

TESTBANK 2018

**Question 1 of 50** <sup>1.0 Points</sup>

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- A. psychodynamic or psychoanalytic
- B. humanistic, phenomenological and existential
- C. cognitive and social cognitive
- D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

**Question 2 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

**Question 3 of 50** <sup>1.0 Points</sup>

A psychologist applies an intensive qualitative analysis of an individual and uses a subjective means of assessment. The approach being used here is called the \_\_\_\_\_ approach.

- A. clinical
- B. statistical
- C. experimental
- D. objective

Answer Key: A

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

**Question 4 of 50** <sup>1.0 Points</sup>

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

Part 2 of 14 - Chapter 13 Application <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Question 7 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Question 9 of 50** <sup>1.0 Points</sup>

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Question 10 of 50** <sup>1.0 Points</sup>

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

**Question 11 of 50** <sup>1.0 Points</sup>

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

**Question 12 of 50** <sup>1.0 Points</sup>



The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** <sup>1.0 Points</sup>

The superego has two sub-systems: a consciousness that punishes behaviour and the \_\_\_\_\_ that rewards it.

- A. id
- B. ego
- C. pleasure principle
- D. biological drive

Answer Key: B

Feedback: Good! The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. 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** <sup>1.0 Points</sup>

According to certain psychodynamic perspectives, across their lives or in certain situations, people tend to either consider others in a positive or negative way or as combinations of these positive or negative perceptions. These behaviours are related to \_\_\_\_\_.

- A. internal and external morality
- B. fixation and archetypes
- C. paranoid schizoid and depressive stances
- D. a sense of inferiority and defence anxiety

Answer Key: C

Feedback: Yes! Klein demonstrated that early development consists of two distinct, but overlapping, developmental positions, i.e. the paranoid-schizoid and depressive positions. The depression position involves incorporating images of the good and bad. When self-esteem is threatened, a person moves back to the paranoid-schizoid position. See section 14.6

**Question 15 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Question 18 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

**Question 19 of 50** <sup>1.0 Points</sup>

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Part 6 of 14 - Chapter 16 Application <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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
- C. cardinal
- D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

**Question 23 of 50** <sup>1.0 Points</sup>

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

**Question 24 of 50** <sup>1.0 Points</sup>

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

**Question 25 of 50** <sup>1.0 Points</sup>

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 26 of 50** <sup>1.0 Points</sup>

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

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

**Question 29 of 50** <sup>1.0 Points</sup>

Max 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. esteem needs
- B. spiritual drive
- C. a flow experience
- D. a process of valuing self-experiences

Answer Key: C

Feedback: Chapter 17, textbook, section 17.6.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

**Question 30 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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
- 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 32 of 50** <sup>1.0 Points</sup>

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 33 of 50** <sup>1.0 Points</sup>

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called \_\_\_\_\_.

- 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** <sup>1.0 Points</sup>

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 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

An individual who experiences life as meaningful and purpose-driven because of a sense of direction is displaying the \_\_\_\_\_ facet of psychological well-being.

- A. self-acceptance
- B. personal growth
- C. purpose in life
- D. environmental mastery

Answer Key: C

**Question 38 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

\_\_\_\_\_ 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 40 of 50** <sup>1.0 Points</sup>

Which of the following descriptions refer to relational resources?

- A. Physical fitness
- B. Financial resources
- C. Relationships with others
- D. Knowledge and skills

Answer Key: C

Feedback: Yes! Interpersonal or relational resources refer to things such as social support and relationships with colleagues. See section 19.4.1 of your prescribed book.

**Question 41 of 50** <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

**Question 42 of 50** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

Which personality theory is considered as the foundation of positive psychology?

- A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and

Part 13 of 14 - Chapter 20 Theory 4.0 Points

**Question 44 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders were previously referred to as neuroses.

- A. Stress
- B. Personality
- C. Anxiety
- D. Mood

Answer Key: C

Feedback: Well done. Anxiety disorders were previously referred to as neuroses. See section 20.5.2 of the prescribed book.

**Question 45 of 50** <sup>1.0 Points</sup>

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
- B. paranoid
- C. antisocial
- D. borderline

Answer Key: A

Feedback: Well done! This statement describes the avoidant personality. See section 20.5.3 of the prescribed book.

**Question 46 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history.

- A. Anxiety
- B. Personality
- C. Stress
- D. Somatic

Answer Key: D

Feedback: Yes, somatic disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history. See prescribed book section 20.5.6

**Question 47 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders are sometimes referred to as character or social disorders.

- A. Anxiety
- B. Mood
- C. Personality
- D. Substance-abuse

Answer Key: C

Feedback: Well done! Personality disorders are sometimes referred to as character or social disorders. See section 20.5.3 of your prescribed book.

Part 14 of 14 - Chapter 20 Application 3.0 Points

**Question 48 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

A student is experiencing symptoms of various physical problems such as asthma, migraines and cancer after these

illnesses were discussed in class, even though the student does not suffer from any of these. This is an example of a type of \_\_\_\_\_ disorder.

- A. somatoform
- B. psychotic
- C. mood
- D. substance-related

Answer Key: A

Feedback: Chapter 20, textbook, section 20.5.6

**Question 50 of 50** 1.0 Points

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

- A. Zar; Phambana
- B. Phambana; Zar
- C. Amok; Brain fog
- D. Brain fog; Amok

Answer Key: D

Feedback: Section 20.5.12

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### Part 1 of 14 - Chapter 13 Theory 4.0 Points

**Question 1 of 50** <sup>1.0 Points</sup>

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences

Answer Key: B

Feedback: Good work! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

**Question 2 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function.

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

Answer Key: B

Feedback: The behaviouristic personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. See section 13.3.2 in the prescribed book.

**Question 3 of 50** <sup>1.0 Points</sup>

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 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: 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

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1



**Question 6 of 50** <sup>1.0 Points</sup>

The fact that personality study uses or combines a broad base of psychological knowledge and concepts, as well as being utilised in many contexts and applications, can be referred to as a/an \_\_\_\_\_ function.

- A. determinant
- B. criterion
- C. integrator
- D. indigenous

Answer Key: C

Feedback: Well done! Personality study is an integrative discipline in the study of human behaviour, although not all psychological topics are covered in the study of personality. The variation in personality theory and in constructs may be necessary to reflect the richness of human individuality and cultural diversity in this world. See section 13.8

**Question 7 of 50** <sup>1.0 Points</sup>

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

**Question 8 of 50** <sup>1.0 Points</sup>

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: 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

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

**Question 9 of 50** 1.0 Points

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation
- C. transference
- D. anxiety

Answer Key: C

Feedback: Section 14.8.2

**Question 10 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 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** <sup>1.0 Points</sup>

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
- D. evaluative agent

Answer Key: A

Feedback: Section 14.5

**Part 4 of 14 - Chapter 14 Application** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.

- A. to use overcompensation to be energised and achieve team goals
- B. to accept their own anxieties and stop blaming others
- 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: Here we will probably have to consider defense mechanisms, as people use these to make reality less threatening. If they rather accept their own faults and work together to stop blame-shifting, the team will be more effective. The other options do not relate to psychoanalysis. See section 14.6

**Question 15 of 50** <sup>1.0 Points</sup>

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

**Part 5 of 14 - Chapter 16 Theory** <sup>4.0 Points</sup>

**Question 16 of 50** <sup>1.0 Points</sup>

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 17 of 50** <sup>1.0 Points</sup>

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 18 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Yes! Extraversion and introversion are used by both Models. See section 16.5.1.1 and section 16.5.1.3 in your prescribed book.

**Question 19 of 50** <sup>1.0 Points</sup>

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

**Question 20 of 50** <sup>1.0 Points</sup>

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
- C. cardinal
- D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

**Question 21 of 50** <sup>1.0 Points</sup>

David feels that co-worker relationships are not as important as task completion. Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

- A. Problem-solving
- B. Smoothing
- C. Forcing
- D. Withdrawal

Answer Key: C

Feedback: Yes! David will most likely use forcing, as he has a high concern for task execution and a low concern for people; he is not a team player. See section 16.5.3 in your prescribed book.

**Question 22 of 50** <sup>1.0 Points</sup>

A personality style or personality 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: Prescribed book, section 16.5

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

**Question 23 of 50** 1.0 Points

Phenomenology refers to a person's \_\_\_\_\_.

- A. unique subjective experiences
- B. unconscious feelings and needs
- C. striving to survive
- D. need to be accepted by others

Answer Key: A

**Question 24 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 25 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 26 of 50** <sup>1.0 Points</sup>

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

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



**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50** <sup>1.0 Points</sup>

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

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

A suspended construct is similar to \_\_\_\_\_, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant.

- A. identification
- B. reaction formation
- C. submersion
- D. repression

Answer Key: D

Feedback: Good! A suspended construct excludes particular elements from awareness because particular constructs that would lead to the recall of particular experiences have not been devised. A suspended construct is similar to repression, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant. See section 18.4.3.3 in your prescribed book.

**Question 31 of 50** <sup>1.0 Points</sup>

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

**Question 32 of 50** <sup>1.0 Points</sup>

With regards to Kelly's belief that people are scientists, he believes that people are orientated towards the \_\_\_\_\_.

- A. past
- B. future
- C. present
- D. unconscious

Answer Key: B

Feedback: Yes! The view of the person as scientist suggests that people are future-oriented, as behaviour is directed by predictions of the future and changes from yesterday as constructs are tested and modified. See section 18.2 and the text box on page 394 of your prescribed book.

**Question 33 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

**Question 34 of 50** <sup>1.0 Points</sup>

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

**Question 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

**Question 37 of 50** <sup>1.0 Points</sup>

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

**Question 38 of 50** <sup>1.0 Points</sup>

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- A. the enduring confidence to cope
- B. positive, absorbed commitment
- C. protected use of strengths
- D. confidence in capacities to achieve, like self-efficacy

Answer Key: C

Feedback: Section 19.5.3

**Question 39 of 50** <sup>1.0 Points</sup>

Benefit-finding is a specific characteristic of the \_\_\_\_\_ paradigm.

- A. salutogenic
- B. humanistic

- C. fortigenic
- D. behaviourism

Answer Key: C

**Question 40 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Section 19.3.1

**Part 12 of 14 - Chapter 19 Application** <sup>3.0 Points</sup>

**Question 41 of 50** <sup>1.0 Points</sup>

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

**Question 42 of 50** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the narcissistic personality
- B. the dependent personality
- 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 46 of 50** <sup>1.0 Points</sup>

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 47 of 50** <sup>1.0 Points</sup>

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

Answer Key: B

Feedback: Nope, dissociative fugue is described as travel to new locations, uncontrolled memory loss of information and identity. See section 20.5.6 of your prescribed book.

**Part 14 of 14 - Chapter 20 Application** <sup>3.0 Points</sup>

**Question 48 of 50** <sup>1.0 Points</sup>

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 49 of 50** <sup>1.0 Points</sup>

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 schizotypal 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** <sup>1.0 Points</sup>

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- A. complaints are often related to the person feeling threatened by other people
- B. complaints are related to identity confusion and delusions
- C. complaints are related to sudden changes in feelings, differing between joy and sadness
- D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: Well done! Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6



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## 4 Assignment 4 64190

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### Part 1 of 14 - Chapter 13 Theory 4.0 Points

#### Question 1 of 50<sup>1.0 Points</sup>

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences

Answer Key: B

Feedback: Good work! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

#### Question 2 of 50<sup>1.0 Points</sup>

The \_\_\_\_\_ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function.

- A. psychodynamic
- B. behaviouristic

- C. humanistic
- D. cognitive

Answer Key: B

Feedback: The behaviouristic personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. See section 13.3.2 in the prescribed book.

**Question 3 of 50** <sup>1.0 Points</sup>

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 4 of 50** <sup>1.0 Points</sup>

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

**Part 2 of 14 - Chapter 13 Application** <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

**Question 6 of 50** <sup>1.0 Points</sup>

The fact that personality study uses or combines a broad base of psychological knowledge and concepts, as well as being utilised in many contexts and applications, can be referred to as a/an \_\_\_\_\_ function.

- A. determinant
- B. criterion
- C. integrator
- D. indigenous

Answer Key: C

Feedback: Well done! Personality study is an integrative discipline in the study of human behaviour, although not all psychological topics are covered in the study of personality. The variation in personality theory and in constructs may be necessary to reflect the richness of human individuality and cultural diversity in this world. See section 13.8

**Question 7 of 50** <sup>1.0 Points</sup>

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

**Question 8 of 50** <sup>1.0 Points</sup>

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: 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

**Part 3 of 14 - Chapter 14 Theory** <sup>4.0 Points</sup>

**Question 9 of 50** <sup>1.0 Points</sup>

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation
- C. transference
- D. anxiety

Answer Key: C

Feedback: Section 14.8.2

**Question 10 of 50** <sup>1.0 Points</sup>

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 11 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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
- D. evaluative agent

Answer Key: A

Feedback: Section 14.5

**Part 4 of 14 - Chapter 14 Application** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.

- A. to use overcompensation to be energised and achieve team goals
- B. to accept their own anxieties and stop blaming others
- 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: Here we will probably have to consider defense mechanisms, as people use these to make reality less threatening. If they rather accept their own faults and work together to stop blame-shifting, the team will be more effective. The other options do not relate to psychoanalysis. See section 14.6

**Question 15 of 50** <sup>1.0 Points</sup>

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. 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
- 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 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 18 of 50** 1.0 Points

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

- A. Conscientiousness - lack of direction
- B. Tough-mindedness- psychotism
- C. Submissiveness - dominance

D. Extraversion - introversion

Answer Key: D

Feedback: Yes! Extraversion and introversion are used by both Models. See section 16.5.1.1 and section 16.5.1.3 in your prescribed book.

**Question 19 of 50** <sup>1.0 Points</sup>

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** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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
- C. cardinal
- D. source

Answer Key: C



Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

**Question 21 of 50** <sup>1.0 Points</sup>

David feels that co-worker relationships are not as important as task completion. Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

- A. Problem-solving
- B. Smoothing
- C. Forcing
- D. Withdrawal

Answer Key: C

Feedback: Yes! David will most likely use forcing, as he has a high concern for task execution and a low concern for people; he is not a team player. See section 16.5.3 in your prescribed book.

**Question 22 of 50** <sup>1.0 Points</sup>

A personality style or personality 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: Prescribed book, section 16.5

**Part 7 of 14 - Chapter 17 Theory** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

Phenomenology refers to a person's \_\_\_\_\_.

- A. unique subjective experiences
- B. unconscious feelings and needs
- C. striving to survive
- D. need to be accepted by others

Answer Key: A

**Question 24 of 50** <sup>1.0 Points</sup>

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 25 of 50** <sup>1.0 Points</sup>

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 26 of 50** <sup>1.0 Points</sup>

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

**Part 8 of 14 - Chapter 17 Application 3.0 Points**

**Question 27 of 50** <sup>1.0 Points</sup>

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

**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50** <sup>1.0 Points</sup>

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

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

**Question 30 of 50** <sup>1.0 Points</sup>

A suspended construct is similar to \_\_\_\_\_, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant.

- A. identification
- B. reaction formation
- C. submersion
- D. repression

Answer Key: D

Feedback: Good! A suspended construct excludes particular elements from awareness because particular constructs that would lead to the recall of particular experiences have not been devised. A suspended construct is similar to repression, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant. See section 18.4.3.3 in your prescribed book.

**Question 31 of 50** <sup>1.0 Points</sup>

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

**Question 32 of 50** <sup>1.0 Points</sup>

With regards to Kelly's belief that people are scientists, he believes that people are orientated towards the \_\_\_\_\_.

- A. past
- B. future
- C. present

D. unconscious

Answer Key: B

Feedback: Yes! The view of the person as scientist suggests that people are future-oriented, as behaviour is directed by predictions of the future and changes from yesterday as constructs are tested and modified. See section 18.2 and the text box on page 394 of your prescribed book.

**Question 33 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Chapter 18, textbook, section 18.4.1

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>

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

**Question 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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

**Question 38 of 50** <sup>1.0 Points</sup>

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

A. the enduring confidence to cope

B. positive, absorbed commitment

C. protected use of strengths

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

Answer Key: C

Feedback: Section 19.5.3

**Question 39 of 50** <sup>1.0 Points</sup>

Benefit-finding is a specific characteristic of the \_\_\_\_\_ paradigm.

A. salutogenic

B. humanistic

C. fortigenic

D. behaviourism

Answer Key: C

**Question 40 of 50** <sup>1.0 Points</sup>

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

A. a person experiencing the community as logical and predictable

B. a sense of direction towards specific goals

C. establishing conditions which can be managed

D. assisting society in achieving its potential

Answer Key: D

Feedback: Section 19.3.1

**Part 12 of 14 - Chapter 19 Application** <sup>3.0 Points</sup>

**Question 41 of 50** <sup>1.0 Points</sup>

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

**Question 42 of 50** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>



**Question 44 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the narcissistic personality
- B. the dependent personality
- 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 46 of 50** <sup>1.0 Points</sup>

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 47 of 50** <sup>1.0 Points</sup>

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

Answer Key: B

Feedback: Nope, dissociative fugue is described as travel to new locations, uncontrolled memory loss of information and identity. See section 20.5.6 of your prescribed book.

**Part 14 of 14 - Chapter 20 Application** <sup>3.0 Points</sup>

**Question 48 of 50** <sup>1.0 Points</sup>

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 49 of 50** <sup>1.0 Points</sup>

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 schizotypal 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** <sup>1.0 Points</sup>

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- A. complaints are often related to the person feeling threatened by other people
- B. complaints are related to identity confusion and delusions
- C. complaints are related to sudden changes in feelings, differing between joy and sadness
- D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: Well done! Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6

[Switch to Full View](#)

**Part 1 of 14 - Chapter 13 Theory** <sup>4.0 Points</sup>

**Question 1 of 50** <sup>1.0 Points</sup>

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 2 of 50** 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
- D. humanistic

Answer Key: D

Feedback: In the humanistic 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.

**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
- D. ratings by the candidate's colleagues

Answer Key: D

Feedback: 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

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

1.0 Points  
**Question 5 of 50**

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: Well done! 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.

1.0 Points  
**Question 6 of 50**

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- A. personality structure
- B. mental health
- C. behaviour dynamics
- D. personality development

Answer Key: A

Feedback: These concepts are the building blocks of personality structure from the various perspectives. See section 13.6.1

1.0 Points  
**Question 7 of 50**

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 in all its dimensions, which would you consider as relevant aspects 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

Answer Key: B

Feedback: In the online examination, you will get an equal division between theory questions and insight questions like this one. Therefore, you should not attempt the examination as an open book exam, but rather study and prepare for it as you would for a venue-based examination. You need to understand the theory in order to understand questions like this one. The answer to this question can be found by understanding and studying section 13.6 in your prescribed book. Motivation in personality explains why people behave in certain ways and that is what is required in the question because we are looking at her behaviour in the face of conflict and the fact that she remains calm.

**Question 8 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: A

Feedback: Sections 13.3.3 and 13.3.9

**Part 3 of 14 - Chapter 14 Theory** <sup>4.0 Points</sup>

**Question 9 of 50** <sup>1.0 Points</sup>

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

**Question 10 of 50** <sup>1.0 Points</sup>

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 11 of 50** <sup>1.0 Points</sup>

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 12 of 50<sup>1.0 Points</sup>

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

- A. shadow
- B. persona
- C. animus
- D. self

Answer Key: D

#### Part 4 of 14 - Chapter 14 Application 3.0 Points

#### Question 13 of 50<sup>1.0 Points</sup>

In the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be that children or young people \_\_\_\_\_.

- A. follow the examples of either the father or the mother.
- 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 born as the only or the youngest child

Answer Key: C

Feedback: Sections 14.6 and 14.7

#### Question 14 of 50<sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

- A. an integrator
- B. a motivator
- C. the conscience
- D. a differentiator

Answer Key: A

Feedback: Section 14.8

**Part 5 of 14 - Chapter 16 Theory** <sup>4.0 Points</sup>

**Question 16 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- C. Five-Factor
- D. MBTI

Answer Key: C

**Question 17 of 50** <sup>1.0 Points</sup>

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 18 of 50** <sup>1.0 Points</sup>

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 19 of 50** <sup>1.0 Points</sup>

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

Answer Key: B

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a "stirrer". In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck's Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

**Question 21 of 50** <sup>1.0 Points</sup>

Timmons' entrepreneurial characteristics describe 13 general characteristics for entrepreneurial success. Which ONE of the characteristics below is NOT part of the 13 general characteristics?

- A. Self confidence
- B. Drive and energy
- C. Long term involvement

D. Planning and organising

Answer Key: D

Feedback: Planning and organising are criteria applicable to management performance and are used in managerial assessments in assessment-centre technology (p. 355 Sec 16.5.1 and p. 360 Sec 16.5.2)

**Question 22 of 50** <sup>1.0 Points</sup>

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** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

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 24 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 26 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Section 17.2

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

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

**Question 28 of 50**<sup>1.0 Points</sup>

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard
- D. an external locus of control

Answer Key: D

**Question 29 of 50**<sup>1.0 Points</sup>

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

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

**Question 30 of 50**<sup>1.0 Points</sup>

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.

