answer Key: C

Feedback: Fortigenesis describes the origin of strength (p. 419 Section 19.4.1)

Question 39 of 50

Which of the following is NOT an example of a virtue identified in the Values-In-Action Classification System?

A. courage

B. justice

C. transcendence

✔   D. self-efficacy

Answer Key: D

Feedback: Section 19.5.3

Question 40 of 50

The study field involved in exploring the origins of health and strength is _____.

A. positive psychology

B. salutogenesis

✔   C. fortigenesis

D. ergonomics

Answer Key: C

Part 12 of 14 - Chapter 19 Application   3.0 Points

                                                                                1.0 Points
Question 41 of 50

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

                                                                                1.0 Points
Question 42 of 50

The main difference between pathogenic and strength paradigms in the study of and action with regard to psychological health or well-being is the strength paradigm's emphasis on _____.

✔   A. people's positive resources which are utilised for health and to function optimally

       B. first repairing and healing that which is wrong with people before striving for more

       C. diagnosing and treating illness and maladjustment according to certain prescriptions.

       D. physical or medical health as the primary exclusive indication of wellness and adjustment.

Answer Key: A

Feedback: Section 19.2

                                                                                1.0 Points
Question 43 of 50

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

Feedback: Chapter 19, textbook, section 19.3.1 - Autonomy relates to being confident about your own opinion even if others hold differing views. You need to be able to identify the different facets of subjective well-being from scenarios such as this one.

Part 13 of 14 - Chapter 20 Theory   4.0 Points

1.0 Points

Question 44 of 50

Uncertainty about future career development, a fear of ageing, and the questioning of self-esteem and the purpose of life at age 40 may lead to _____.

✔   A. mid-life crisis

        B. career maturity

        C. career plateauing

        D. vocational uncertainty

Answer Key: A

Feedback: The so-called "mid-life crisis" at the age of approximately 40 years is caused by people's uncertainty about future career development, a fear of ageing, the questioning of their self-esteem and the purpose of life. It is seen as the most important period of adjustment for some people (Bergh & Theron 2013, section 20.6.7).

Question 45 of 50

Hebephrenic or disorganized schizophrenia is characterised by _____.

   A. absurd and illogical delusions as well as delusions of grandeur or persecution.

   B. motor-behaviour disorder that may involve extreme withdrawal and stupor (periods of total inactivity), or extreme forms of excitement and activity during which the person can also be dangerous.

   ✔ C. severe disintegration of the personality, for example, total emotional blunting or inappropriate emotions, infantile and sometimes vulgar and bizarre reactions, as well as incoherent speech and thinking.

   D. diminishing interest in life, decreased motivation, emotional blunting and social withdrawal.

Answer Key: C

Feedback: Yes, hebephrenic or disorganized schizophrenia is characterised by severe disintegration of the personality, for example, total emotional blunting or inappropriate emotions, infantile and sometimes vulgar and bizarre reactions, as well as incoherent speech and thinking. See section 20.5.7 in your prescribed book for the four types of schizophrenia.

Question 46 of 50

_____ disorders refer to the manifestation of physical symptoms as a result of psychological stress and negative emotions.

   A. Anxiety

   ✔ B. Psycho-physiological

   C. Stress

   D. Personality

Answer Key: B

Feedback: Well done. Psycho-physiological disorders refer to the manifestation of physical symptoms as a result of psychological stress and negative emotions. See section 20.5.1.2 in your prescribed book.

Question 47 of 50

Axis I of the DSM diagnostic system relates to _____.

    A. psychosocial and environmental problems

    B. personality disorders and mental retardation

✔   C. clinical disorders and related clinical conditions

    D. general medical or physical problems

Answer Key: C

Feedback: Chapter 20, textbook, section 20.5

Part 14 of 14 - Chapter 20 Application   3.0 Points

1.0 Points

Question 48 of 50

The difference between overcommitment and undercommitment to work is based especially in _____.

✔   A. how work roles have been learnt and rewarded

    B. the feelings of mania and anxiety in overcommitment

    C. the occurrence of physical diseases in undercommitment

    D. the impairment of work behaviour in undercommitment

Answer Key: A

1.0 Points

Question 49 of 50

Career-development problems relate to _____.

    A. job-related immaturity

    B. vocational uncertainty

C. a midlife crisis

✔ D. all of the above

Answer Key: D

1.0 Points

Question 50 of 50

At work, Steven takes a long time to start tasks, or he repeatedly starts from scratch, and he seldom completes tasks in time, all of which cause problems in the delivery of products. His inability to start and finish tasks can be associated with _____ and from his explanations of why he is afraid to finish tasks and on time this employee has a _____ and probably does not want promotion or have his supervisor expect more of him.

A. underachievement; fear of failure

✔ B. procrastination; fear of success

C. production impediment; fear of success

D. procrastination; fear of failure

Answer Key: B

Feedback: Section 20.2.6