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

Answer Key: A

**Question 31 of 50**<sup>1.0 Points</sup>

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

**Question 32 of 50** <sup>1.0 Points</sup>

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 33 of 50** <sup>1.0 Points</sup>

Kelly's idea of constructs, especially the self-construct, is also an example of \_\_\_\_\_ (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect).

- A. behaviourism
- B. response tendencies
- C. constructivism
- D. will to meaning

Answer Key: C

Feedback: Nope. Kelly's idea of constructs, especially the self-construct, is also an example of constructivism (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect). See section 18.4.3.1 of your prescribed book.

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>

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 35 of 50** <sup>1.0 Points</sup>

"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 36 of 50** <sup>1.0 Points</sup>

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

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ 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** <sup>1.0 Points</sup>

\_\_\_\_\_ 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: 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.

**Question 39 of 50** <sup>1.0 Points</sup>

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

- A. heudonism
- B. health
- C. salutogenesis
- D. well-being

Answer Key: D

Feedback: Section 19.3

**Question 40 of 50** <sup>1.0 Points</sup>

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 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.

**Part 12 of 14 - Chapter 19 Application** <sup>3.0 Points</sup>

**Question 41 of 50** <sup>1.0 Points</sup>

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

**Question 42 of 50** <sup>1.0 Points</sup>

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Feedback: External locus of control (p 425 Section 19.5.4)

**Question 43 of 50** <sup>1.0 Points</sup>

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.



- A. the narcissistic personality
- B. the schizotypal personality
- C. the avoidant personality
- D. the borderline personality

Answer Key: C

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

**Question 45 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

The \_\_\_\_\_ explains how an individual reacts physically and psychologically to acute and chronic stress, in the short term or even over longer periods of time.

- A. Conservation of Resources Model
- B. General Adaptation Syndrome
- C. Diathesis-Stress Model
- D. person-environment-fit approach

Answer Key: B

Feedback: Well done! The General Adaptation Syndrome (GAS) describes how the human body reacts by means of the nervous system and endocrine functions when it experiences stress from internal or external influences. See section 20.5.1 of the prescribed book.

**Question 47 of 50** <sup>1.0 Points</sup>

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

- A. alarm-and-mobilisation .
- B. resistance
- C. exhaustion and disintegration
- D. disintegration

Answer Key: C

Feedback: Excellent! The third phase is the exhaustion and disintegration phase. In this phase the sustained stress exceeds the individual's capacity for physical and psychological adaptation. See section 20.5.1 and box on page 447.

**Part 14 of 14 - Chapter 20 Application 3.0 Points**

**Question 48 of 50** <sup>1.0 Points</sup>

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

- A. Zar; Phambana
- B. Phambana; Zar
- C. Amok; Brain fog
- D. Brain fog; Amok

Answer Key: D

Feedback: Section 20.5.12

**Question 49 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogog is displaying behaviour linked to \_\_\_\_\_.

- A. undercommitment; overcommitment
- B. overcommitment; undercommitment
- C. undercommitment; B type personality
- D. A type personality; undercommitment

Answer Key: A

**Question 1 of 50** <sup>1.0 Points</sup>

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 psychoanalytic

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** <sup>1.0 Points</sup>

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 3 of 50** <sup>1.0 Points</sup>

The importance of childhood experiences and development is a strong emphasis of \_\_\_\_\_.

- A. behaviourism
- B. psychoanalytical theory
- C. mature relationships
- D. positive ego-development

Answer Key: B

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 13.3.1

**Question 4 of 50** <sup>1.0 Points</sup>

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

Part 2 of 14 - Chapter 13 Application <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

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 6 of 50** <sup>1.0 Points</sup>

Which of the descriptions below describe Mike's feelings and behaviours based on the humanistic theory?

- A. Mike does not experience meaning in life.
- B. Mike struggles to maintain good relationships with other people and to fulfill various life roles. He is experiencing a midlife crisis.
- C. To avoid punishment as a child, Mike probably learned to keep a low profile, something he is still doing today.
- D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: A

Feedback: Yes! The main focus of humanism is meaning in life. See section 13.3.3 in your prescribed book.

Incorrect Feedback: .

**Question 7 of 50** <sup>1.0 Points</sup>

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: 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** <sup>1.0 Points</sup>

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she "beats" the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanist
- D. trait

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

Part 3 of 14 - Chapter 14 Theory 4.0 Points

**Question 9 of 50** <sup>1.0 Points</sup>

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

**Question 10 of 50** <sup>1.0 Points</sup>

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

**Question 11 of 50** <sup>1.0 Points</sup>

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 12 of 50** <sup>1.0 Points</sup>

Establishing intimate relationships is one of the developmental tasks of the \_\_\_\_\_ developmental stage of Freud's psychosexual stages.

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

Answer Key: B

Feedback: Chapter 14, textbook, Table 14.3

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** <sup>1.0 Points</sup>

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- B. will to power
- C. death drive
- D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

**Question 14 of 50** <sup>1.0 Points</sup>

Some neo-Freudians differ with and from Freud because they \_\_\_\_\_.

- A. consider sexual fixation as an adult problem rather than one manifesting only in children.
- B. consider social factors as more determining than sexual instincts
- C. describe the id and ego as equally strong structures in personality functioning
- D. agree that peoples' striving behaviour is determined by sexual or libidinal energy.

Answer Key: B

Feedback: Yes! Jung and other neo-Freudians had a more optimistic view of human nature, and they emphasised future directedness, potential growth and the influence of social and interpersonal factors. See sections 14.7 &14.8

**Question 15 of 50** <sup>1.0 Points</sup>

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: Reaction formation is a 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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

**Question 16 of 50** <sup>1.0 Points</sup>

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

- A. unique
- B. source
- C. cardinal
- D. common

Answer Key: C



**Question 17 of 50** <sup>1.0 Points</sup>

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

**Question 18 of 50** <sup>1.0 Points</sup>

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- A. an approach to describe personality factors
- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

**Question 19 of 50** <sup>1.0 Points</sup>

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

**Question 20 of 50** <sup>1.0 Points</sup>

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection
- D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

**Question 21 of 50** <sup>1.0 Points</sup>

The MD of a small factory where certain electronic components are manufactured on order and for specific delivery times, requests you as HR Manager to only select new recruits for possible appointments in the company have the best chance to be successful in training and in job performance based on their personality type. Which two groups of personality factors would you rather emphasise in your selection procedure? Consider the type of work and management's criteria.

- A. Conscientiousness vs lack of direction & extroversion vs introversion
- B. Agreeableness vs antagonism & openness to experience vs closedness
- C. Integrating vs obliging & conscientiousness vs agreeableness
- D. Dominance vs assertiveness & extroversion vs emotional stability

Answer Key: A

Feedback: Section 16.5

**Question 22 of 50** <sup>1.0 Points</sup>

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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

**Question 23 of 50** <sup>1.0 Points</sup>

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

**Question 24 of 50** <sup>1.0 Points</sup>

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.

**Question 25 of 50** <sup>1.0 Points</sup>

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

**Question 26 of 50**<sup>1.0 Points</sup>

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)

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 of 50**<sup>1.0 Points</sup>

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 28 of 50**<sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ corollary enables people to relate well to one another.

- 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).

**Question 31 of 50** <sup>1.0 Points</sup>

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
- 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.

**Question 32 of 50** <sup>1.0 Points</sup>

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

**Question 33 of 50** <sup>1.0 Points</sup>

Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

**Question 34 of 50** <sup>1.0 Points</sup>

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: Incorrect. 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 35 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

**Question 37 of 50** <sup>1.0 Points</sup>

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

**Question 38 of 50** <sup>1.0 Points</sup>

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: 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 39 of 50** <sup>1.0 Points</sup>

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 40 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 42 of 50** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

Which personality theory is considered as the foundation of positive psychology?

- A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

Which type of depression is linked to women only?

- A. Bipolar depression
- B. Cyclothymic depression
- C. Dysthymic depression
- D. Postpartum depression

Answer Key: D

Feedback: This type of depression can occur after mothers give birth to their children. It is normally linked to a hormonal imbalance and can present itself in different ways (Bergh & Theron 2013, section 20.5.5).

**Question 45 of 50** <sup>1.0 Points</sup>

Based on the hassles and uplifts approach, one of the top ten hassles includes \_\_\_\_\_.

- A. physical appearance
- B. completing a task
- C. meeting own responsibilities
- D. eating out

Answer Key: A

Feedback: Incorrect. Physical appearance is considered to be one of the top ten hassles. See Table 20.1 in section 20.3.4 of your prescribed book.

**Question 46 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ 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 47 of 50** <sup>1.0 Points</sup>

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 48 of 50** <sup>1.0 Points</sup>

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: The Prince of Pretoria certainly didn't fool you! Well done. This person was suffering from a delusional disorder in that he perceived as reality something that was simply not true or rational.

**Question 49 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- A. complaints are often related to the person feeling threatened by other people
- B. complaints are related to identity confusion and delusions
- C. complaints are related to sudden changes in feelings, differing between joy and sadness
- D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: That is not correct. Somatic disorders, like hypochondria, have no real medical basis for the symptoms

experienced. See Chapter 20, textbook, section 20.5.6

**Part 1 of 14 - Chapter 13 Theory** 4.0 Points

**Question 1 of 50** 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
- D. humanistic

Answer Key: D

Feedback: In the humanistic 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.

**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

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

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

Answer Key: C

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

**Question 4 of 50** <sup>1.0 Points</sup>

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** <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

In addition to subconscious factors, what other factors do modern supporters of the psychodynamic approach believe influence personality and behaviour?

- A. Social factors
- B. Genetic factors
- C. Environmental factors
- D. Cognitive factors

Answer Key: A

Feedback: 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

**Question 6 of 50** <sup>1.0 Points</sup>

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

Answer Key: B

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 7 of 50** <sup>1.0 Points</sup>

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

**Question 8 of 50** <sup>1.0 Points</sup>

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.

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

**Question 9 of 50** 1.0 Points

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

**Question 10 of 50** 1.0 Points

Establishing intimate relationships is one of the developmental tasks of the \_\_\_\_\_ developmental stage of Freud's psychosexual stages.

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

Answer Key: B

Feedback: Chapter 14, textbook, Table 14.3

**Question 11 of 50** 1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority
- B. latency
- C. fixation
- D. individuation



Answer Key: D

Feedback: Section 14.7

**Question 12 of 50** <sup>1.0 Points</sup>

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

**Part 4 of 14 - Chapter 14 Application** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

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 14 of 50** <sup>1.0 Points</sup>

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement
- B. Rationalisation
- C. Denial
- D. Regression

Answer Key: A

Feedback: Displacement is directing negative emotions or attitudes away from their original source (work) to a substitute person or object (family). See section 14.3 and Table 14.1

**Question 15 of 50** <sup>1.0 Points</sup>

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

**Part 5 of 14 - Chapter 16 Theory** <sup>4.0 Points</sup>

**Question 16 of 50** <sup>1.0 Points</sup>

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 17 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- A. an approach to describe personality factors
- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

**Question 19 of 50** <sup>1.0 Points</sup>

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

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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 21 of 50** <sup>1.0 Points</sup>

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.

**Question 22 of 50** <sup>1.0 Points</sup>

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

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

**Question 23 of 50** <sup>1.0 Points</sup>

The fulfilling engagement in meaningful and enjoyable work processes or task execution is referred to as \_\_\_\_\_.

- A. work engagement
- B. flow experiences
- C. work motivation
- D. job satisfaction

Answer Key: B

Feedback: Section 17.6.2

**Question 24 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

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

**Question 25 of 50** <sup>1.0 Points</sup>

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

- A. actualising tendency
- B. resilience
- C. self-realisation
- D. sense of coherence

Answer Key: C

Feedback: Section 17.8

**Question 26 of 50** <sup>1.0 Points</sup>

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.

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

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

**Question 28 of 50** <sup>1.0 Points</sup>

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

**Question 29 of 50** <sup>1.0 Points</sup>

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.

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ 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.

**Question 31 of 50** <sup>1.0 Points</sup>

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 32 of 50** <sup>1.0 Points</sup>

Which description does Kelly use to describe the "self"?

- A. Peripheral construct
- B. Pre-emptive construct
- C. Propositional construct
- D. Core construct

Answer Key: D

Feedback: Chapter 18, textbook, section 18.4.3

**Question 33 of 50** <sup>1.0 Points</sup>

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
- 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.

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>



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

**Question 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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 38 of 50** <sup>1.0 Points</sup>

An individual is experiencing positive human functioning. He has decided to accept whatever comes his way and will responsibility for it, which is known as \_\_\_\_\_.

- A. an external locus of control
- B. learned helplessness
- C. self-control
- D. hedonism

Answer Key: C

Feedback: Incorrect. The social- cognitive learning theorists and the cognitive theorists, stress self-regulation as a mechanism through which people can have more control over their influencing environment and their own behaviours. The concepts of locus of control, self-efficacy, and learned resourcefulness have become part of the positive-psychological emphasis on resources that people can use to have more self-control. See section 19.4.3.2 in your prescribed book

**Question 39 of 50** <sup>1.0 Points</sup>

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.

**Question 40 of 50** <sup>1.0 Points</sup>

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)

**Part 12 of 14 - Chapter 19 Application** <sup>3.0 Points</sup>

**Question 41 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

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

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders are characterised by persistent and recurrent episodes of sadness and gloom, without any occurrence or history of manic or elated mood states.

- A. Manic-depressive
- B. Major depressive
- C. Dysthymic depressive
- D. Bipolar affective

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.5

**Question 45 of 50** <sup>1.0 Points</sup>

In terms of dissociative disorders, depersonalisation disorder 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

Answer Key: C

Feedback: No, depersonalisation disorder is described as derealisation, detachment from own identity and body. See section 20.5.6 of your prescribed book.

**Question 46 of 50** 1.0 Points

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

Answer Key: A

Feedback: Section 20.3.4

**Question 47 of 50** 1.0 Points

Although a single factor or stressor can have a dominant influence, psychological health can best be understood by considering the continual interaction between a complex number of factors, as indicated by a \_\_\_\_\_ approach.

- A. pathogenic
- B. salutogenesis
- C. stress
- D. systems

Answer Key: D

Feedback: Well done! Although a single factor or stressor can have a dominant influence, psychological health can best be understood by considering the continual interaction between a complex number of factors, as indicated by a systems approach. See prescribed book section 20.4

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

**Question 48 of 50** 1.0 Points

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involves cultural and spiritual contents as in specific group

D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

**Question 49 of 50** <sup>1.0 Points</sup>

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 50 of 50** <sup>1.0 Points</sup>

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

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 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 2 of 50 1.0 Points

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Question 3 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: Yes! 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 4 of 50 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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

## Part 2 of 14 - Chapter 13 Application 4.0 Points

### Question 5 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 6 of 50 1.0 Points

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; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

Question 7 of 50 1.0 Points

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

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

Answer Key: A

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

Question 8 of 50 1.0 Points

Which of the descriptions below describe Mike's feelings and behaviours based on the trait theory?

- 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: C

Feedback: Incorrect. The trait theory refers to personality characteristics as a means of describing people. See section 13.3.4 in your prescribed book.

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 10 of 50 1.0 Points

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

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

Answer Key: D

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

Question 11 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 12 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

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 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 14 of 50 1.0 Points

Sarah has just found out that her company is going to cancel her leave because deadlines have to be met. She storms out of the office crying and then sulks for the rest of the day. This type of defence mechanism is called \_\_\_\_\_.

A. rationalisation

B. projection

C. denial

D. regression

Answer Key: D

Feedback: Yes! When confronted by stressful events, people sometimes abandon coping strategies and revert to patterns of behaviour used earlier in development. Freud called this defence mechanism regression, suggesting that people act out behaviours from the stage of psychosexual development in which they are fixated. See section 14.3, Table 14.1

Question 15 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: Well done! 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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50 1.0 Points

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- A. an approach to describe personality factors
- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

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

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Question 19 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
- C. Initiator
- D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 20 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 21 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,

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

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
- D. behaviours and skills used to control events and behaviours

Answer Key: D

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

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

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

A. physical perfection; self- transcendence

B. meaning; self-actualisation

C. financial success; self-actualisation

D. acceptance from others; self- transcendence

Answer Key: B

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

Question 26 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

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.
- 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

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

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- A. Self-identity
- B. Self-awareness
- C. High Self esteem
- D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50 1.0 Points

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

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.5.1

Question 31 of 50 1.0 Points

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

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

Answer Key: D

Feedback: Section 18.5.1

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: That is not correct. 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

Based on Festinger's Equity Theory, if an individual feels that they are underpaid, this will result in \_\_\_\_\_ effort, or other attempts to achieve equity in the organisation

- A. increased
- B. decreased

- C. equal
- D. no change in

Answer Key: B

Feedback: No. If the individual feels that he/she is being underpaid, this will result in decreased effort, demands for more pay, or other attempts to achieve equity in the organisation. See section 18.4.3.2 of your prescribed book.

#### Part 10 of 14 - Chapter 18 Application 3.0 Points

##### Question 34 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

##### 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: 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 36 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

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 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

Question 38 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 39 of 50 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1



Question 40 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 1.0 Points

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

- A. rigid; risks
- B. flexible; risks
- C. flexible; action
- D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

Question 42 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 \_\_\_\_\_.

- 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 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
- 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

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
- 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 45 of 50 1.0 Points

The \_\_\_\_\_ Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present.

- A. Diathesis-Stress
- B. hassles and uplifts
- C. Systems-Interactional
- D. person-environment-fit

Answer Key: A

Feedback: The Diathesis-Stress Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present. See prescribed book section 20.3.4

Question 46 of 50 1.0 Points

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.

- A. the narcissistic personality
- B. the schizotypal personality

- C. the avoidant personality
- D. the borderline personality

Answer Key: C

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

Question 47 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.

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 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).

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

A student is experiencing symptoms of various physical problems such as asthma, migraines and cancer after these illnesses were discussed in class, even though the student does not suffer from any of these. This is an example of a type of \_\_\_\_\_ disorder.

A. somatoform

B. psychotic

C. mood

D. substance-related

Answer Key: A

Feedback: Chapter 20, textbook, section 20.5.6

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 1.0 Points

A psychologist applies an intensive qualitative analysis of an individual and uses a subjective means of assessment. The approach being used here is called the \_\_\_\_\_ approach.

- A. clinical
- B. statistical
- C. experimental
- D. objective

Answer Key: A

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

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
- 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

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 psychoanalytic

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

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

## Part 2 of 14 - Chapter 13 Application 4.0 Points

## Question 5 of 50 1.0 Points

Personality may not be as consistent across time as indicated by some theorists because psychologically specific situations may influence people in different ways. This assumption has been postulated by the \_\_\_\_\_ perspective on personality.

- A. cognitive
- B. trait/type
- C. behaviourist
- D. humanist

Answer Key: A

Feedback: Psychologically specific situations relate to the cognitive theory. See section 13.3.5

## 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

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 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

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.
- 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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

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
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

Question 11 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 12 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

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 defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement
- B. Rationalisation
- C. Denial
- D. Regression

Answer Key: A

Feedback: Good! Displacement is directing negative emotions or attitudes away from their original source (work) to a substitute person or object (family). See section 14.3 and Table 14.1

#### 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

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

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Question 18 of 50 1.0 Points

Which temperament is associated with a person who has a tendency to be irritable and angry?

- A. Melancholic
- B. Phlegmatic
- C. Choleric
- D. Sanguine

Answer Key: C

Question 19 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

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 of 50 1.0 Points

Which one of the following explanations is probably the best and most important motivator for psychologists to utilise personality measurement as a predictor of work performance?

- A. The fact that personality traits differ across situations.

- B. The fact that many personality traits are specific to certain situations.
- C. The fact that certain personality traits are consistent in people.
- D. The fact that people have the ability to adapt their behaviour in order to change certain outcomes.

Answer Key: C

Feedback: Ch 16, sect 16. 10, pp 369-371

Question 21 of 50 1.0 Points

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

- A. psychodynamic
- B. cognitive
- C. trait
- D. behaviouristic

Answer Key: C

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.
- 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

According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- A. corporate identity
- B. self-efficacy
- C. self-identity
- D. self-esteem

Answer Key: C

Feedback: Section 17.4

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
- 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 "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 26 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

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

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? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

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

Answer Key: B

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

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

Greg is an engineer who cares about nature, loves his family and has good relationships with his colleagues and friends. He works very hard and gets good performance bonuses. However, Simon tends to always focus on the fact that Greg is an engineer, stating that he is unable to think outside the box and that he has a very limited view of the world based on his analytical thinking as an engineer. Greg feels judged by this. Based on humanist theory, why does Greg feel judged?

- A. Because Simon is not an engineer

- B. Personality is a Gestalt; an integration of social, physical, mental and psychosocial aspects
- C. Greg is ashamed of being an engineer
- D. Personality is usually based on one distinguishing aspect, such as one's work role.

Answer Key: B

Feedback: Personality is a Gestalt or holistic phenomenon, and an integration of physical, social, mental, and psychosocial aspects. This is why people can feel judged if they are assessed on one aspect of their being only, or on one mistake. Section 17.3.3

#### Part 9 of 14 - Chapter 18 Theory 4.0 Points

##### Question 30 of 50 1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

##### Question 31 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
- B. anxiety

C. a threat

D. guilt

Answer Key: B

Feedback: Section 18.8.3

Question 32 of 50 1.0 Points

The \_\_\_\_\_ corollary enables people to relate well to one another.

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).

Question 33 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.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 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: 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 35 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 36 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
- B. constellatory; pre-emptive
- C. pre-emptive; constellatory
- D. range; propositional

Answer Key: B

Feedback: Section 18.5.1

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50 1.0 Points

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

- A. happiness
- B. hope and optimism
- C. virtues
- D. wisdom

Answer Key: A

Feedback: Happiness (p.423 Section 19.5.1)

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 six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: B

Feedback: Incorrect. The six distinct components of human development and positive psychological functioning as proposed by Ryff's Multi-dimensional Model of Well-being are the same as the facets of psychological well-being. See section 19.3.1 of your prescribed book.

Question 40 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.

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? "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 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 aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

Question 44 of 50 1.0 Points

The \_\_\_\_\_ Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present.

- A. Diathesis-Stress
- B. hassles and uplifts
- C. Systems-Interactional
- D. person-environment-fit

Answer Key: A

Feedback: The Diathesis-Stress Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present. See prescribed book section 20.3.4

Question 45 of 50 1.0 Points

The \_\_\_\_\_ personality manifests a lack of judgement, transgresses rules and regulations, is often aggressive, manipulates others to his / her own advantage, shows few signs of responsibility, remorse or guilt and has poor interpersonal relationships.

- A. dependent
- B. narcissistic
- C. histrionic
- D. antisocial

Answer Key: D

Feedback: This statement describes the antisocial personality. See section 20.5.3 of the prescribed book.

Question 46 of 50 1.0 Points

Bipolar affective disorder is characterised by \_\_\_\_\_.

- A. alternating manic episodes and depression
- B. manipulating and aggressive behaviour without remorse
- C. continuous mood disturbances with fluctuations between manic and depressive episodes
- D. a mild but persistent form of depression which may last for longer periods of time

Answer Key: A

Feedback: Chapter 20, textbook, section 20.5.5

Question 47 of 50 1.0 Points

\_\_\_\_\_ refers to depression of mothers after the birth of children.

- A. Dysthymic depressive disorder
- B. Major depressive disorder
- C. Bipolar affective disorder
- D. Postpartum depression

Answer Key: D

Feedback: Yes. Postpartum depression refers to depression of mothers after the birth of children. See prescribed book section 20.5.5

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 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 49 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

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

Top of Form

Question 1 of 50 1.0 Points

Narrative psychology and the social-constructionist perspective emphasise \_\_\_\_\_ in the study of human behaviour.

- A. dreams and history
- B. cognitive ability
- C. the social context
- D. the person as Gestalt

Answer Key: C

Feedback: Well done! 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

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 3 of 50 1.0 Points

The \_\_\_\_\_ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function.

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

Answer Key: B

Feedback: The behaviouristic personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. See section 13.3.2 in the prescribed book.

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

The \_\_\_\_\_ perspective considers personality to entail certain neuro-psychic structures that exist in a people and

which shape and direct behaviour.

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

Answer Key: B

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

Question 6 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
- 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

Question 7 of 50 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

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
- 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

Freud compared \_\_\_\_\_ to the tip of an iceberg.



- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 10 of 50 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 11 of 50 1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 12 of 50 1.0 Points

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

Question 13 of 50 1.0 Points

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: Good! The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with

cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

Question 14 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: Good work! 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

Question 15 of 50 1.0 Points

While watching a programme, the "Dance Moms", on television you wonder whether the mothers really want their children to perform well, or whether they just enjoy the fame and glory they receive because of their children's achievements. This is an example of a defence mechanism known as \_\_\_\_\_.

- A. displacement
- B. projection
- C. sublimation
- D. regression

Answer Key: B

Feedback: Projection is the ascribing of own, feelings or motives to others. These mothers want to be famous and receive glory, but they can no longer achieve this, so they push their children to achieve it for them. See section 14.3 and Table 14.1

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

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

Question 18 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

Question 19 of 50 1.0 Points

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

Question 20 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.
- 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

Question 21 of 50 1.0 Points

An important point of difference between trait psychologists, for example Allport, and psychoanalytic theorists is the trait psychologists' belief that \_\_\_\_\_.

- A. personality is influenced by biological and environmental factors.
- B. parents, especially the mother, do not influence personality development.
- C. personality develops and grows autonomously and differently from childhood experiences
- D. personality does not develop according to certain stages of development.

Answer Key: C

Feedback: Section 16.7

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

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 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
- C. emotional
- D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 25 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 26 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
- D. Humanism

Answer Key: D

Feedback: Section 17.2

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 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
- C. sense of coherence
- D. learned resourcefulness



Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Question 28 of 50 1.0 Points

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive
- C. Gestalt
- D. behaviourist

Answer Key: C

Feedback: Personality is an integrated whole and more than merely the sum of its various parts. The integration of physical, mental, psychological and social characteristics and all our attributes and relationships are what make us function as coherent, whole people. The psychologist uses the Gestalt approach to change the individual's subjective feeling into a more realistic perception to develop the person's self-concept in relation to the boss (Bergh & Geldenhuys, 2013, section 17.3.3).

Question 29 of 50 1.0 Points

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50 1.0 Points

Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

Question 31 of 50 1.0 Points

In Mischel's theory, \_\_\_\_\_ are concerned with how people perceive, group and construe events.

- A. self-control systems and plans
- B. goals and subjective values
- C. encoding strategies
- D. construction competencies

Answer Key: C

Feedback: Encoding strategies are concerned with how people perceive, group and construe events. For example, a situation, such as a mathematics class, that is frightening to one person could be boring to another. See section 18.5 of your prescribed book.

Question 32 of 50 1.0 Points

According to Kelly, in a similar way to how the scientist uses hypotheses to predict future events, people use their \_\_\_\_\_ to predict future situations.

- A. drives
- B. unconscious knowledge
- C. behaviour
- D. constructs

Answer Key: D

Feedback: Incorrect. Kelly's basic view was that not only psychologists, but also the people that they study, act as scientists. People, in their attempts to predict and control their external environment, constantly develop and test hypotheses about the meaning of things. In a similar way to how the scientist uses hypotheses to predict future events, people use their constructs to predict future situations. See section 18.2 in your prescribed book.

Question 33 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 34 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.

- 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.

Question 35 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 36 of 50 1.0 Points

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

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

Answer Key: B

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 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

Question 38 of 50 1.0 Points

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding
- C. manageability and control

D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 39 of 50 1.0 Points

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: B

Feedback: Incorrect. The six distinct components of human development and positive psychological functioning as proposed by Ryff's Multi-dimensional Model of Well-being are the same as the facets of psychological well-being. See section 19.3.1 of your prescribed book.

Question 40 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 1.0 Points

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Feedback: External locus of control (p 425 Section 19.5.4)

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

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

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the paranoid personality
- B. the narcissistic personality
- C. the obsessive-compulsive personality
- D. the dependent personality

Answer Key: B

Feedback: Wrong. The narcissistic personality is included in this group. See section 20.5.3 in your prescribed book.



Question 45 of 50 1.0 Points

The \_\_\_\_\_ personality shows overdramatic behaviours, seeks attention, is egocentric and flirtatious, and tends to be excessively emotional, emphasise physical appearance and exaggerate medical problems.

- A. histrionic
- B. borderline
- C. obsessive-compulsive
- D. avoidant

Answer Key: A

Feedback: This statement describes the histrionic personality. See section 20.5.3 of the prescribed book.

Question 46 of 50 1.0 Points

Which personality type is sometimes linked with a predisposition to develop heart disease?

- A. Type A
- B. Type B
- C. Dependent personality
- D. Avoidant personality

Answer Key: A

Feedback: Good work! The Type A behaviour or personality pattern describes people with a high risk of chronic heart disease because of their stressful lifestyles, characterised by impatience, strict time schedules, competitiveness, being highly driven, being hostile in nature and overinvolvement with work. See section 20.5.1.2 of the 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

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: The Prince of Pretoria certainly didn't fool you! Well done. This person was suffering from a delusional disorder in that he perceived as reality something that was simply not true or rational.

##### Question 49 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 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).

Top of Form

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 1.0 Points

Narrative psychology and the social-constructionist perspective emphasise \_\_\_\_\_ in the study of human behaviour.

- A. dreams and history
- B. cognitive ability
- C. the social context
- D. the person as Gestalt

Answer Key: C

Feedback: Well done! 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

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 3 of 50 1.0 Points

The \_\_\_\_\_ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function.

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

Answer Key: B

Feedback: The behaviouristic personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. See section 13.3.2 in the prescribed book.

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

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

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

Answer Key: B

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

Question 6 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
- 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

Question 7 of 50 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as

friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

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
- 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

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 10 of 50 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 11 of 50 1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 12 of 50 1.0 Points

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

##### Question 13 of 50 1.0 Points

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: Good! The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

##### Question 14 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: Good work! 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

#### Question 15 of 50 1.0 Points

While watching a programme, the "Dance Moms", on television you wonder whether the mothers really want their children to perform well, or whether they just enjoy the fame and glory they receive because of their children's achievements. This is an example of a defence mechanism known as \_\_\_\_\_.

- A. displacement
- B. projection
- C. sublimation
- D. regression

Answer Key: B

Feedback: Projection is the ascribing of own, feelings or motives to others. These mothers want to be famous and receive glory, but they can no longer achieve this, so they push their children to achieve it for them. See section 14.3 and Table 14.1

#### 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

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

Question 18 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

Question 19 of 50 1.0 Points

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

Question 20 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.
- 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

Question 21 of 50 1.0 Points

An important point of difference between trait psychologists, for example Allport, and psychoanalytic theorists is

the trait psychologists' belief that \_\_\_\_\_.

- A. personality is influenced by biological and environmental factors.
- B. parents, especially the mother, do not influence personality development.
- C. personality develops and grows autonomously and differently from childhood experiences
- D. personality does not develop according to certain stages of development.

Answer Key: C

Feedback: Section 16.7

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

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 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
- C. emotional
- D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 25 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 26 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
- D. Humanism

Answer Key: D

Feedback: Section 17.2

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 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
- C. sense of coherence
- D. learned resourcefulness

Answer Key: C

Feedback: This could be related to Sense of Coherence. (p. 388 Section 17.7)

Question 28 of 50 1.0 Points

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire".

The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive
- C. Gestalt
- D. behaviourist

Answer Key: C

Feedback: Personality is an integrated whole and more than merely the sum of its various parts. The integration of physical, mental, psychological and social characteristics and all our attributes and relationships are what make us function as coherent, whole people. The psychologist uses the Gestalt approach to change the individual's subjective feeling into a more realistic perception to develop the person's self-concept in relation to the boss (Bergh & Geldenhuys, 2013, section 17.3.3).

Question 29 of 50 1.0 Points

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50 1.0 Points



Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

Question 31 of 50 1.0 Points

In Mischel's theory, \_\_\_\_\_ are concerned with how people perceive, group and construe events.

- A. self-control systems and plans
- B. goals and subjective values
- C. encoding strategies
- D. construction competencies

Answer Key: C

Feedback: Encoding strategies are concerned with how people perceive, group and construe events. For example, a situation, such as a mathematics class, that is frightening to one person could be boring to another. See section 18.5 of your prescribed book.

Question 32 of 50 1.0 Points

According to Kelly, in a similar way to how the scientist uses hypotheses to predict future events, people use their \_\_\_\_\_ to predict future situations.

- A. drives
- B. unconscious knowledge

C. behaviour

D. constructs

Answer Key: D

Feedback: Incorrect. Kelly's basic view was that not only psychologists, but also the people that they study, act as scientists. People, in their attempts to predict and control their external environment, constantly develop and test hypotheses about the meaning of things. In a similar way to how the scientist uses hypotheses to predict future events, people use their constructs to predict future situations. See section 18.2 in your prescribed book.

Question 33 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

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 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.

- 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.

Question 35 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 36 of 50 1.0 Points

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

A. focus all the control in the management and supervision levels

B. give sub-ordinates (employees) more autonomy and decision-making powers

C. take care to have accurate job descriptions with adequate supervision

D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 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

Question 38 of 50 1.0 Points

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding
- C. manageability and control
- D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 39 of 50 1.0 Points

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: B

Feedback: Incorrect. The six distinct components of human development and positive psychological functioning as proposed by Ryff's Multi-dimensional Model of Well-being are the same as the facets of psychological well-being. See section 19.3.1 of your prescribed book.

Question 40 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 1.0 Points

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of

salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Feedback: External locus of control (p 425 Section 19.5.4)

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

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

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the paranoid personality
- B. the narcissistic personality
- C. the obsessive-compulsive personality
- D. the dependent personality

Answer Key: B

Feedback: Wrong. The narcissistic personality is included in this group. See section 20.5.3 in your prescribed book.

Question 45 of 50 1.0 Points

The \_\_\_\_\_ personality shows overdramatic behaviours, seeks attention, is egocentric and flirtatious, and tends to be excessively emotional, emphasise physical appearance and exaggerate medical problems.

- A. histrionic
- B. borderline
- C. obsessive-compulsive

D. avoidant

Answer Key: A

Feedback: This statement describes the histrionic personality. See section 20.5.3 of the prescribed book.

Question 46 of 50 1.0 Points

Which personality type is sometimes linked with a predisposition to develop heart disease?

- A. Type A
- B. Type B
- C. Dependent personality
- D. Avoidant personality

Answer Key: A

Feedback: Good work! The Type A behaviour or personality pattern describes people with a high risk of chronic heart disease because of their stressful lifestyles, characterised by impatience, strict time schedules, competitiveness, being highly driven, being hostile in nature and overinvolvement with work. See section 20.5.1.2 of the 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



Question 48 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: The Prince of Pretoria certainly didn't fool you! Well done. This person was suffering from a delusional disorder in that he perceived as reality something that was simply not true or rational.

Question 49 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 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

The psychodynamic or psychoanalytic theories emphasise/s \_\_\_\_\_.

- A. enduring and consistent attributes of behaviour
- B. the unconscious aspects of personality
- C. the striving for self-actualisation
- D. the role of environmental influences

Answer Key: B

Feedback: Yes! 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 13.3.1

**Question 2 of 50** 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

**Question 3 of 50** <sup>1.0 Points</sup>

The humanistic, phenomenological and existential approaches emphasise/s \_\_\_\_\_.

- A. enduring and consistent attributes of behaviour
- B. the unconscious aspects of personality
- C. the striving for self-actualisation
- D. the role of environmental influences

Answer Key: C

Feedback: In humanism, 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. See section 13.3.3

**Question 4 of 50** <sup>1.0 Points</sup>

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: 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** <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

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 6 of 50<sup>1.0 Points</sup>

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: 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<sup>1.0 Points</sup>

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 section 13.3.4

#### Question 8 of 50<sup>1.0 Points</sup>

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

**Question 9 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 10 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 11 of 50** 1.0 Points

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

**Question 12 of 50** <sup>1.0 Points</sup>

Establishing intimate relationships is one of the developmental tasks of the \_\_\_\_\_ developmental stage of Freud's psychosexual stages.

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

Answer Key: B

Feedback: Chapter 14, textbook, Table 14.3

**Part 4 of 14 - Chapter 14 Application** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: C

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

**Question 14 of 50** <sup>1.0 Points</sup>

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 15 of 50** <sup>1.0 Points</sup>

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Feedback: People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

**Part 5 of 14 - Chapter 16 Theory** <sup>4.0 Points</sup>

**Question 16 of 50** <sup>1.0 Points</sup>

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.

**Question 17 of 50** <sup>1.0 Points</sup>

Which temperament is associated with a person who has a tendency to be irritable and angry?

- A. Melancholic
- B. Phlegmatic
- C. Choleric
- D. Sanguine

Answer Key: C

**Question 18 of 50** <sup>1.0 Points</sup>

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

**Question 19 of 50** <sup>1.0 Points</sup>

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)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

**Question 20 of 50** <sup>1.0 Points</sup>

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. interreactionism
- D. trait instability

Answer Key: C

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

**Question 21 of 50** <sup>1.0 Points</sup>

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/n \_\_\_\_\_ type personality.

- A. A-



- B. endomorph
- C. dominating
- D. mesomorph

Answer Key: D

Feedback: Ch 16, sect 16.5.3, p 363

**Question 22 of 50** <sup>1.0 Points</sup>

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

**Part 7 of 14 - Chapter 17 Theory** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

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 24 of 50** <sup>1.0 Points</sup>

Maslow believes that people are motivated by \_\_\_\_\_. Frankl believes they are motivated by \_\_\_\_\_.

- A. flow experiences; peak experiences
- B. peak experiences; flow experiences
- C. growth needs; strive for meaning
- D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

**Question 25 of 50** <sup>1.0 Points</sup>

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

- A. actualising tendency
- B. resilience
- C. self-realisation
- D. sense of coherence

Answer Key: C

Feedback: Section 17.8

**Question 26 of 50** <sup>1.0 Points</sup>

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** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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.

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

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 31 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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.

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

Answer Key: A

**Question 33 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.4.3.2

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

**Question 34 of 50** <sup>1.0 Points</sup>

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 35 of 50** <sup>1.0 Points</sup>

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

**Question 36 of 50** <sup>1.0 Points</sup>

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

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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 38 of 50** <sup>1.0 Points</sup>

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 39 of 50** <sup>1.0 Points</sup>

An individual who experiences life as meaningful and purpose-driven because of a sense of direction is displaying the \_\_\_\_\_ facet of psychological well-being.

- A. self-acceptance
- B. personal growth
- C. purpose in life
- D. environmental mastery

Answer Key: C

**Question 40 of 50** <sup>1.0 Points</sup>

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

**Part 12 of 14 - Chapter 19 Application** <sup>3.0 Points</sup>

**Question 41 of 50** <sup>1.0 Points</sup>

A supervisor in your work group, when compared to his past work behaviour, is not performing up to expected standards and his

work behaviour in general is not satisfactory with some complaints from colleagues and sub-ordinates. You are aware that the supervisor was not diagnosed with any physical or psychological condition, and when asked he tells you that he has some minor worries with finances, at home and with some friends, and does not feel good or happy about these issues. According to the VIA-diagnostic system used in your company, the clinical psychologist informs you about his provisional diagnosis of the supervisor, however, also tells you that he must still do further assessments. Which option in the following four represents the psychologist's provisional diagnosis? The supervisor is \_\_\_\_\_.

- A. languishing
- B. struggling
- C. flourishing
- D. floundering

Answer Key: A

Feedback: Section 19.6.2.1

**Question 42 of 50** <sup>1.0 Points</sup>

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 43 of 50** <sup>1.0 Points</sup>

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** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

Which of the following is mostly associated with the anti-social personality?

- A. Feeling offended when others do not immediately respond to one's needs.
- B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.
- C. Low confidence, thus relying on others to make decisions.
- D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

**Question 45 of 50** <sup>1.0 Points</sup>

In the theory related to stress models, the term "eustress" refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: D

Feedback: Section 20.3.4

**Question 46 of 50** <sup>1.0 Points</sup>

In Weiss and Mirin's suggested stages of alcohol dependence, stage 3 is known as the \_\_\_\_\_ stage.

- A. experimentation
- B. intoxication
- C. routine-use
- D. dependence

Answer Key: D

Feedback: Yes! Stage 3 is known as the dependence phase. See prescribed book section 20.5.4, Figure 20.5

**Question 47 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history.

- A. Anxiety
- B. Personality
- C. Stress
- D. Somatic

Answer Key: D

Feedback: Incorrect, somatic disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history. See prescribed book section 20.5.6



**Part 14 of 14 - Chapter 20 Application 3.0 Points**

**Question 48 of 50** <sup>1.0 Points</sup>

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogog is displaying behaviour linked to \_\_\_\_\_.

- A. undercommitment; overcommitment
- B. overcommitment; undercommitment
- C. undercommitment; B type personality
- D. A type personality; undercommitment

Answer Key: A

**Question 49 of 50** <sup>1.0 Points</sup>

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 50 of 50** <sup>1.0 Points</sup>

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)

**Part 1 of 14 - Chapter 13 Theory 4.0 Points**

**Question 1 of 50** <sup>1.0 Points</sup>

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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** <sup>1.0 Points</sup>

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: Yes! 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** <sup>1.0 Points</sup>

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

- A. behaviouristic

- B. cognitive
- C. humanistic
- D. psychodynamic

Answer Key: D

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

**Question 4 of 50** <sup>1.0 Points</sup>

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

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

**Question 5 of 50** <sup>1.0 Points</sup>

The research across and between cultures to determine applicability of psychological concepts within each culture is referred to as the \_\_\_\_\_ of psychological knowledge.

- A. indigenisation
- B. intercontextualisation
- C. ontology
- D. ethnicity

Answer Key: A

Feedback: Well done! Indigenisation is extremely important in the South African context, as we are a nation with many cultures and practices. We need to ensure that we do not discriminate against any beliefs or values. We cannot merely apply a blanket approach and assume that all psychological aspects are understood in the same way by all people. Section 13.3.9

**Question 6 of 50** <sup>1.0 Points</sup>

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 in all its dimensions, which would you consider as relevant aspects 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

Answer Key: B

Feedback: Yes! In the online examination, you will get an equal division between theory questions and insight questions like this one. Therefore, you should not attempt the examination as an open book exam, but rather study and prepare for it as you would for a venue-based examination. You need to understand the theory in order to understand questions like this one. The answer to this question can be found by understanding and studying section 13.6 in your prescribed book. Motivation in personality explains why people behave in certain ways and that is what is required in the question because we are looking at her behaviour in the face of conflict and the fact that she remains calm.

#### Question 7 of 50 <sup>1.0 Points</sup>

A manager of a textile factory is concerned that employees of the packaging department are not motivated despite extensive training. The Industrial Psychologist of the organisation notes that the working environment and circumstances may have an influence on the loss of motivation. These aspects could best be studied by means of the \_\_\_\_\_ theory/theories regarding personality in the work context.

- A.  
cognitive and social-cognitive
- B. trait and type
- C. psychosocial
- D. behaviourist or learning

Answer Key: D

Feedback: The factors identified relate to behaviourism, where environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. Section 13.3.2

#### Question 8 of 50 <sup>1.0 Points</sup>

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
- D. Humanism

Answer Key: D

Feedback: 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 9 of 50** <sup>1.0 Points</sup>

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 10 of 50** <sup>1.0 Points</sup>

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Question 11 of 50** <sup>1.0 Points</sup>

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

**Question 12 of 50** <sup>1.0 Points</sup>

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

**Part 4 of 14 - Chapter 14 Application 3.0 Points**

**Question 13 of 50** <sup>1.0 Points</sup>

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 adolescent's behaviour indicates the working of the \_\_\_\_\_.

- A. ego
- B. super-ego
- C. animus
- D. id

Answer Key: D

Feedback: Good work! The adolescent is displaying behaviour linked to the id. The id is found in the unconscious and contains the energy to drive personality. The energy is the result of the conflict between biological instincts, rationality and consciousness. Instincts are divided into two groups: life instincts and death instincts. All the instincts reside in the id and each has its source in biological tensions. In reducing this tension, the id operates according to the pleasure principle whereby maximum pleasure is obtained through satisfying all needs. See section 14.5

**Question 14 of 50** <sup>1.0 Points</sup>

According to Horney, if somebody wants to be a nurse, he or she probably has the style of \_\_\_\_\_.

- A. moving toward people
- B. moving away from people
- C. moving against people
- D. submission to people

Answer Key: A

Feedback: Well done! Horney stated that the orientation of moving towards people represents the compliant type who has a strong need for approval and affection from others. A nurse would likely have this orientation and also provide affection to patients. See section 14.8

**Question 15 of 50** <sup>1.0 Points</sup>

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female
- D. anal-retentive

Answer Key: B

Feedback: Yes! Kate is an anal-expulsive type, which is characterised by the words destructive, impulsive, cruel, disorderly, sees others as objects to be possessed. See section 14.7 and Table 14.3

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

**Question 16 of 50** <sup>1.0 Points</sup>

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 17 of 50** <sup>1.0 Points</sup>

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

- A. subsidation
- B. propiate functional autonomy
- C. propiate striving
- D. perseverative functional autonomy

Answer Key: B

**Question 18 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Chapter 16, textbook, section 16.6.1

**Question 19 of 50**<sup>1.0 Points</sup>

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- A. Temperament
- B. Ergs
- C. Ectomorph
- D. Subsidiation

Answer Key: D

Feedback: CH 16.8, p 368

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

**Question 20 of 50**<sup>1.0 Points</sup>

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,

**Question 21 of 50**<sup>1.0 Points</sup>

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. interinteractionism
- D. trait instability

Answer Key: C



**Question 22 of 50** <sup>1.0 Points</sup>

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

**Part 7 of 14 - Chapter 17 Theory** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

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 24 of 50** <sup>1.0 Points</sup>

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 25 of 50** <sup>1.0 Points</sup>

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 26 of 50** <sup>1.0 Points</sup>

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

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_, 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

**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50** <sup>1.0 Points</sup>

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

Answer Key: D

Feedback: Section 17.6.1

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

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

**Question 31 of 50** <sup>1.0 Points</sup>

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.

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

Answer Key: A

**Question 32 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.2

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>

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

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

**Question 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.8.3

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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. Learned resourcefulness
- C. Locus of control
- D. Personal hardiness

Answer Key: B

Feedback: Chapter 19, textbook , section 19.5.4

**Question 38 of 50** <sup>1.0 Points</sup>

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

- A. heudonism
- B. health
- C. salutogenesis
- D. well-being

Answer Key: D

Feedback: Section 19.3

**Question 39 of 50** <sup>1.0 Points</sup>

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 40 of 50** <sup>1.0 Points</sup>

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

Answer Key: D

Feedback: Incorrect. The Wheel of Wellness is theoretical, interdisciplinary and holistic in that explores both well-being and prevention over the life span within several contexts, including the work context. See section 19.3.3 in your prescribed book.

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

**Question 41 of 50** <sup>1.0 Points</sup>

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. Learned resourcefulness

- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

**Question 42 of 50** <sup>1.0 Points</sup>

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

**Question 43 of 50** <sup>1.0 Points</sup>

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

**Part 13 of 14 - Chapter 20 Theory** <sup>4.0 Points</sup>

**Question 44 of 50** <sup>1.0 Points</sup>

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
- 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 45 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ personality has mixed symptoms, including an unstable emotional life, impulsiveness and poor self-image with regard to various aspects of self-identity, a strong need for affection and maintains disturbed relationships.

- A. histrionic
- B. borderline
- C. dependent
- D. avoidant

Answer Key: B

Feedback: This statement describes the borderline personality. See section 20.5.3 of the prescribed book.

**Question 46 of 50** <sup>1.0 Points</sup>

In Weiss and Mirin's suggested stages of alcohol dependence, stage 2 is known as the \_\_\_\_\_ stage.

- A. experimentation
- B. intoxication
- C. routine-use
- D. dependence

Answer Key: C

Feedback: Stage 2 is known as the routine-use phase. See prescribed book section 20.5.4, Figure 20.5

**Question 47 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ 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

**Part 14 of 14 - Chapter 20 Application 3.0 Points**

**Question 48 of 50** <sup>1.0 Points</sup>

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
- D. schizophrenic

Answer Key: D

**Question 49 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Psychotic disorder (p. 456 Section 20.6)

**Question 50 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Twin and adoption studies were primarily used by the \_\_\_\_\_ perspectives to study behaviour.

- A. cognitive and social-cognitive
- B. biological or evolutionary
- C. trait and type
- D. behaviourist or learning

Answer Key: B

Feedback: In behaviourism, individual differences and behaviour is strongly influenced by genetic factors, which is why twin studies were used to determine the effect of nature versus nurture. Section 13.3.6

**Question 2 of 50** <sup>1.0 Points</sup>

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

**Question 3 of 50** <sup>1.0 Points</sup>

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 4 of 50** <sup>1.0 Points</sup>

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

Part 2 of 14 - Chapter 13 Application 4.0 Points

**Question 5 of 50** <sup>1.0 Points</sup>

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 6 of 50** <sup>1.0 Points</sup>

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

**Question 7 of 50** <sup>1.0 Points</sup>

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: 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

**Question 8 of 50** <sup>1.0 Points</sup>

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: The scenario relates to reward and punishment, which is evident in behaviourism. See section 13.3.2

Part 3 of 14 - Chapter 14 Theory 4.0 Points

**Question 9 of 50** <sup>1.0 Points</sup>

The ego is modified by the \_\_\_\_\_ principle.

- A. adjustment
- B. pleasure
- C. reality
- D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

**Question 10 of 50** <sup>1.0 Points</sup>

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

**Question 11 of 50** <sup>1.0 Points</sup>

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

**Question 12 of 50** <sup>1.0 Points</sup>

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

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** <sup>1.0 Points</sup>

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in

healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Feedback: Yes! People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

**Question 14 of 50** <sup>1.0 Points</sup>

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: Whoops! 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** <sup>1.0 Points</sup>

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

**Question 16 of 50** <sup>1.0 Points</sup>

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- A. Values
- B. Anger
- C. Competence
- D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

**Question 17 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Cattell's personality theory consists of \_\_\_\_\_ factors.

- A. three
- B. sixteen
- C. five
- D. thirteen

Answer Key: B

**Question 19 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Nope Extraversion and introversion are used by both Models. See section 16.5.1.1 and section 16.5.1.3 in your prescribed book.

**Question 20 of 50** <sup>1.0 Points</sup>

In your work group you have observed a specific person who is eager to perform, but struggles with social interactions. He quite often has strong emotional reactions and is sometimes difficult to work with because of his over-emphasis on detail. From a trait perspective using the FFM of personality this employee most probably manifests symptoms of a \_\_\_\_\_ personality disorder.

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

Answer Key: D

Feedback: Ch 16, sect 16.9, p 368

**Question 21 of 50** <sup>1.0 Points</sup>

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,

**Question 22 of 50** <sup>1.0 Points</sup>

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 23 of 50** <sup>1.0 Points</sup>

Humanists see personality as \_\_\_\_\_.

- A. Gestalt
- B. stimuli
- C. traits
- D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

**Question 24 of 50** <sup>1.0 Points</sup>

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

**Question 25 of 50** <sup>1.0 Points</sup>

Phenomenology refers to a person's \_\_\_\_\_.

- A. unique subjective experiences
- B. unconscious feelings and needs
- C. striving to survive
- D. need to be accepted by others

Answer Key: A

**Question 26 of 50** <sup>1.0 Points</sup>

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

- A. actualising tendency
- B. resilience
- C. self-realisation
- D. sense of coherence

Answer Key: C

Feedback: Section 17.8

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 of 50** <sup>1.0 Points</sup>

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard
- D. an external locus of control

Answer Key: D

**Question 28 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

A suspended construct is similar to \_\_\_\_\_, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant.

- A. identification
- B. reaction formation
- C. submersion
- D. repression

Answer Key: D

Feedback: A suspended construct excludes particular elements from awareness because particular constructs that would lead to the recall of particular experiences have not been devised. A suspended construct is similar to repression, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant. See section 18.4.3.3 in your prescribed book.

**Question 31 of 50** <sup>1.0 Points</sup>

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

**Question 32 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: A

Feedback: Section 18.4.3

**Question 33 of 50** <sup>1.0 Points</sup>

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

Part 10 of 14 - Chapter 18 Application 3.0 Points

**Question 34 of 50**<sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.6

**Question 35 of 50**<sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.8.3

**Question 36 of 50**<sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 38 of 50** <sup>1.0 Points</sup>

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

**Question 39 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

Part 12 of 14 - Chapter 19 Application 3.0 Points

**Question 41 of 50** <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

**Question 42 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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
- 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** <sup>1.0 Points</sup>

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: 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 45 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history.

- A. Anxiety
- B. Personality
- C. Stress
- D. Somatic

Answer Key: D

Feedback: Incorrect, somatic disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history. See prescribed book section 20.5.6

**Question 46 of 50** <sup>1.0 Points</sup>

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

**Question 47 of 50** <sup>1.0 Points</sup>

Axis V of the DSM refers to:

- A. any clinical disorder and other related clinical conditions (which are stressful and impair social and occupational functioning)
- B. on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure
- C. psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders
- D. personality disorder and mental retardation – enduring problems that impair social and occupational functioning

Answer Key: B

Feedback: Incorrect. Axis V refers to on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure. See section 20.5 of your prescribed book.

Part 14 of 14 - Chapter 20 Application 3.0 Points

**Question 48 of 50** <sup>1.0 Points</sup>

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- A. complaints are often related to the person feeling threatened by other people
- B. complaints are related to identity confusion and delusions
- C. complaints are related to sudden changes in feelings, differing between joy and sadness
- D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: That is not correct. Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6

**Question 49 of 50** <sup>1.0 Points</sup>

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
- 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.

**Question 50 of 50** <sup>1.0 Points</sup>

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)

**Part 1 of 14 - Chapter 13 Theory** <sup>4.0 Points</sup>

**Question 1 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ is considered as the most integrative trait approach on personality.

- A. Three-Factor Model
- B. Five-Factor Model
- C. 16PF
- D. MBTI

Answer Key: B

Feedback: Well done! Various trait factor models of personality are recognised, however, the Five-Factor Model is considered as the most integrative model of personality. Many other trait classifications on many psychological phenomena exist, for example interpersonal and conflict management styles. See section 13.3.4

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

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 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 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

Answer Key: B

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 6 of 50** 1.0 Points

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.

- B. It must recognise cultural and genetic influences on human behaviour.
- C. It must be able to explain psychological phenomena in a simple manner.
- D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Feedback:

The option is too limited in its approach. See section 13.4

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
- uniqueness
- 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.

•

**Question 7 of 50** 1.0 Points

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

Feedback: Well done! Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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 8 of 50** 1.0 Points

Personality may not be as consistent across time as indicated by some theorists because psychologically specific situations may influence people in different ways. This assumption has been postulated by the \_\_\_\_\_ perspective

on personality.

- A. cognitive
- B. trait/type
- C. behaviourist
- D. humanist

Answer Key: A

Feedback: Psychologically specific situations relate to the cognitive theory. See section 13.3.5

### Part 3 of 14 - Chapter 14 Theory 4.0 Points

#### Question 9 of 50 1.0 Points

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

- A. collective unconscious; teleological
- B. pre-conscious; pleasure
- C. collective unconscious; reality
- D. pre-conscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

#### 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
- B. preconscious
- C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Question 11 of 50** 1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

**Question 12 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
- D. unconscious

Answer Key: D

Feedback: Section 14.3

**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: Good work! 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

**Question 14 of 50** 1.0 Points

Jung would state that a prostitute and people who use prostitutes have a strong \_\_\_\_\_.

- A. anima
- B. animus
- C. shadow
- D. persona

Answer Key: C

Feedback: Yes! The shadow represents inherited biological instincts, representing passionate and immoral impulses. 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: 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 has a tendency to be irritable and angry?

- A. Melancholic
- B. Phlegmatic

- C. Choleric
- D. Sanguine

Answer Key: C

**Question 17 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 18 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

**Question 19 of 50** 1.0 Points

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



**Part 6 of 14 - Chapter 16 Application** 3.0 Points

**Question 20 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 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 21 of 50** 1.0 Points

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

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

Answer Key: C

Feedback: Section 16.2

**Question 22 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
- C. cardinal
- D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

#### **Part 7 of 14 - Chapter 17 Theory** 4.0 Points

##### **Question 23 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

##### **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

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

**Question 26 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

**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.
- 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

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 29 of 50** 1.0 Points

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

- A. irrational
- 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

**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

\_\_\_\_\_ 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 32 of 50** 1.0 Points

Lecky defined \_\_\_\_\_ as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others.

- A. identification
- B. resistance
- C. submersion
- D. suspension

Answer Key: A

Feedback: Well done! Lecky defined identification as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others. See section 18.4.3.3 of your prescribed book.

**Question 33 of 50** 1.0 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: Yes! 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.

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

**Question 34 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 35 of 50** 1.0 Points

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme
- C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

**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

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 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

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

**Question 40 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

**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

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 43 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

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

**Question 44 of 50** 1.0 Points

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- A. General Adaptation Syndrome
- B. Diagnostic Statistical Model
- C. Conservation of Resources Model
- D. Diathesis Stress Model

Answer Key: C

**Question 45 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 46 of 50** 1.0 Points

\_\_\_\_\_ is a mild but persistent form of depression and might last for longer periods of time.

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

Answer Key: C

Feedback: Yes! Dysthymic depressive disorder is a mild but persistent form of depression and might last for longer periods of time. See section 20.5.5 of your prescribed book.

**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

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 49 of 50** 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
- D. borderline

Answer Key: B

**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

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[Return to Assessment List](#)

Part 1 of 14 - Chapter 13 Theory 4.0 Points

**Question 1 of 50**

1.0 Points

The importance of childhood experiences and development is a strong emphasis of \_\_\_\_\_.

- A. behaviourism
- Correct B. psychoanalytical theory
- C. mature relationships
- D. positive ego-development

Answer Key: B

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 13.3.1

Question 2 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 psychoanalytic

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

Question 3 of 50

1.0 Points

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
- Correct 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

Question 4 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
- Incorrect C. Social influences
- 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

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
- 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 6 of 50

1.0 Points

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

- A. Psychoanalytic
- B. African
- C. Biological
- Incorrect D. Contextual

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. See section 13.3.9

Question 7 of 50

1.0 Points

You are tasked to assess the ways in which employee behaviour is energised, activated, directed and changed with certain objectives in mind. In order to determine this, you should focus on \_\_\_\_\_.

- A. heredity
- B. adjustment
- C. motivation

Incorrect D. personality

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. Hence, some theories stress internal drives, emotions, motives or needs that consciously or unconsciously create tension and direct behaviour. See section 13.6.2

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

Incorrect 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

The archetype known as the persona can be defined as \_\_\_\_\_.

- A. the masculine part of women

Correct 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

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

Correct A. unconscious, conscious and pre-conscious

B. super-ego, unconscious and conscious

C. archetypes, conscious and persona

D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 11 of 50

1.0 Points

According to Freud, neurotic anxiety refers to the anxiety experienced when \_\_\_\_\_.

Correct 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

Question 12 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

Correct C. few; unknown

D. many; hidden

Answer Key: C

Question 13 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
- Incorrect 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 14 of 50

1.0 Points

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

- A. Both sexes do not resolve their Oedipus conflicts.
- Correct B. Females tend to have closer relationships with mothers.
- C. Males never resolve their envy of women being able to give birth.
- D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Feedback: Well done! Mothers and daughters see each other as extensions of themselves during infancy. However, mothers view their sons as dissimilar and do not experience the same feeling of “oneness” as they have with their daughters.

This prepares the two sexes for different roles:

- non-relationship activities for men, which would explain why they often choose occupations in the natural and engineering sciences
- relational activities for women, which would



explain why women often choose occupations in the helping professions (the high number of female psychologists may be evidence of this). See section 14.7

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

Correct B. Intellectualisation; reaction-formation

C. Reaction-formation; intellectualisation

D. Reaction-formation; repression

Answer Key: B

Feedback: Good work! 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

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

Correct B. organisational citizenship behaviour

C. task and interpersonal behaviour

D. team behaviours and team roles

Answer Key: B

Question 17 of 50

1.0 Points

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

A. Cattell; Eysenck

Correct 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

Question 18 of 50

1.0 Points

The Five Factor model of personality describes extroversion as \_\_\_\_\_

- Correct
- A. Warmth, assertiveness, excitement
  - B. Trust, altruism, compliance
  - C. Order, competence, striving
  - D. Relaxed, calm, stable

Answer Key: A

Feedback: Extroversion is described as warmth, assertiveness, and excitement (p. 357 Section 16.5.1.3)

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.

- Incorrect
- 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

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- Incorrect
- A. functional autonomy
  - B. deficiency needs
  - C. ability traits

D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propiate strivings. (P.367 Section 16.8)

Question 21 of 50

1.0 Points

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection

Correct D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

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

Correct 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

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

- A. people being in their world

Correct 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

Maslow believes that people are motivated by \_\_\_\_\_. Frankl believes they are motivated by \_\_\_\_\_.

A. flow experiences; peak experiences

B. peak experiences; flow experiences

Correct C. growth needs; strive for meaning

D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Question 25 of 50

1.0 Points

Flow experiences can be manifested by \_\_\_\_\_.

Incorrect 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

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.

Correct 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:

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50

1.0 Points

Learned helplessness is similar to \_\_\_\_\_.

Incorrect A. self-efficacy

B. an internal locus of control

C. unconditional positive regard

D. an external locus of control

Answer Key: D

Question 28 of 50

1.0 Points

Max 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. esteem needs

B. spiritual drive

Correct C. a flow experience

D. a process of valuing self-experiences

Answer Key: C

Feedback: Chapter 17, textbook, section 17.6.2

Question 29 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?

Incorrect A. The self-identity

B. The self-schema

C. The bodily self

D. The real self

Answer Key: C

Feedback: Section 17.4

Question 30 of 50

1.0 Points

Which South African developed multimodal behavioural therapy?

Correct A. Lazarus

B. Kelly

C. Chomsky

D. Miller

Answer Key: A

Feedback: Section 18.5

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

Incorrect B. goals and subjective values

C. encoding strategies

D. construction competencies

Answer Key: D

Feedback: 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

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

A. long term

B. longitudinal

Correct 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.

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
- Correct 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

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
- Correct 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 35 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. selective memory
- B. information processing
- Correct C. personal constructs
- D. common perceptions

Answer Key: C

Feedback: Chapter 18, textbook, section 18.2

Question 36 of 50

1.0 Points

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme
- Correct C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50

1.0 Points

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- A. the enduring confidence to cope
- B. positive, absorbed commitment
- Correct C. protected use of strengths
- D. confidence in capacities to achieve, like self-efficacy

Answer Key: C

Feedback: Section 19.5.3

Question 38 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
- Correct C. optimal functioning
- D. self-efficacy

Answer Key: C



Feedback: Section 19.4.3.3

Question 39 of 50

1.0 Points

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

- A. heudonism
- B. health
- C. salutogenesis

Correct D. well-being

Answer Key: D

Feedback: Section 19.3

Question 40 of 50

1.0 Points

An individual is experiencing positive human functioning. He has decided to accept whatever comes his way and will responsibility for it, which is known as \_\_\_\_\_.

- A. an external locus of control
- B. learned helplessness

Correct C. self-control

D. hedonism

Answer Key: C

Feedback: Well done! The social- cognitive learning theorists and the cognitive theorists, stress self-regulation as a mechanism through which people can have more control over their influencing environment and their own behaviours. The concepts of locus of control, self-efficacy, and learned resourcefulness have become part of the positive-psychological emphasis on resources that people can use to have more self-control. See section 19.4.3.2 in your prescribed book

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50

1.0 Points

Sarah experiences problems in her life. Instead of blaming others and demonstrating learned helplessness, she demonstrates self-regulation by identifying resources to help her. Self-regulation is a principle based on the \_\_\_\_\_ perspective.

- A. behaviourism
- B. humanistic
- C. psychoanalytic

Correct D. cognitive

Answer Key: D

Feedback: Well done! Self-regulation was introduced in the cognitive theory. Consider all the previous and new contributions to positive psychology as indicated in section 19.4.3.2 of your prescribed book.

Question 42 of 50

1.0 Points

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

Incorrect C. potency

D. optimism

Answer Key: A

Feedback: Section 19.4.1

Question 43 of 50

1.0 Points

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

Correct 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

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

Incorrect 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

Question 45 of 50

1.0 Points

The \_\_\_\_\_ personality displays behaviour indicating a lack of confidence, submission and dependence to other people, and inefficiency in being responsible, making decisions and taking initiatives.

A. histrionic

B. narcissistic

Correct C. dependent

D. borderline

Answer Key: C

Feedback: Well done! This statement describes the dependent personality. See section 20.5.3 of the prescribed book.

Question 46 of 50

1.0 Points

An approach that emphasises the wholeness of organisations and people, and the interdependence of all factors, is the \_\_\_\_\_ perspective.

A. person-environment-fit

Correct B. systems

C. work-stress

D. developmental

Answer Key: B

Feedback: Chapter 20, textbook, section 20.3.3

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

Incorrect 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

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogo is displaying behaviour linked to \_\_\_\_\_.

Correct A. undercommitment; overcommitment

B. overcommitment; undercommitment

C. undercommitment; B type personality

D. A type personality; undercommitment

Answer Key: A

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

Incorrect 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

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.

Correct 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

#### Part 1 of 14 - Chapter 13 Theory 4.0 Points

##### Question 1 of 50 1.0 Points

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 2 of 50 1.0 Points

Personality study provides knowledge and a framework for dealing with \_\_\_\_\_ in various contexts.

- A. financial management
- B. maladjustment
- C. cognitive deficiencies
- D. human behaviour

Answer Key: D

Feedback: Good! The study of personality is aimed at explaining the differences between people. It looks at what personality is, why people behave in certain ways, how their personalities develop, and how personality can be studied and assessed (human behaviour). See section 13.1

##### Question 3 of 50 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

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
- C. cognitive
- D. behaviouristic

Answer Key: C

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.

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

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: Yes! 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 7 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: 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 8 of 50 1.0 Points

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

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

Answer Key: A

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

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

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

According to Jung's theory, which two of the following concepts do NOT fit his description of the functions which generally develop in all peoples' personalities?

- A. introversion and sensing
- B. feeling and thinking
- C. openness and conscientiousness
- D. introversion and extroversion

Answer Key: C

Feedback: Ch 14, sect 14.7

Question 12 of 50 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, 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
- 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

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.

#### Question 15 of 50 1.0 Points

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

#### Part 5 of 14 - Chapter 16 Theory 4.0 Points

#### Question 16 of 50 1.0 Points

The \_\_\_\_\_ concept, used by Cattell, indicates the reciprocal relationship between situation and personality.

- A. interactionism
- B. situationism
- C. consistency

D. dynamism

Answer Key: A

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

Question 18 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 19 of 50 1.0 Points

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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 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

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propriate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- A. functional autonomy
- B. deficiency needs
- C. ability traits
- D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propriate strivings. (P.367 Section 16.8)

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50 1.0 Points

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

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

Answer Key: B

Feedback: Section 17.2

Question 24 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 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

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

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.

- 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 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 than 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

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard
- D. an external locus of control

Answer Key: D

Part 9 of 14 - Chapter 18 Theory 4.0 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 "experience" refers to \_\_\_\_\_.

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

Answer Key: A

Feedback: Section 18.5

Question 32 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
- D. construction competencies

Answer Key: D

Feedback: 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 33 of 50 1.0 Points

With regards to Kelly's belief that people are scientists, he believes that people are orientated towards the \_\_\_\_\_.

- A. past
- B. future
- C. present
- D. unconscious

Answer Key: B

Feedback: Yes! The view of the person as scientist suggests that people are future-oriented, as behaviour is directed by predictions of the future and changes from yesterday as constructs are tested and modified. See section 18.2 and the text box on page 394 of your prescribed book.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 of 50 1.0 Points

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

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

D. personal constructs; self-regulation

Answer Key: B

Feedback: Sections 18.2 & 18.5

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

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: No - sorry. 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

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 "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Question 38 of 50 1.0 Points

According to \_\_\_\_\_ the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude.

- A. Seligman
- B. Strümpfer
- C. Frederickson
- D. Tellegen

Answer Key: B

Feedback: Incorrect. According to Strümpfer (2006) the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude. See prescribed book section 19.3.2

Question 39 of 50 1.0 Points

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

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

Answer Key: C

Question 40 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 1.0 Points

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

- A. rigid; risks
- B. flexible; risks



C. flexible; action

D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

Question 42 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 \_\_\_\_\_.

- 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 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

Feedback: Section 19.3.1

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 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).

Question 45 of 50 1.0 Points

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

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

Answer Key: D

Feedback: Burnout is referred to as the loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments. (p. 459 Section 20.6.3)

Question 46 of 50 1.0 Points

Which stage in Weiss and Mirin’s suggested stages of alcohol dependence, does this description refer to? During the experimentation stage substances are used occasionally. Users feel euphoric and elated, but still in control.

- A. Stage 1
- B. Stage 2
- C. Stage 3
- D. Stage 4

Answer Key: A

Feedback: The description refers to stage 1, see prescribed book section 20.5.4, Figure 20.5

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

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

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

Answer Key: B

Feedback: Psychotic disorder (p. 456 Section 20.6)

Question 49 of 50 1.0 Points

“Workaholism” can be defined as \_\_\_\_\_.

- A. obsessive-compulsive behaviour
- B. stress-related work addiction
- C. a defense mechanism
- D. all of the above

Answer Key: D

Question 50 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

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 1.0 Points

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 2 of 50 1.0 Points

Personality study provides knowledge and a framework for dealing with \_\_\_\_\_ in various contexts.

- A. financial management
- B. maladjustment
- C. cognitive deficiencies
- D. human behaviour

Answer Key: D

Feedback: Good! The study of personality is aimed at explaining the differences between people. It looks at what personality is, why people behave in certain ways, how their personalities develop, and how personality can be studied and assessed (human behaviour). See section 13.1

Question 3 of 50 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

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
- C. cognitive
- D. behaviouristic

Answer Key: C

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 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

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: Yes! 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 7 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: 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 8 of 50 1.0 Points

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

Answer Key: A

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

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

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

According to Jung's theory, which two of the following concepts do NOT fit his description of the functions which generally develop in all peoples' personalities?

- A. introversion and sensing
- B. feeling and thinking
- C. openness and conscientiousness
- D. introversion and extroversion

Answer Key: C

Feedback: Ch 14, sect 14.7

Question 12 of 50 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, 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
- 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

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.

Question 15 of 50 1.0 Points

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50 1.0 Points

The \_\_\_\_\_ concept, used by Cattell, indicates the reciprocal relationship between situation and personality.

- A. interactionism
- B. situationism
- C. consistency
- D. dynamism

Answer Key: A

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

Question 18 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 19 of 50 1.0 Points

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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 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

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- A. functional autonomy
- B. deficiency needs
- C. ability traits
- D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propiate strivings. (P.367 Section 16.8)

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50 1.0 Points

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

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

Answer Key: B

Feedback: Section 17.2

Question 24 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 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

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

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.

- 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 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 than 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

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard
- D. an external locus of control

Answer Key: D

Part 9 of 14 - Chapter 18 Theory 4.0 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 "experience" refers to \_\_\_\_\_.

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

Answer Key: A

Feedback: Section 18.5

Question 32 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
- D. construction competencies

Answer Key: D

Feedback: 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 33 of 50 1.0 Points

With regards to Kelly's belief that people are scientists, he believes that people are orientated towards the \_\_\_\_\_.

- A. past
- B. future
- C. present
- D. unconscious

Answer Key: B

Feedback: Yes! The view of the person as scientist suggests that people are future-oriented, as behaviour is directed by predictions of the future and changes from yesterday as constructs are tested and modified. See section 18.2 and the text box on page 394 of your prescribed book.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 of 50 1.0 Points

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

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

Answer Key: B

Feedback: Sections 18.2 & 18.5

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

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: No - sorry. 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

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 "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Question 38 of 50 1.0 Points

According to \_\_\_\_\_ the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude.

- A. Seligman
- B. Strümpfer
- C. Frederickson
- D. Tellegen

Answer Key: B

Feedback: Incorrect. According to Strümpfer (2006) the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude. See prescribed book section 19.3.2

Question 39 of 50 1.0 Points

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

- A. borderline, psychopath and sociopath

- B. obsessive-compulsive, avoidant and dependant
- C. narcissistic, antisocial and histrionic
- D. paranoid, schizoid and shizotypal

Answer Key: C

Question 40 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 1.0 Points

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

- A. rigid; risks
- B. flexible; risks
- C. flexible; action
- D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

Question 42 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 \_\_\_\_\_.

- 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 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

Feedback: Section 19.3.1

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 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).

Question 45 of 50 1.0 Points

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

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

Answer Key: D

Feedback: Burnout is referred to as the loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments. (p. 459 Section 20.6.3)

Question 46 of 50 1.0 Points

Which stage in Weiss and Mirin's suggested stages of alcohol dependence, does this description refer to? During the experimentation stage substances are used occasionally. Users feel euphoric and elated, but still in control.

- A. Stage 1



B. Stage 2

C. Stage 3

D. Stage 4

Answer Key: A

Feedback: The description refers to stage 1, see prescribed book section 20.5.4, Figure 20.5

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

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

A. major depression

B. psychotic disorder

C. anxiety

D. epilepsy

Answer Key: B

Feedback: Psychotic disorder (p. 456 Section 20.6)

Question 49 of 50 1.0 Points

“Workaholism” can be defined as \_\_\_\_\_.

A. obsessive-compulsive behaviour

B. stress-related work addiction

C. a defense mechanism

D. all of the above

Answer Key: D

Question 50 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

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 <sup>1.0 Points</sup>

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 2 of 50 <sup>1.0 Points</sup>

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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 3 of 50 <sup>1.0 Points</sup>

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: Good! 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 4 of 50 <sup>1.0 Points</sup>

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: Yes! 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.

Part 2 of 14 - Chapter 13 Application 4.0 Points

### Question 5 of 50 <sup>1.0 Points</sup>

The cognitive and social-cognitive theories are related to the \_\_\_\_\_ perspective in the sense that people develop a mental construct of themselves within a specific cultural environment.

- A. Western
- B. biological
- C. humanistic
- D. African

Answer Key: D

Feedback: In cognitive and social-cognitive theories, self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. In African theory, African cultures often use stories and metaphors through which behaviour is also transferred across generations. See sections 13.3.5 and 13.3.9

**Question 6 of 50** 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

**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

Answer Key: B

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

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
- D. biological

Answer Key: D

Feedback: Well done! This scenario focuses on biological factors. See section 13.3.6

Part 3 of 14 - Chapter 14 Theory 4.0 Points

**Question 9 of 50**<sup>1.0 Points</sup>

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**<sup>1.0 Points</sup>

\_\_\_\_\_ viewed neurosis as any deviation from normal behaviour and not necessarily pathological behaviour.

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

Answer Key: C

Feedback: Section 14.8.2

**Question 11 of 50**<sup>1.0 Points</sup>

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
- D. evaluative agent

Answer Key: A

Feedback: Section 14.5

**Question 12 of 50**<sup>1.0 Points</sup>

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)

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** <sup>1.0 Points</sup>

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

**Question 14 of 50** <sup>1.0 Points</sup>

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..

**Question 15 of 50** <sup>1.0 Points</sup>

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
- 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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

**Question 16 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Yes! Extraversion and introversion are used by both Models. See section 16.5.1.1 and section 16.5.1.3 in your prescribed book.

**Question 17 of 50** <sup>1.0 Points</sup>

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 18 of 50** <sup>1.0 Points</sup>

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 19 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Chapter 16, textbook, section 16.6.1

Part 6 of 14 - Chapter 16 Application 3.0 Points

**Question 20 of 50** <sup>1.0 Points</sup>

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

**Question 21 of 50** <sup>1.0 Points</sup>

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**<sup>1.0 Points</sup>

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**<sup>1.0 Points</sup>

\_\_\_\_\_ 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

**Question 24 of 50**<sup>1.0 Points</sup>

\_\_\_\_\_ 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 25 of 50<sup>1.0 Points</sup>

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 26 of 50<sup>1.0 Points</sup>

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- A. James
- B. Rogers
- C. Kelly
- D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50<sup>1.0 Points</sup>

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 than 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 28 of 50<sup>1.0 Points</sup>

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 29 of 50** <sup>1.0 Points</sup>

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

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ corollary enables people to relate well to one another.

- 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).

**Question 31 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

Feedback: Chapter 18, textbook, section 18.4.1

**Question 32 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Question 35 of 50** <sup>1.0 Points</sup>

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

**Question 36 of 50** <sup>1.0 Points</sup>

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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 38 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

- A. salutogenic
- B. fortigenic
- C. positive
- D. pathogenic

Answer Key: D

Feedback: Yes! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

**Question 40 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

- A. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

**Question 42 of 50** <sup>1.0 Points</sup>

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

Feedback: Section 19.5.5

**Question 43 of 50** <sup>1.0 Points</sup>

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
- 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 44 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ personality is characterised by extreme introversion, an inability to form and maintain close relationships with other persons, and a restricted number of emotions and a low level of emotional response.

- A. schizoid
- B. paranoid
- C. narcissistic
- D. dependent

Answer Key: A

Feedback: Well done! This statement describes the schizoid personality. See section 20.5.3 of the prescribed book.

**Question 45 of 50** <sup>1.0 Points</sup>

Based on the hassles and uplifts approach, one of the top ten uplifts includes \_\_\_\_\_.

- A. physical appearance
- B. home maintenance
- C. health of a family member
- D. meeting own responsibilities

Answer Key: D

Feedback: Good work! Meeting own responsibilities is seen as a frequent uplift. See Table 20.1 in section 20.3.4

**Question 46 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ schizophrenia is associated with absurd and illogical delusions.

- A. Catatonic
- B. Paranoid
- C. Hebephrenic
- D. Somatic

Answer Key: B

**Question 47 of 50** <sup>1.0 Points</sup>

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

Part 14 of 14 - Chapter 20 Application 3.0 Points

**Question 48 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

"Workaholism" can be defined as \_\_\_\_\_.

- A. obsessive-compulsive behaviour
- B. stress-related work addiction
- C. a defense mechanism
- D. all of the above

Answer Key: D

**Question 50 of 50** <sup>1.0 Points</sup>

Phobias can be understood best through the concept of \_\_\_\_\_.

- A. classical conditioning
- B. latent learning
- C. reaction formation
- D. fixation

Answer Key: A

Feedback: According to behaviourists, the fear associated with phobias is a reflex acquired to non-threatening stimuli. The normal

fear associated with a threatening stimulus, such as a live grizzly bear, may have been generalised to a non-threatening stimulus like a toy teddy bear. The behaviourists' classical conditioning suggests that if a person suffering from a phobia were to be exposed to the non-threatening stimulus time after time without any harm being experienced, the phobic response would gradually extinguish itself (Bergh & Geldenhuys, 2013, section 20.5.2).

#### 4 Assignment 4 64190

[Return to Assessment List](#)

#### 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

Answer Key: D

Feedback: 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

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: Yes! 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

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

Answer Key: A

Feedback: In the work context, behaviourism is applied in training and motivation. 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

Which of the descriptions below describe Mike's feelings and behaviours based on the humanistic

theory?

- ☐ A. Mike does not experience meaning in life.
- ☐ B. Mike struggles to maintain good relationships with other people and to fulfill various life roles. He is experiencing a midlife crisis.
- ☒ C. To avoid punishment as a child, Mike probably learned to keep a low profile, something he is still doing today.
- ☐ D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: A

Feedback: Whoops! If you study the different paradigms, try to note the key focus and key words of each theory - humanism's main focus is on experiencing meaning in life. See section 13.3.3 in your prescribed book

**Question 6 of 50**

1.0 Points

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

- ☒ A. Psychoanalytic
- ☐ B. African
- ☐ C. Biological
- ☐ D. Contextual

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. See section 13.3.9

**Question 7 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 8 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?

- ☐ A. Social factors
- ☐ B. Genetic factors
- ✗ ☒ C. Environmental factors
- ☐ D. Cognitive factors

Answer Key: A

Feedback: 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

**Part 3 of 14 - Chapter 14 Theory**

4.0 Points

**Question 9 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 10 of 50**

1.0 Points

\_\_\_\_\_ 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).

**Question 11 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 12 of 50**

1.0 Points

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

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

Answer Key: C

Feedback: Section 14.4

**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

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



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

Answer Key: C

Feedback: Section 14.7

**Question 15 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 a 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

**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

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- ☐ A. self-sentiment
- ☐ B. functional autonomy
- ☐ C. propiate functional autonomy
-  ☒ D. dynamic traits

Answer Key: B

Feedback: Section 16.8

**Question 18 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 19 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

☐ C. Initiator



☒ D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

**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

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 22 of 50**

1.0 Points

If you want to assess an individual's attributes with regard to career development, job and organisational choices according to trait psychology you should focus on measuring \_\_\_\_\_.

- ☐ A. self-identity
-  ☒ B. the need for achievement
- ☐ C. ergs
- ☐ D. sentiments

Answer Key: D

Feedback: Section 16.8

**Part 7 of 14 - Chapter 17 Theory**

4.0 Points

**Question 23 of 50**

1.0 Points

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

-  ☒ A. actualising tendency
- ☐ B. resilience
- ☐ C. self-realisation
- ☐ D. sense of coherence

Answer Key: C

Feedback: Section 17.8

**Question 24 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 experiences
- ☒ D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

**Question 25 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 26 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 27 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 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

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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

#### Part 9 of 14 - Chapter 18 Theory

4.0 Points

##### Question 30 of 50

1.0 Points

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

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

Answer Key: A

Feedback: Section 18.4.3

##### 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

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

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 34 of 50

1.0 Points

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

## Question 35 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 36 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

**Part 11 of 14 - Chapter 19 Theory**

4.0 Points

**Question 37 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.

**Question 38 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

**Question 39 of 50**

1.0 Points

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- ☐ A. Self- determination Model
- ☐ B. Multi-dimensional Model of Well-being
- ☐ C. Broad and Build Theory
- ☒ D. Wheel of Wellness

Answer Key: B

Feedback: Incorrect. The six distinct components of human development and positive psychological functioning as proposed by Ryff's Multi-dimensional Model of Well-being are the same as the facets of psychological well-being. See section 19.3.1 of your prescribed book.

**Question 40 of 50**

1.0 Points

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

## 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

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
- ✓ ☒ D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

## 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

- ☐ 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

In terms of dissociative disorders, dissociative identity disorder 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

Answer Key: D

Feedback: Incorrect, dissociative identity disorder is described as assumption of two or more personalities. See section 20.5.6 of your prescribed book.

**Question 45 of 50**

1.0 Points

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.

- ☐ A. the narcissistic personality
- ☒ B. the schizotypal personality
- ☐ C. the avoidant personality
- ☐ D. the borderline personality

Answer Key: C

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

**Question 46 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 \_\_\_\_\_.

-  ☐ A. unhealthy
- ☒ B. systems-based
- ☐ C. high functioning
- ☐ D. well-adjusted

Answer Key: A

Feedback: Incorrect. 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 47 of 50**

1.0 Points

The \_\_\_\_\_ personality is characterised by anxiety in relationships, superstition, magical thinking and acting according to rituals.

-  ☐ A. schizoid
- ☒ B. paranoid
- ☐ C. schizotypal
- ☐ D. dependent

Answer Key: C

Feedback: This statement describes the schizotypal 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

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- ☐ A. complaints are often related to the person feeling threatened by other people
- ☒ B. complaints are related to identity confusion and delusions
- ☐ C. complaints are related to sudden changes in feelings, differing between joy and sadness
- ☐ D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: That is not correct. Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6

**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

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: The Prince of Pretoria certainly didn't fool you! Well done. 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

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

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

- ☐ A. humanistic
- ☐ B. trait
- ☒ C. behaviouristic
- ☐ D. psychodynamic



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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

#### Question 3 of 50

1.0 Points

In personality study the concept of "nature" 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: D

Feedback: Have you heard of the expression nature versus nurture? 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

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: 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

**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

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

Answer Key: A

Feedback: When we consider an inherited condition, we are looking at genetics and more specifically, the biological approach to personality. See section 13.3.6

**Question 7 of 50**

1.0 Points

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an \_\_\_\_\_ approach to psychological research and assessment.

-  ☐ A. clinical
- ☒ B. statistical
- ☐ C. quantitative
- ☐ D. objective

Answer Key: A

Feedback: The clinical approach emphasises an intensive analysis of the individual and the uniqueness of behaviour. This approach uses subjective means of assessment and relies strongly on qualitative sources of information (for example, projective techniques and narrative analysis). See section 13.5.5

**Question 8 of 50**

1.0 Points

Personality may not be as consistent across time as indicated by some theorists because psychologically specific situations may influence people in different ways. This assumption has been postulated by the \_\_\_\_\_ perspective on personality.

-  ☐ A. cognitive
- ☒ B. trait/type
- ☐ C. behaviourist
- ☐ D. humanist

Answer Key: A

Feedback: Psychologically specific situations relate to the cognitive theory. See section 13.3.5

**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

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 11 of 50**

1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- ☒ A. the ego being subservient to the reality principle
- ☐ B. the id being subservient to the pleasure function
- ☐ C. the influence of id impulses
- ☐ D. the influence of life and death instincts

Answer Key: A

**Question 12 of 50**

1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- ☐ A. the id

- ☐ B. the ego
- ☐ C. unconsciousness
- ✓ ☒ D. consciousness

Answer Key: D

Feedback: Section 14.3

#### 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

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.

##### Question 14 of 50

1.0 Points

Sarah has just found out that her company is going to cancel her leave because deadlines have to be met. She storms out of the office crying and then sulks for the rest of the day. This type of defence mechanism is called \_\_\_\_\_.

- ☐ A. rationalisation
- ☐ B. projection
- ☐ C. denial
- ✓ ☒ D. regression

Answer Key: D

Feedback: Yes! When confronted by stressful events, people sometimes abandon coping strategies and revert to patterns of behaviour used earlier in development. Freud called this

defence mechanism regression, suggesting that people act out behaviours from the stage of psychosexual development in which they are fixated. See section 14.3, Table 14.1

**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: 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

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

**Question 17 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)

**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

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
- ☒ C. Initiator
- ☐ D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

**Part 6 of 14 - Chapter 16 Application**

3.0 Points

**Question 20 of 50**

1.0 Points

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- ☐ A. functional autonomy
- ☐ B. deficiency needs
- ☒ C. ability traits

- ☐ D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propiate strivings. (P.367 Section 16.8)

**Question 21 of 50**

1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

**Question 22 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

**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

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: Whoops! Wrong theorist! 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.

**Question 25 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
- ☐ D. Humanism

Answer Key: D

Feedback: Section 17.2

**Question 26 of 50**

1.0 Points

Allport's proprium concept for the self can be defined as \_\_\_\_\_.

- ☐ A. a person's self-perception
- ☐ B. what the individual would like to be
- ☐ C. a person's self-perception

- ✓ ☒ D. all aspects denoting personality unity

Answer Key: D

**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

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- ☐ A. Self-identity
- ✗ ☒ B. Self-awareness
- ☐ C. High Self esteem
- ☐ D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

**Question 29 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

### Part 9 of 14 - Chapter 18 Theory

4.0 Points

#### Question 30 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.

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



Answer Key: A

#### Question 31 of 50

1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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



Answer Key: B

Feedback: Section 18.4.2

#### Question 32 of 50

1.0 Points

In cognitive theory, the term "experience" refers to \_\_\_\_\_.

- ☐ A. exposure/openness to new information



- ☒ B. the fact that people differ in their interpretations of things

- ☐ C. anticipating repetitions in events
- ☐ D. the fact that people share similar meaning systems

Answer Key: A

Feedback: Section 18.5

**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

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

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

When someone who smokes tries to rationalise their habit by ignoring information relating to the negative effects of smoking and looking for positive beliefs related to smoking, it can be described as a motivating force known as \_\_\_\_\_.

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.4.3.2

**Part 11 of 14 - Chapter 19 Theory**

4.0 Points

**Question 37 of 50**

1.0 Points

Which of the following are characteristics of fortological thinking?

-  ☒ A. self-control and wellness
- ☐ B. emphasis on agency and benefit-finding
- ☐ C. manageability and control
- ☐ D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

**Question 38 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 39 of 50**

1.0 Points

The \_\_\_\_ proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience "eudaimonia."

- ☒ A. Self- determination Model
- ☐ B. Multi-dimensional Model of Well-being
- ☐ C. Broad and Build Theory
- ☐ D. Wheel of Wellness

Answer Key: A

Feedback: Yes! Richard Ryan and Edward Deci (2001) developed the Self-determination Model, which proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience "eudaimonia", a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See section 19.3.1 of your prescribed book.

**Question 40 of 50**

1.0 Points

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 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.

## Part 12 of 14 - Chapter 19 Application

3.0 Points

### Question 41 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
- ☐ B. the good life
- ☐ C. Eudaimonic happiness
- ☐ D. hope and optimism

Answer Key: C

Feedback: Section 19.5

### Question 42 of 50

1.0 Points

Which aspects of psychological health and employee well-being do positive psychologists focus on?



- ☐ A. Positive and problematic
- ☐ B. Problematic
- ☒ C. Positive
- ☐ D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

### Question 43 of 50

1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described

as \_\_\_\_\_.

- ☐ A. struggling
- ☐ B. floundering
- ☐ C. flourishing
- ✓ ☒ D. languishing

Answer Key: D

**Part 13 of 14 - Chapter 20 Theory**

4.0 Points

**Question 44 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 45 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: 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 46 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 47 of 50**

1.0 Points

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.

**Part 14 of 14 - Chapter 20 Application**

3.0 Points

**Question 48 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 49 of 50**

1.0 Points

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

- ☐ A. complaints are often related to the person feeling threatened by other people
- ☐ B. complaints are related to identity confusion and delusions
- ☒ C. complaints are related to sudden changes in feelings, differing between joy and sadness
- ☐ D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: That is not correct. Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6

**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**

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- ☐ A. comprehensiveness
- ☐ B. parsimony
- ☒ 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

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- ☐ A. nomothetic; idiographic
- ☒ B. idiographic; nomothetic
- ☐ C. consistency; growth
- ☐ D. growth; consistency

Answer Key: B

Feedback: Well done! Some aspects facilitate continuous discourse and controversies, examples being the impact of genetic and environmental factors, the consistency issue in personality study, whether personality is a Gestalt or dimensional concept and whether personality must be studied with the emphasis on the person or individual (ideographic) or emphasising general laws with regard to personality (nomothetic). Section 13.2.2

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
- ☒ 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

The humanistic, phenomenological and existential approaches emphasise/s \_\_\_\_\_.

- ☐ A. enduring and consistent attributes of behaviour
- ☐ B. the unconscious aspects of personality
- ☒ C. the striving for self-actualisation
- ☐ D. the role of environmental influences

Answer Key: C

Feedback: Good! In humanism, 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. See section 13.3.3

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

Question 5 of 50 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- ☐ A. psychodynamic

- ☐ B. behaviourist
- ☐ C. humanistic
- ☒ D. trait

Answer Key: C

Feedback: The description relates to humanism. See section 13.3.3

Question 6 of 50 1.0 Points

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; social-cognitive
- ☐ C. trait; African
- ☒ D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

Question 7 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

Question 8 of 50 1.0 Points

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an \_\_\_\_\_ approach to psychological research and assessment.

- ☐ A. clinical
- ☐ B. statistical
- ☐ C. quantitative
- ☒ D. objective

Answer Key: A

Feedback: The clinical approach emphasises an intensive analysis of the individual and the uniqueness of behaviour. This approach uses subjective means of assessment and relies strongly on qualitative sources of information (for example, projective techniques and narrative analysis). See section 13.5.5

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

Question 9 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 10 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 11 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 12 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

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

Question 13 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 14 of 50 1.0 Points

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

- ☐ A. Both sexes do not resolve their Oedipus conflicts.
- ☒ B. Females tend to have closer relationships with mothers.
- ☐ C. Males never resolve their envy of women being able to give birth.
- ☐ D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Feedback: Well done! Mothers and daughters see each other as extensions of themselves during infancy. However, mothers view their sons as dissimilar and do not experience the same feeling of “oneness” as they have with their daughters.

This prepares the two sexes for different roles:

- non-relationship activities for men, which would explain why they often choose occupations in the natural and engineering sciences
- relational activities for women, which would explain why women often choose occupations in the helping professions (the high number of female psychologists may be evidence of this). See section 14.7

Question 15 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.

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

Question 17 of 50 1.0 Points

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- ☐ A. Temperament
- ☐ B. Ergs
- ☐ C. Ectomorph
- ☒ D. Subsidiation

Answer Key: D

Feedback: CH 16.8, p 368

Question 18 of 50 1.0 Points

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

Question 19 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

**Part 6 of 14 - Chapter 16 Application 3.0 Points**

Question 20 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 21 of 50 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- ☐ A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- ☒ B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- ☐ C. It is due to differences in the way people have cognitively construed their world and themselves.

- ☐ D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 22 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

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

Question 23 of 50 1.0 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

Question 24 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 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

The fulfilling engagement in meaningful and enjoyable work processes or task execution is referred to as \_\_\_\_\_.

- ☐ A. work engagement
- ☒ B. flow experiences
- ☐ C. work motivation
- ☐ D. job satisfaction

Answer Key: B

Feedback: Section 17.6.2

**Part 8 of 14 - Chapter 17 Application 3.0 Points**

Question 27 of 50 1.0 Points

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

Answer Key: D

Feedback: Section 17.6.1

Question 28 of 50 1.0 Points

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- ☐ A. functionalist
- ☐ B. cognitive
- ☒ C. Gestalt
- ☐ D. behaviourist

Answer Key: C

Feedback: Personality is an integrated whole and more than merely the sum of its various parts. The

integration of physical, mental, psychological and social characteristics and all our attributes and relationships are what make us function as coherent, whole people. The psychologist uses the Gestalt approach to change the individual's subjective feeling into a more realistic perception to develop the person's self-concept in relation to the boss (Bergh & Geldenhuys, 2013, section 17.3.3).

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 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 31 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 32 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: Good! 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.

Question 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
- ☒ 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

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

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

Answer Key: A

Feedback: Section 18.7

Question 35 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
- ☒ B. constellatory; pre-emptive
- ☐ C. pre-emptive; constellatory
- ☐ D. range; propositional

Answer Key: B

Feedback: Section 18.5.1

Question 36 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: Yes! 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

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

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

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- ☐ A. Self- determination Model
- ☒ B. Multi-dimensional Model of Well-being
- ☐ C. Broad and Build Theory
- ☐ D. Wheel of Wellness

Answer Key: B

Feedback: Good! The six distinct components of human development and positive psychological functioning as proposed by Ryff's Multi-dimensional Model of Well-being are the same as the facets of psychological well-being. See section 19.3.1 of your prescribed book.

Question 39 of 50 1.0 Points

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

- ☐ A. Self efficacy
- ☒ B. Learned resourcefulness
- ☐ C. Locus of control
- ☐ D. Personal hardiness

Answer Key: B

Feedback: Chapter 19, textbook , section 19.5.4

Question 40 of 50 1.0 Points

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**

Question 41 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 42 of 50 1.0 Points

A supervisor in your work group, when compared to his past work behaviour, is not performing up to expected standards and his work behaviour in general is not satisfactory with some complaints from colleagues and sub-ordinates. You are aware that the supervisor was not diagnosed with any physical or psychological condition, and when asked he tells you that he has some minor worries with finances, at home and with some friends, and does not feel good or happy about these issues. According to the VIA-diagnostic system used in your company, the clinical psychologist informs you about his provisional diagnosis of the supervisor, however, also tells you that he must still do further assessments. Which option in the following four represents the psychologist's provisional diagnosis? The supervisor is \_\_\_\_\_.

- ✓ ☒ A. languishing
- ☐ B. struggling
- ☐ C. flourishing
- ☐ D. floundering

Answer Key: A

Feedback: Section 19.6.2.1

Question 43 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 \_\_\_\_\_.

- ☒ 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

**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

In the theory related to stress models, the term "distress" refers to \_\_\_\_\_.

- ☐ A. factors causing stress perceptions
- ☐ B. sudden, serious stress experiences
- ☐ C. stress perceived positively
- ☒ D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Question 46 of 50 1.0 Points

\_\_\_\_\_ refers to depression of mothers after the birth of children.

- ☐ A. Dysthymic depressive disorder
- ☐ B. Major depressive disorder
- ☐ C. Bipolar affective disorder
- ☒ D. Postpartum depression

Answer Key: D

Feedback: Yes. Postpartum depression refers to depression of mothers after the birth of children. See prescribed book section 20.5.5

Question 47 of 50 1.0 Points

The DSM-equivalent of the Culture-bound syndrome known as "iukuphuthelwa" is \_\_\_\_\_

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

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "iukuphuthelwa" is major depression. See section 20.5.12, Table 20.3 in your prescribed book.

**Part 14 of 14 - Chapter 20 Application 3.0 Points**

Question 48 of 50 1.0 Points

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogo is displaying behaviour linked to \_\_\_\_\_.

- ☒ A. undercommitment; overcommitment
- ☐ B. overcommitment; undercommitment
- ☐ C. undercommitment; B type personality
- ☐ D. A type personality; undercommitment

Answer Key: A

Question 49 of 50 1.0 Points

The symptoms of \_\_\_\_\_ disorders predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory, and the causes are biological in nature.

- ☐ A. anxiety
- ☒ B. cognitive
- ☐ C. mood
- ☐ D. personality

Answer Key: B

Feedback: Chapter 20, Textbook, section 20.6.3 - aspects of thinking and memory all relate to cognitive functioning, hence a cognitive disorder.

Question 50 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

**Part 1 of 14 - Chapter 13 Theory 4.0 Points**

**Question 1 of 50** <sup>1.0 Points</sup>

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: Yes! 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 2 of 50** <sup>1.0 Points</sup>

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 3 of 50** <sup>1.0 Points</sup>

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 4 of 50** <sup>1.0 Points</sup>

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** <sup>4.0 Points</sup>

**Question 5 of 50** <sup>1.0 Points</sup>

Sophy has a lot of issues and problems. When we consider Sophy's feelings of insecurity and link these to her childhood experiences in order to investigate these issues, we are utilising the \_\_\_\_\_ approach.

- ☒ A. psychodynamic
- ☐ B. behaviourist
- ☐ C. humanistic



D. trait

Answer Key: A

Feedback: Good work! In this scenario, we are focusing on insecurities and childhood experiences, which of course relates to psychoanalysis. See section 13.3.1

#### Question 6 of 50 <sup>1.0 Points</sup>

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

#### Question 7 of 50 <sup>1.0 Points</sup>

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

#### Question 8 of 50 <sup>1.0 Points</sup>

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.



A. trait and type



B. humanistic



- ☒ C. contextual  
☐ D. psychosocial

Answer Key: C

Feedback: Well done! You can see that the approach considers a person's context - where they come from, their environmental and genetic influences, their beliefs and assumptions and the way they perceive life. Section 13.3.8

**Part 3 of 14 - Chapter 14 Theory 4.0 Points**

**Question 9 of 50** <sup>1.0 Points</sup>

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 10 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ viewed neurosis as any deviation from normal behaviour and not necessarily pathological behaviour.

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

Answer Key: C

Feedback: Section 14.8.2

**Question 11 of 50** <sup>1.0 Points</sup>

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 12 of 50** <sup>1.0 Points</sup>

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** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

The superego has two sub-systems: a consciousness that punishes behaviour and the \_\_\_\_\_ that rewards it.

- ☐ A. id
- ☐ B. ego
- ☒ C. pleasure principle
- ☐ D. biological drive

Answer Key: B

Feedback: The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. 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** <sup>1.0 Points</sup>

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 15 of 50 <sup>1.0 Points</sup>

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

- ☐ A. life; death
- ☐ B. reality; death
- ☐ C. life; reality
- ☒ D. death; life

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory <sup>4.0 Points</sup>

Question 16 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- ☐ A. self-sentiment
- ☒ B. functional autonomy
- ☐ C. propiate functional autonomy
- ☐ D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 18 of 50 <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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

**Question 21 of 50** <sup>1.0 Points</sup>

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- ☐ A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- ☒ B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment

- ☐ C. It is due to differences in the way people have cognitively construed their world and themselves.
- ☐ D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

**Question 22 of 50** <sup>1.0 Points</sup>

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. inherited; crystallised intelligence

Answer Key: B

Feedback: Section 16.8

**Part 7 of 14 - Chapter 17 Theory** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- ☐ A. James
- ☐ B. Rogers
- ☐ C. Kelly
- ☒ D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

**Question 24 of 50** <sup>1.0 Points</sup>

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 25 of 50** <sup>1.0 Points</sup>

Allport's proprium concept for the self can be defined as \_\_\_\_\_.

- ☐ A. a person's self-perception
- ☐ B. what the individual would like to be
- ☐ C. a person's self-perception
- ☒ D. all aspects denoting personality unity

Answer Key: D

**Question 26 of 50** <sup>1.0 Points</sup>

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- ☒ A. commitment and satisfaction through the completion of tasks or processes
- ☐ B. feelings of excitement based on achieving or experiencing something
- ☐ C. basic physiological and safety needs
- ☐ D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

What does humanism and positive psychology have in common?

- ☐ A. Both emphasise the role of the environment in developing behaviour.
- ☐ B. Both consider the role of the unconscious in personality development.
- ☐ C. Both focus on childhood experiences as the foundation of personality development.
- ☒ D. Both look at positive human traits, such as creativity and health.

Answer Key: D

Feedback: Both look at positive human traits, such as creativity and health. Section 18.7

**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50 <sup>1.0 Points</sup>

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- ☐ A. functionalist
- ☐ B. cognitive
- ☒ C. Gestalt
- ☐ D. behaviourist

Answer Key: C

Feedback: Personality is an integrated whole and more than merely the sum of its various parts. The integration of physical, mental, psychological and social characteristics and all our attributes and relationships are what make us function as coherent, whole people. The psychologist uses the Gestalt approach to change the individual's subjective feeling into a more realistic perception to develop the person's self-concept in relation to the boss (Bergh & Geldenhuys, 2013, section 17.3.3).

#### Part 9 of 14 - Chapter 18 Theory 4.0 Points

#### Question 30 of 50 <sup>1.0 Points</sup>

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 31 of 50 <sup>1.0 Points</sup>

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- ☐ A. not being able to master new experiences
- ☐ B. an attempt to hold on to an invalid construct
- ☐ C. the self being perceived as dislodged from the core self
- ☒ D. not being able to construe the future



Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

**Question 32 of 50** <sup>1.0 Points</sup>

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 33 of 50** <sup>1.0 Points</sup>

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
- ☒ D. cognitive dissonance

Answer Key: D

**Part 10 of 14 - Chapter 18 Application** 3.0 Points



Question 34 of 50 <sup>1.0 Points</sup>

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- ☐ A. the upwards shift of decision-making in the hierarchy
- ☐ B. low levels of challenge for all role players in the programme
- ☒ C. that all employees "buy into" the system and participate in decision-making
- ☐ D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 35 of 50 <sup>1.0 Points</sup>

When someone who smokes tries to rationalise their habit by ignoring information relating to the negative effects of smoking and looking for positive beliefs related to smoking, it can be described as a motivating force known as \_\_\_\_\_.

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.4.3.2

Question 36 of 50 <sup>1.0 Points</sup>

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: Yes! 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

**Part 11 of 14 - Chapter 19 Theory 4.0 Points**

**Question 37 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 38 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: Yes! 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 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

Question 40 of 50<sup>1.0 Points</sup>

\_\_\_\_\_ 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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50<sup>1.0 Points</sup>

Working from an Aristotelian frame of reference on positive human virtues what would you say do people in South Africa have in mind when they complain about and oppose institutions and people who fail to deliver service and participate in dishonest actions?

- ☐ A. The development of better citizenship on group and organisational levels.
- ☐ B. The relevant people's own moral character and being involved in immoral activities.
- ☐ C. Emphasising the virtues of people in the past which must direct current actions.
- ☒ D. Trying to instill hope for the future if certain character virtues can be developed.

Answer Key: B

Feedback: Section 19.4.3.3

Question 42 of 50<sup>1.0 Points</sup>

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

Question 43 of 50<sup>1.0 Points</sup>

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

Feedback: Section 19.3.1

#### Part 13 of 14 - Chapter 20 Theory 4.0 Points

##### Question 44 of 50 <sup>1.0 Points</sup>

Axis IV of the DSM refers to:

- ☐ A. any clinical disorder and other related clinical conditions (which are stressful and impair social and occupational functioning).
- ☐ B. on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure.
- ☒ C. psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders.
- ☐ D. possible general medical or physical problems that may influence psychological functioning.

Answer Key: C

Feedback: Well done! Axis IV: psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders. See section 20.5 in your prescribed book.

##### Question 45 of 50 <sup>1.0 Points</sup>

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

##### Question 46 of 50 <sup>1.0 Points</sup>

Which of the following is mostly associated with the anti-social personality?

- ☐ A. Feeling offended when others do not immediately respond to one's needs.
- ☒ B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.
- ☐ C. Low confidence, thus relying on others to make decisions.
- ☐ D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

**Question 47 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 \_\_\_\_\_.

- ☒ 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

**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 schizotypal 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

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 50 of 50** <sup>1.0 Points</sup>

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

Part 1 of 14 - Chapter 13 Theory <sup>4.0 Points</sup>

**Question 1 of 50** <sup>1.0 Points</sup>

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- ☐ A. nomothetic; idiographic
- ☒ B. idiographic; nomothetic
- ☐ C. consistency; growth
- ☐ D. growth; consistency

Answer Key: B

Feedback: Well done! Some aspects facilitate continuous discourse and controversies, examples being the impact of genetic and environmental factors, the consistency issue in personality study, whether personality is a Gestalt or dimensional concept and whether personality must be studied with the emphasis on the person or individual (ideographic) or emphasising general laws with regard to personality (nomothetic). Section 13.2.2

**Question 2 of 50** <sup>1.0 Points</sup>

The concept of \_\_\_\_\_ illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance.



- ☒ A. self-regulation
- ☐ B. relational schemas
- ☐ C. cognitive schemas
- ☐ D. emotional intelligence

Answer Key: D

Feedback: The concept emotional intelligence illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance. See section 13.3.5

**Question 3 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: Good! 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 4 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: 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

Part 2 of 14 - Chapter 13 Application 4.0 Points

**Question 5 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

Answer Key: B

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 6 of 50 <sup>1.0 Points</sup>

You are tasked to assess the ways in which employee behaviour is energised, activated, directed and changed with certain objectives in mind. In order to determine this, you should focus on \_\_\_\_\_.

- ☐ A. heredity
- ☐ B. adjustment
- ✓ ☒ C. motivation
- ☐ D. personality

Answer Key: C

Feedback: Yes! Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. Hence, some theories stress internal drives, emotions, motives or needs that consciously or unconsciously create tension and direct behaviour. See section 13.6.2

#### Question 7 of 50 <sup>1.0 Points</sup>

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 8 of 50 <sup>1.0 Points</sup>

A manager of a textile factory is concerned that employees of the packaging department are not motivated despite extensive training. The Industrial Psychologist of the organisation notes that the working environment and circumstances may have an influence on the loss of motivation. These aspects could best be studied by means of the \_\_\_\_\_ theory/theories regarding personality in the work context.





A.

cognitive and social-cognitive



B. trait and type



C. psychosocial



D. behaviourist or learning

Answer Key: D

Feedback: Well done! The factors identified relate to behaviourism, where environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. Section 13.3.2

Part 3 of 14 - Chapter 14 Theory 4.0 Points

### Question 9 of 50 <sup>1.0 Points</sup>

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.



A. inferiority



B. latency



C. fixation



D. individuation

Answer Key: D

Feedback: Section 14.7

### Question 10 of 50 <sup>1.0 Points</sup>

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.



A. preconscious



B. conscious



C. unconscious



D. Id

Answer Key: B

Feedback: Section 14.4

### Question 11 of 50 <sup>1.0 Points</sup>

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?



A. Freud

- ☐ B. Jung
- ☐ C. Adler
- ☒ D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

#### Question 12 of 50 <sup>1.0 Points</sup>

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

- ☒ A. collective unconscious; teleological
- ☐ B. pre-conscious; pleasure
- ☐ C. collective unconscious; reality
- ☐ D. pre-conscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

Part 4 of 14 - Chapter 14 Application 3.0 Points

#### Question 13 of 50 <sup>1.0 Points</sup>

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

- ☐ A. Autonomy vs doubt
- ☐ B. Initiative vs guilt
- ☐ C. Identity vs inferiority
- ☒ D. Identity vs role confusion

Answer Key: D

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

#### Question 14 of 50 <sup>1.0 Points</sup>

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

Question 15 of 50 <sup>1.0 Points</sup>

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.

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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
- ✓ ☒ C. Initiator



D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

**Question 18 of 50** <sup>1.0 Points</sup>

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.

**Question 19 of 50** <sup>1.0 Points</sup>

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)

Part 6 of 14 - Chapter 16 Application 3.0 Points

**Question 20 of 50** <sup>1.0 Points</sup>

In your work group you have observed a specific person who is eager to perform, but struggles with social interactions. He quite often has strong emotional reactions and is sometimes difficult to work with because of his over-emphasis on detail. From a trait perspective using the FFM of personality this employee most probably manifests symptoms of a \_\_\_\_\_ personality disorder.



A. narcissistic



B. optimal



C. neurotic



D. compulsive

Answer Key: D

Feedback: Ch 16, sect 16.9, p 368

### Question 21 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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

### Part 7 of 14 - Chapter 17 Theory 4.0 Points

### Question 23 of 50 <sup>1.0 Points</sup>

\_\_\_\_\_ 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 24 of 50** <sup>1.0 Points</sup>

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

**Question 25 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 of 50** <sup>1.0 Points</sup>

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 28 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.5.1

Question 31 of 50 <sup>1.0 Points</sup>

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
- ☒ D. cognitive dissonance

Answer Key: D

Question 32 of 50 <sup>1.0 Points</sup>

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 33 of 50 <sup>1.0 Points</sup>

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

Part 10 of 14 - Chapter 18 Application 3.0 Points

**Question 34 of 50** <sup>1.0 Points</sup>

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

**Question 35 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.6

**Question 36 of 50** <sup>1.0 Points</sup>

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).

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50 <sup>1.0 Points</sup>

\_\_\_\_\_ 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 38 of 50 <sup>1.0 Points</sup>

Tellegen used the term \_\_\_\_\_, which is a personality trait that forms the superstructure of positive emotional experiences

- ☐ A. cognitive broadening
- ☐ B. undoing hypothesis
- ✓ ☒ C. positive emotionality
- ☐ D. cognitive flexibility

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.2

Question 39 of 50 <sup>1.0 Points</sup>

\_\_\_\_\_ 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 40 of 50** 1.0 Points

An individual is experiencing positive human functioning. He has decided to accept whatever comes his way and will responsibility for it, which is known as \_\_\_\_\_.

- ☐ A. an external locus of control
- ☐ B. learned helplessness
- ☒ C. self-control
- ☐ D. hedonism

Answer Key: C

Feedback: Well done! The social- cognitive learning theorists and the cognitive theorists, stress self-regulation as a mechanism through which people can have more control over their influencing environment and their own behaviours. The concepts of locus of control, self-efficacy, and learned resourcefulness have become part of the positive-psychological emphasis on resources that people can use to have more self-control. See section 19.4.3.2 in your prescribed book

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

**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? "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 43 of 50** <sup>1.0 Points</sup>

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

**Question 44 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ is a mild but persistent form of depression and might last for longer periods of time.

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

Answer Key: C

Feedback: Yes! Dysthymic depressive disorder is a mild but persistent form of depression and might last for longer periods of time. See section 20.5.5 of your prescribed book.

**Question 45 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ is/are characterised by repeated and unexpected panic attacks and anxiety.

- ☐ A. Obsessive-compulsive disorders
- ☐ B. Generalised anxiety disorders
- ☐ C. Phobic disorders



D. Panic disorder

Answer Key: D

Feedback: Yes. Panic disorder is characterised by repeated and unexpected panic attacks and anxiety. See section 20.5.2 of the prescribed book.

#### Question 46 of 50 <sup>1.0 Points</sup>

Catatonic 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: B

Feedback: Incorrect, catatonic schizophrenia is characterised by 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. See section 20.5.7 in your prescribed book for the four types of schizophrenia.

#### Question 47 of 50 <sup>1.0 Points</sup>

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

Part 14 of 14 - Chapter 20 Application 3.0 Points

#### Question 48 of 50 <sup>1.0 Points</sup>

In analysing organisational health, organisational pathology is \_\_\_\_\_.



- ☒ A. determined largely by the context in which an organisation functions as well as organisational paradigms.

- ☐ B. characterised by greater stress for authority figures as authority becomes centralised
- ☐ C. signified by patterns of basic assumptions which a given group has established
- ☐ D. characterised by more people withdrawing from tasks and activities, and increasing job satisfaction because of conflict

Answer Key: A

Feedback: Organisational pathology is determined largely by the context in which an organisation functions as well as organisational paradigms. (p. 464 Section 20.6.8)

#### Question 49 of 50 <sup>1.0 Points</sup>

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogog is displaying behaviour linked to \_\_\_\_\_.

- ☒ A. undercommitment; overcommitment
- ☐ B. overcommitment; undercommitment
- ☐ C. undercommitment; B type personality
- ☐ D. A type personality; undercommitment

Answer Key: A

#### Question 50 of 50 <sup>1.0 Points</sup>

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

### Part 1 of 14 - Chapter 13 Theory 4.0 Points

#### Question 1 of 50 <sup>1.0 Points</sup>

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 2 of 50 <sup>1.0 Points</sup>

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

- ☐ A. general systems
- ☐ B. psychosocial
- ☐ C. humanistic
- ☒ D. cognitive

Answer Key: B

Feedback: 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 3 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- ☒ A. Humanistic
- ☐ B. Cognitive
- ☐ C. Depth
- ☐ D. Gestalt

Answer Key: C

Feedback: Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50 <sup>1.0 Points</sup>

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
- ☐ B. qualitative
- ☐ C. life data
- ☐ D. constructionist

Answer Key: B

Feedback: This scenario focuses on qualitative sources of information. See section 13.6.5

Question 6 of 50 <sup>1.0 Points</sup>

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- ☐ A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- ☐ B. It must recognise cultural and genetic influences on human behaviour.
- ☐ C. It must be able to explain psychological phenomena in a simple manner.
- ☒ D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Feedback:

The option is too limited in its approach. See section 13.4

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
- uniqueness
- 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.



Question 7 of 50 <sup>1.0 Points</sup>

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she "beats" the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

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

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

Question 8 of 50 <sup>1.0 Points</sup>

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

Part 3 of 14 - Chapter 14 Theory <sup>4.0 Points</sup>

Question 9 of 50 <sup>1.0 Points</sup>

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
- ☒ D. unconscious

Answer Key: D

Feedback: Section 14.3

**Question 10 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

**Question 11 of 50** 1.0 Points

In the word association test in psychodynamic 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 12 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

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** 1.0 Points

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- ☐ A. will to meaning
- ☒ B. will to power
- ☐ C. death drive
- ☐ D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

#### Question 14 of 50 <sup>1.0 Points</sup>

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- ☐ A. identification and displacement
- ☐ B. fantasy and regression
- ☐ C. repression and projection
- ☒ D. defence mechanisms

Answer Key: D

Feedback: Yes! People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

#### Question 15 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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

**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

**Question 18 of 50** 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- ☒ A. Allport
- ☐ B. Eysenck
- ☐ C. Costa & McCrae
- ☐ D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

**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

Question 20 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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 22 of 50 <sup>1.0 Points</sup>

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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50 <sup>1.0 Points</sup>

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
- ☐ D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

**Question 24 of 50** <sup>1.0 Points</sup>

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

**Question 25 of 50** <sup>1.0 Points</sup>

Phenomenology refers to a person's \_\_\_\_\_.

- ☒ A. unique subjective experiences
- ☐ B. unconscious feelings and needs
- ☐ C. striving to survive
- ☐ D. need to be accepted by others

Answer Key: A

**Question 26 of 50** <sup>1.0 Points</sup>

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 27 of 50<sup>1.0 Points</sup>

According to \_\_\_\_\_, creative, experiential, and attitude values can make life meaningful.

- ☒ A. Frankl
- ☐ B. Maslow
- ☐ C. Rogers
- ☐ D. James

Answer Key: A

Question 28 of 50<sup>1.0 Points</sup>

\_\_\_\_\_, 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

Question 29 of 50<sup>1.0 Points</sup>

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 30 of 50<sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Section 18.5.1

**Question 31 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ 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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Question 35 of 50** <sup>1.0 Points</sup>

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 36 of 50** <sup>1.0 Points</sup>

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

- ☐ A. focus all the control in the management and supervision levels
- ☒ B. give sub-ordinates (employees) more autonomy and decision-making powers

- ☐ C. take care to have accurate job descriptions with adequate supervision
- ☐ D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50 <sup>1.0 Points</sup>

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

Question 38 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 <sup>1.0 Points</sup>

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
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☐ D. eudaimonic happiness

Answer Key: C

Question 42 of 50 <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- ☐ A. the pleasurable life
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☒ D. eudaimonic happiness

Answer Key: D

Question 43 of 50 <sup>1.0 Points</sup>

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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50 <sup>1.0 Points</sup>

Based on the hassles and uplifts approach, one of the top ten hassles includes \_\_\_\_\_.

- ☒ A. physical appearance
- ☐ B. completing a task
- ☐ C. meeting own responsibilities
- ☐ D. eating out

Answer Key: A

Feedback: Yes! Physical appearance is considered to be one of the top ten hassles. See Table 20.1 in section 20.3.4 of your prescribed book.

Question 45 of 50 <sup>1.0 Points</sup>

\_\_\_\_\_ is characterised by alternating manic episodes (excitement and activity) and depression.

- ☐ A. Postpartum depression
- ☐ B. Major depressive disorder
- ☒ C. Dysthymic depressive disorder
- ☐ D. Bipolar affective disorder

Answer Key: D

Feedback: Incorrect. Bipolar affective disorder or manic depressive psychosis is characterised by alternating manic episodes (excitement and activity) and depression. See prescribed book section 20.5.5

Question 46 of 50 <sup>1.0 Points</sup>

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.

- ☒ A. the narcissistic personality
- ☐ B. the schizotypal personality
- ☐ C. the avoidant personality



D. the borderline personality

Answer Key: C

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

**Question 47 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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, all of which can influence employee and organisational health. In this scenario the mentioned pressure group as a powerful influence in systems theory, is referred to as a \_\_\_\_\_ while the ways of doing things and expected behaviours in an organisation are collectively referred to as \_\_\_\_\_.



A. coalition; organisational climate



B. organisational climate; coalition



C. coalition; context



D. context; coalition

Answer Key: A

Feedback: Section 20.3.3

**Question 49 of 50** <sup>1.0 Points</sup>

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

"Workaholism" can be defined as \_\_\_\_\_.



A. obsessive-compulsive behaviour



B. stress-related work addiction



C. a defense mechanism



D. all of the above

Answer Key: D

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Top of Form

**Question 1 of 50** 1.0 Points

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

A. humanistic

✓ B. social-cognitive

C. biological

D. trait

Answer Key: B

Feedback: Well done! Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

**Question 2 of 50** 1.0 Points

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

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

Answer Key: D

**Question 3 of 50** 1.0 Points

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

- ☒ A. humanistic
- B. trait
- C. behaviouristic
- D. psychodynamic

Answer Key: A

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

**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: 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

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

**Question 5 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

**Question 6 of 50** 1.0 Points

When we try to determine peoples' cognitive perceptions about themselves, others and the world to find out how they live their lives by analysing their communication or discourse, their dreams, and their interpretation of events, we are using the \_\_\_\_\_ approach to assessment and research.

- A. clinical
- B. quantitative
- C. statistical
-  D. experimental

Answer Key: A

Feedback: The process described here relates to the clinical approach, which entails mostly qualitative analysis of an individual. See section 13.6.5



1.0 Points

**Question 7 of 50**

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- ☒ A. social affiliations outside the family
- ☐ B. cultural membership
- ☐ C. corresponding personality traits
- ☐ D. learned competitiveness

Answer Key: A

Feedback: Well done! Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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

1.0 Points

**Question 8 of 50**

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

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

1.0 Points

**Question 9 of 50**

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- ✓ A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

1.0 Points

**Question 10 of 50**

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

1.0 Points

**Question 11 of 50**

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

- A. Freud
- ✗ B. Adler
- C. Jung

D. Fromm

Answer Key: D

Feedback: Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

1.0 Points

**Question 12 of 50**

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- ✓ C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

1.0 Points

**Question 13 of 50**

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

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

Answer Key: C

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

1.0 Points

**Question 14 of 50**

Jung would state that a prostitute and people who use prostitutes have a strong \_\_\_\_\_.

- A. anima
- B. animus
- ✓ C. shadow
- D. persona

Answer Key: C

Feedback: Yes! The shadow represents inherited biological instincts, representing passionate and immoral impulses. See section 14.5

1.0 Points

**Question 15 of 50**

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
- ✓ 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

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

1.0 Points

**Question 16 of 50**

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- ✓ C. Five-Factor
- D. MBTI

Answer Key: C

1.0 Points

**Question 17 of 50**

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

1.0 Points

**Question 18 of 50**

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- ✗ D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

1.0 Points  
**Question 19 of 50**

The Five Factor model of personality describes extroversion as \_\_\_\_\_

- ✓ A. Warmth, assertiveness, excitement
- B. Trust, altruism, compliance
- C. Order, competence, striving
- D. Relaxed, calm, stable

Answer Key: A

Feedback: Extroversion is described as warmth, assertiveness, and excitement (p. 357 Section 16.5.1.3)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points  
**Question 20 of 50**

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

1.0 Points

**Question 21 of 50**

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

1.0 Points

**Question 22 of 50**

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
-  C. cardinal
- D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

1.0 Points

**Question 23 of 50**

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.

1.0 Points

**Question 24 of 50**

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

1.0 Points

**Question 25 of 50**

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

1.0 Points

**Question 26 of 50**

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

A. actualising tendency

B. resilience

C. self-realisation

 D. sense of coherence

Answer Key: C

Feedback: Section 17.8

**Part 8 of 14 - Chapter 17 Application** 3.0 Points

1.0 Points

**Question 27 of 50**

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? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

A. Self-actualisation

 B. Self-realising

C. Emotional integration

D. Self-acceptance

Answer Key: B

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

**Question 28 of 50** 1.0 Points

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

Answer Key: D

Feedback: Section 17.6.1

**Question 29 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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

1.0 Points

**Question 29 of 50**

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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

1.0 Points

**Question 30 of 50**

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

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

Answer Key: B

Feedback: Chapter 18, textbook, section 18.4.1

1.0 Points

**Question 31 of 50**

Kelly's idea of constructs, especially the self-construct, is also an example of \_\_\_\_\_ (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect).

- A. behaviourism
-  B. response tendencies
- C. constructivism
- D. will to meaning

Answer Key: C

Feedback: Nope. Kelly's idea of constructs, especially the self-construct, is also an example of constructivism (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect). See section 18.4.3.1 of your prescribed book.

1.0 Points

**Question 32 of 50**

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

1.0 Points

**Question 33 of 50**

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

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

**Question 34 of 50**

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

1.0 Points

**Question 35 of 50**

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

1.0 Points

**Question 36 of 50**

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

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

1.0 Points

**Question 37 of 50**

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)

1.0 Points

**Question 38 of 50**

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

1.0 Points

**Question 39 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 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

**Question 40 of 50**

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)

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

**Question 41 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.

1.0 Points

**Question 42 of 50**

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

Feedback: Section 19.5.5

1.0 Points

**Question 43 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

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

1.0 Points

**Question 44 of 50**

The DSM-equivalent of the Culture-bound syndrome known as "phambana" is \_\_\_\_\_

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

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "phambana" is psychotic disorder. See section 20.5.12, Table 20.3 in your prescribed book.

1.0 Points

**Question 45 of 50**

Which personality type is sometimes linked with a predisposition to develop heart disease?

- ✓ A. Type A
- B. Type B
- C. Dependent personality
- D. Avoidant personality

Answer Key: A

Feedback: Good work! The Type A behaviour or personality pattern describes people with a high risk of chronic heart disease because of their stressful lifestyles, characterised by impatience, strict time schedules, competitiveness, being highly driven, being hostile in nature and overinvolvement with work. See section 20.5.1.2 of the prescribed book.

1.0 Points

**Question 46 of 50**

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the dependent personality
- ✗ B. the schizotypal personality
- C. the histrionic personality

D. the paranoid personality

Answer Key: C

Feedback: That option is not correct; the histrionic personality is included in this group. See section 20.5.3 of the prescribed book.

1.0 Points

**Question 47 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

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

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

1.0 Points

**Question 48 of 50**

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- ✓ B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

**Part 1 of 14 - Chapter 13 Theory** 4.0 Points

1.0 Points

**Question 1 of 50**

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

1.0 Points

**Question 2 of 50**

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: 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

1.0 Points

**Question 3 of 50**

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- ☒ D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

1.0 Points

**Question 4 of 50**

A criticism of the \_\_\_\_\_ theory, is that it is merely descriptive and does not provide reasons for behaviour and personality development.

- A. trait
- 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

**Part 2 of 14 - Chapter 13 Application 4.0 Points**

1.0 Points

**Question 5 of 50**

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: 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 section 13.3.4

1.0 Points

### Question 6 of 50

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

1.0 Points

### Question 7 of 50

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 \_\_\_\_\_.

- ☒ 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

1.0 Points

**Question 8 of 50**

Whenever she feels sad or down as a result of her difficult childhood, Sophy concentrates on and thinks about the positive things in her life, and in this way she has learned to handle stress. This is an example of utilising the concepts in \_\_\_\_\_ theory in order to overcome difficulties.

- A. trait
- ✓ B. cognitive
- C. behaviourist
- D. psychodynamic

Answer Key: B

Feedback: Yes! The cognitive theory could be used to explain the way in which Sophy used her thought processes to direct her own behaviour. See section 13.3.5

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

1.0 Points

**Question 9 of 50**

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 10 of 50** 1.0 Points

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- ✓ B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

**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
- ✓ D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

**Question 12 of 50** 1.0 Points

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which

form the largest part of the mind.

- A. conscious
- B. preconscious
- ✓ C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

#### Part 4 of 14 - Chapter 14 Application 3.0 Points

1.0 Points

##### Question 13 of 50

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- ✓ B. will to power
- C. death drive
- D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

1.0 Points

##### Question 14 of 50

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: 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

1.0 Points

### Question 15 of 50

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- ☒ C. Shadow
- D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

1.0 Points

**Question 16 of 50**

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- A. self-sentiment
- ✓ B. functional autonomy
- C. propiate functional autonomy
- D. dynamic traits

Answer Key: B

Feedback: Section 16.8

1.0 Points

**Question 17 of 50**

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

1.0 Points

**Question 18 of 50**

The Five Factor model of personality describes extroversion as \_\_\_\_\_

- ✓ A. Warmth, assertiveness, excitement
- B. Trust, altruism, compliance
- C. Order, competence, striving
- D. Relaxed, calm, stable

Answer Key: A

Feedback: Extroversion is described as warmth, assertiveness, and excitement (p. 357 Section 16.5.1.3)

1.0 Points

**Question 19 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)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points

**Question 20 of 50**

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

1.0 Points

**Question 21 of 50**

David feels that co-worker relationships are not as important as task completion. Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

- A. Problem-solving
- B. Smoothing
- C. Forcing
- ☒ D. Withdrawal

Answer Key: C

Feedback: Nope. David will most likely use forcing, as he has a high concern for task execution and a low concern for people; he is not a team player. See section 16.5.3 in your prescribed book.

1.0 Points

**Question 22 of 50**

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

1.0 Points

**Question 23 of 50**

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

1.0 Points

**Question 24 of 50**

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.

1.0 Points

**Question 25 of 50**

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 \_\_\_\_\_.

- ☒ A. self-transcendence
- B. self-actualisation

- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

**Question 26 of 50**

1.0 Points

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- A. James
-  B. Rogers
- C. Kelly
- D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

**Part 8 of 14 - Chapter 17 Application** 3.0 Points

**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

1.0 Points

**Question 28 of 50**

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

edback: Section 17.6.2

1.0 Points

**Question 29 of 50**

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: Incorrect. 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

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 31 of 50** 1.0 Points

Which South African developed multimodal behavioural therapy?

- ✓ A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

1.0 Points

**Question 32 of 50**

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

1.0 Points

**Question 33 of 50**

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- ✗ C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

**Question 34 of 50**

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

1.0 Points

**Question 35 of 50**

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

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

Answer Key: C

Feedback: Section 18.8.3

1.0 Points

**Question 36 of 50**

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

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

Answer Key: C

Feedback: Section 18.8

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

1.0 Points

**Question 37 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

1.0 Points

**Question 38 of 50**

With regard to psychological and social well-being, the term "purpose in life" 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: B

Feedback: Section 19.3.1

1.0 Points

**Question 39 of 50**

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

1.0 Points

**Question 40 of 50**

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)

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

**Question 41 of 50**

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

Feedback: Section 19.3.1

**Question 42 of 50** 1.0 Points

Which personality theory is considered as the foundation of positive psychology?

- ✗ A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

**Question 43 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

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

**Question 44 of 50** 1.0 Points

\_\_\_\_\_ is characterised by alternating manic episodes (excitement and activity) and depression.

- A. Postpartum depression
- B. Major depressive disorder
- C. Dysthymic depressive disorder
- ✓ D. Bipolar affective disorder

Answer Key: D

Feedback: Well done. Bipolar affective disorder or manic depressive psychosis is characterised by alternating manic episodes (excitement and activity) and depression. See prescribed book section 20.5.5

**Question 45 of 50** 1.0 Points

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. anorexia nervosa
- C. binge eating
- ✓ D. obesity

Answer Key: D

Feedback: Obesity (or overweight) 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. See section 20.5.9 of the prescribed book.

1.0 Points

**Question 46 of 50**

Which of the following is mostly associated with the anti-social personality?

- A. Feeling offended when others do not immediately respond to one's needs.
- B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.
- C. Low confidence, thus relying on others to make decisions.
- ✓ D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

1.0 Points

**Question 47 of 50**

Stress can be positively related to physical illness because it decreases the ability of the \_\_\_\_\_ system.

- A. lymphatic
- B. melatonin
- C. limbic
- ✓ D. immune

Answer Key: D

**Part 14 of 14 - Chapter 20 Application 3.0 Points**

1.0 Points

**Question 48 of 50**

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

1.0 Points

**Question 49 of 50**

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

✓ D. schizophrenic

Answer Key: D

1.0 Points

**Question 50 of 50**

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** <sup>1.0 Points</sup>

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 2 of 50** <sup>1.0 Points</sup>

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

- ☐ A. general systems
- ☐ B. psychosocial
- ☐ C. humanistic
- ☒ D. cognitive

Answer Key: B

Feedback: 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 3 of 50** <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- ☒ A. Humanistic
- ☐ B. Cognitive
- ☐ C. Depth
- ☐ D. Gestalt

Answer Key: C

Feedback: Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50 <sup>1.0 Points</sup>

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
- ☐ B. qualitative
- ☐ C. life data
- ☐ D. constructionist

Answer Key: B

Feedback: This scenario focuses on qualitative sources of information. See section 13.6.5

Question 6 of 50 <sup>1.0 Points</sup>

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- ☐ A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- ☐ B. It must recognise cultural and genetic influences on human behaviour.
- ☐ C. It must be able to explain psychological phenomena in a simple manner.
- ☒ D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Feedback:

The option is too limited in its approach. See section 13.4

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
- uniqueness
- 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.

**Question 7 of 50** 1.0 Points

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

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

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

**Question 8 of 50** 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. 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 a "dynamo" from which forces emerge that can be set free, channelled, modified or transformed.

- ☐ A. id
- ☐ B. ego
- ☐ C. conscious
- ☒ D. unconscious

Answer Key: D

Feedback: Section 14.3

**Question 10 of 50** <sup>1.0 Points</sup>

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

**Question 11 of 50** <sup>1.0 Points</sup>

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 12 of 50** <sup>1.0 Points</sup>

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

Part 4 of 14 - Chapter 14 Application 3.0 Points

**Question 13 of 50** <sup>1.0 Points</sup>

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- ☐ A. will to meaning
- ☒ B. will to power
- ☐ C. death drive
- ☐ D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

**Question 14 of 50** <sup>1.0 Points</sup>

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- ☐ A. identification and displacement
- ☐ B. fantasy and regression
- ☐ C. repression and projection
- ☒ D. defence mechanisms

Answer Key: D

Feedback: Yes! People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

**Question 15 of 50** <sup>1.0 Points</sup>

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..

Question 16 of 50<sup>1.0 Points</sup>

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

Question 17 of 50<sup>1.0 Points</sup>

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 18 of 50<sup>1.0 Points</sup>

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- ☒ A. Allport
- ☐ B. Eysenck
- ☐ C. Costa & McCrae
- ☐ D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 19 of 50<sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

Trait approaches explain healthy psychological adjustment according to \_\_\_\_\_.

- ☐ A. the influences of dysfunctional 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 22 of 50** <sup>1.0 Points</sup>

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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50<sup>1.0 Points</sup>

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
- ☐ D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 24 of 50<sup>1.0 Points</sup>

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

Question 25 of 50<sup>1.0 Points</sup>

Phenomenology refers to a person's \_\_\_\_\_.

- ☒ A. unique subjective experiences
- ☐ B. unconscious feelings and needs
- ☐ C. striving to survive
- ☐ D. need to be accepted by others

Answer Key: A

Question 26 of 50<sup>1.0 Points</sup>

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

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 of 50** <sup>1.0 Points</sup>

According to \_\_\_\_\_, creative, experiential, and attitude values can make life meaningful.

- ☒ A. Frankl
- ☐ B. Maslow
- ☐ C. Rogers
- ☐ D. James

Answer Key: A

**Question 28 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_, 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

**Question 29 of 50** <sup>1.0 Points</sup>

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50<sup>1.0 Points</sup>

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

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

Answer Key: D

Feedback: Section 18.5.1

Question 31 of 50<sup>1.0 Points</sup>

\_\_\_\_\_ 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<sup>1.0 Points</sup>

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<sup>1.0 Points</sup>

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<sup>1.0 Points</sup>

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

Question 35 of 50<sup>1.0 Points</sup>

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 36 of 50<sup>1.0 Points</sup>

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



A. focus all the control in the management and supervision levels



B. give sub-ordinates (employees) more autonomy and decision-making powers



C. take care to have accurate job descriptions with adequate supervision



D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Feedback: Section 18.7

Part 11 of 14 - Chapter 19 Theory 4.0 Points

### Question 37 of 50 <sup>1.0 Points</sup>

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

### Question 38 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 of 50 <sup>1.0 Points</sup>

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
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☐ D. eudaimonic happiness

Answer Key: C

Question 42 of 50 <sup>1.0 Points</sup>

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- ☐ A. the pleasurable life
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☒ D. eudaimonic happiness

Answer Key: D

Question 43 of 50<sup>1.0 Points</sup>

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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50<sup>1.0 Points</sup>

Based on the hassles and uplifts approach, one of the top ten hassles includes \_\_\_\_\_.

- ☒ A. physical appearance
- ☐ B. completing a task
- ☐ C. meeting own responsibilities
- ☐ D. eating out

Answer Key: A

Feedback: Yes! Physical appearance is considered to be one of the top ten hassles. See Table 20.1 in section 20.3.4 of your prescribed book.

Question 45 of 50<sup>1.0 Points</sup>

\_\_\_\_\_ is characterised by alternating manic episodes (excitement and activity) and depression.

- ☐ A. Postpartum depression
- ☐ B. Major depressive disorder
- ☒ C. Dysthymic depressive disorder
- ☐ D. Bipolar affective disorder

Answer Key: D

Feedback: Incorrect. Bipolar affective disorder or manic depressive psychosis is characterised by alternating manic episodes (excitement and activity) and depression. See prescribed book section 20.5.5

Question 46 of 50<sup>1.0 Points</sup>

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.

- ☒ A. the narcissistic personality



- ☐ B. the schizotypal personality
- ☐ C. the avoidant personality
- ☐ D. the borderline personality

Answer Key: C

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

#### Question 47 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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, all of which can influence employee and organisational health. In this scenario the mentioned pressure group as a powerful influence in systems theory, is referred to as a \_\_\_\_\_ while the ways of doing things and expected behaviours in an organisation are collectively referred to as \_\_\_\_\_.

- ☒ A. coalition; organisational climate
- ☐ B. organisational climate; coalition
- ☐ C. coalition; context
- ☐ D. context; coalition

Answer Key: A

Feedback: Section 20.3.3

#### Question 49 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

"Workaholism" can be defined as \_\_\_\_\_.

- ☐ A. obsessive-compulsive behaviour
- ☐ B. stress-related work addiction
- ☐ C. a defense mechanism
- ✓ ☒ D. all of the above

Answer Key: D

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Top of Form

Question 1 of 50 <sup>1.0 Points</sup>

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

- ☐ A. humanistic
- ✓ ☒ B. social-cognitive
- ☐ C. biological
- ☐ D. trait

Answer Key: B

Feedback: Well done! Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

Question 2 of 50 <sup>1.0 Points</sup>

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

- ✗ ☐ A. Western and Asian

- B. African and European
- C. Asian and American
- D. African and Asian

Answer Key: D

1.0 Points  
Question 3 of 50

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

- ✓ A. humanistic
- B. trait
- C. behaviouristic
- D. psychodynamic

Answer Key: A

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

1.0 Points  
Question 4 of 50

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

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

1.0 Points  
Question 5 of 50

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

1.0 Points

Question 6 of 50

When we try to determine peoples' cognitive perceptions about themselves, others and the world to find out how they live their lives by analysing their communication or discourse, their dreams, and their interpretation of events, we are using the \_\_\_\_\_ approach to assessment and research.

A. clinical

B. quantitative

C. statistical

 D. experimental

Answer Key: A

Feedback: The process described here relates to the clinical approach, which entails mostly qualitative analysis of an individual. See section 13.6.5

1.0 Points

Question 7 of 50

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

 A. social affiliations outside the family

B. cultural membership

C. corresponding personality traits

D. learned competitiveness

Answer Key: A

Feedback: Well done! Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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

1.0 Points

Question 8 of 50

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

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

1.0 Points

Question 9 of 50

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

-  A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

1.0 Points

Question 10 of 50

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

1.0 Points  
Question 11 of 50

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

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

Answer Key: D

Feedback: Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

1.0 Points  
Question 12 of 50

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- ✓ C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

1.0 Points

Question 13 of 50

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

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

Answer Key: C

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

1.0 Points

Question 14 of 50

Jung would state that a prostitute and people who use prostitutes have a strong \_\_\_\_\_.

- A. anima
- B. animus
- ✓ C. shadow
- D. persona

Answer Key: C

Feedback: Yes! The shadow represents inherited biological instincts, representing passionate and immoral impulses. See section 14.5

1.0 Points

Question 15 of 50

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
- ✓ 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

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

1.0 Points

Question 16 of 50

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- ✓ C. Five-Factor
- D. MBTI

Answer Key: C

1.0 Points

Question 17 of 50

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

1.0 Points

Question 18 of 50

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- ✗ D. secondary

Answer Key: C



1.0 Points

Question 19 of 50

The Five Factor model of personality describes extroversion as\_\_\_\_\_

- ✓ A. Warmth, assertiveness, excitement
- B. Trust, altruism, compliance
- C. Order, competence, striving
- D. Relaxed, calm, stable

Answer Key: A

Feedback: Extroversion is described as warmth, assertiveness, and excitement (p. 357 Section 16.5.1.3)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points

Question 20 of 50

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

1.0 Points

Question 21 of 50

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

1.0 Points

Question 22 of 50

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

 C. cardinal

D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

#### Part 7 of 14 - Chapter 17 Theory 4.0 Points

1.0 Points

Question 23 of 50

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.

1.0 Points

Question 24 of 50

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

1.0 Points

Question 25 of 50

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

1.0 Points

Question 26 of 50

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

- A. actualising tendency
- B. resilience
- C. self-realisation
- ✗ D. sense of coherence

Answer Key: C

Feedback: Section 17.8

**Part 8 of 14 - Chapter 17 Application** 3.0 Points

1.0 Points

Question 27 of 50

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? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

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

Answer Key: B

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

1.0 Points

Question 28 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

Answer Key: D

Feedback: Section 17.6.1

1.0 Points

Question 29 of 50

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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

1.0 Points

Question 29 of 50

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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

1.0 Points

Question 30 of 50

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

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

Answer Key: B

1.0 Points

Question 31 of 50

Kelly's idea of constructs, especially the self-construct, is also an example of \_\_\_\_\_ (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect).

- A. behaviourism
- ☒ B. response tendencies
- C. constructivism
- D. will to meaning

Answer Key: C

Feedback: Nope. Kelly's idea of constructs, especially the self-construct, is also an example of constructivism (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect). See section 18.4.3.1 of your prescribed book.

1.0 Points

Question 32 of 50

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

1.0 Points

Question 33 of 50

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

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

Question 34 of 50

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

1.0 Points

Question 35 of 50

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

1.0 Points

Question 36 of 50

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

#### Part 11 of 14 - Chapter 19 Theory 4.0 Points

1.0 Points

##### Question 37 of 50

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)

1.0 Points

##### Question 38 of 50

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

1.0 Points

Question 39 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 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

Question 40 of 50

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)

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

Question 41 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.

1.0 Points

Question 42 of 50

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

Feedback: Section 19.5.5

1.0 Points

Question 43 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

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

1.0 Points

Question 44 of 50

The DSM-equivalent of the Culture-bound syndrome known as "phambana" is \_\_\_\_\_

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

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "phambana" is psychotic disorder. See section 20.5.12, Table 20.3 in your prescribed book.

1.0 Points

Question 45 of 50

Which personality type is sometimes linked with a predisposition to develop heart disease?

- ✓ A. Type A
- B. Type B
- C. Dependent personality
- D. Avoidant personality

Answer Key: A

Feedback: Good work! The Type A behaviour or personality pattern describes people with a high risk of chronic heart disease because of their stressful lifestyles, characterised by impatience, strict time schedules, competitiveness, being highly driven, being hostile in nature and overinvolvement with work. See section 20.5.1.2 of the prescribed book.

1.0 Points

Question 46 of 50

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the dependent personality
- ✗ B. the schizotypal personality

C. the histrionic personality

D. the paranoid personality

Answer Key: C

Feedback: That option is not correct; the histrionic personality is included in this group. See section 20.5.3 of the prescribed book.

1.0 Points

Question 47 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

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

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

1.0 Points

Question 48 of 50

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

1.0 Points

Question 49 of 50

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

1.0 Points

Question 50 of 50

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- ✓ B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

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Top of Form

**Part 1 of 14 - Chapter 13 Theory** 4.0 Points

1.0 Points

Question 1 of 50

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

1.0 Points

Question 2 of 50

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: 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

1.0 Points

Question 3 of 50

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

A. selecting the right candidate for a certain position

B. correcting negative behaviour through reinforcement

C. understanding and influencing group dynamics

☒ D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

1.0 Points

Question 4 of 50

A criticism of the \_\_\_\_\_ theory, is that it is merely descriptive and does not provide reasons for behaviour and personality development.

- A. trait
- 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

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

1.0 Points

Question 5 of 50

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: 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 section 13.3.4

1.0 Points

Question 6 of 50

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

1.0 Points

Question 7 of 50

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 \_\_\_\_\_.

✓ 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

1.0 Points

Question 8 of 50

Whenever she feels sad or down as a result of her difficult childhood, Sophy concentrates on and thinks about the positive things in her life, and in this way she has learned to handle stress. This is an example of utilising the concepts in \_\_\_\_\_ theory in order to overcome difficulties.

A. trait

✓ B. cognitive

C. behaviourist

D. psychodynamic

Answer Key: B

Feedback: Yes! The cognitive theory could be used to explain the way in which Sophy used her thought processes to direct her own behaviour. See section 13.3.5

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points



1.0 Points

Question 9 of 50

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

1.0 Points

Question 10 of 50

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- ✓ B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

1.0 Points

Question 11 of 50

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
- ✓ D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

1.0 Points

Question 12 of 50

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- ✓ C. unconscious
- D. superego

Answer Key: C

Feedback: Section 14.4

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

1.0 Points

Question 13 of 50

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- ✓ B. will to power
- C. death drive
- D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

1.0 Points

Question 14 of 50

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: 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

1.0 Points

Question 15 of 50

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

A. Ego

B. Super-ego

 C. Shadow

D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

1.0 Points

Question 16 of 50

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

A. self-sentiment

 B. functional autonomy

C. propiate functional autonomy

D. dynamic traits

Answer Key: B

Feedback: Section 16.8

1.0 Points

Question 17 of 50

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

1.0 Points

Question 18 of 50

The Five Factor model of personality describes extroversion as \_\_\_\_\_

- ☒ A. Warmth, assertiveness, excitement
- ☐ B. Trust, altruism, compliance
- ☐ C. Order, competence, striving
- ☐ D. Relaxed, calm, stable

Answer Key: A

Feedback: Extroversion is described as warmth, assertiveness, and excitement (p. 357 Section 16.5.1.3)

1.0 Points

Question 19 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)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points

Question 20 of 50

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

1.0 Points

Question 21 of 50

David feels that co-worker relationships are not as important as task completion. Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

- A. Problem-solving
- B. Smoothing
- C. Forcing
- ✗ D. Withdrawal

Answer Key: C

Feedback: Nope. David will most likely use forcing, as he has a high concern for task execution and a low concern for people; he is not a team player. See section 16.5.3 in your prescribed book.

1.0 Points

Question 22 of 50

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

1.0 Points  
Question 23 of 50

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

1.0 Points  
Question 24 of 50

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.

1.0 Points  
Question 25 of 50

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 \_\_\_\_\_.

- ✓ A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 26 of 50 1.0 Points

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- A. James
- ✗ B. Rogers
- C. Kelly
- D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

### Part 8 of 14 - Chapter 17 Application 3.0 Points

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

1.0 Points

Question 28 of 50

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

edback: Section 17.6.2

1.0 Points

Question 29 of 50

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: Incorrect. 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



1.0 Points

Question 30 of 50

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

1.0 Points

Question 31 of 50

Which South African developed multimodal behavioural therapy?

- ✓ A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

1.0 Points

Question 32 of 50

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

1.0 Points

Question 33 of 50

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- ☒ C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

Question 34 of 50

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

1.0 Points

Question 35 of 50

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

- A. behaviourist
- B. humanist
- C. cognitive

 D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

1.0 Points

Question 36 of 50

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

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

Answer Key: C

Feedback: Section 18.8

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

1.0 Points

Question 37 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

1.0 Points

Question 38 of 50

With regard to psychological and social well-being, the term "purpose in life" 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: B

Feedback: Section 19.3.1

1.0 Points

Question 39 of 50

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

1.0 Points

Question 40 of 50

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)

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

Question 41 of 50

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

Feedback: Section 19.3.1

1.0 Points

Question 42 of 50

Which personality theory is considered as the foundation of positive psychology?

- ☒ A. Behaviourism
- ☐ B. Cognitive theory
- ☐ C. Psychodynamic theory
- ☐ D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

1.0 Points

Question 43 of 50

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

**Part 13 of 14 - Chapter 20 Theory 4.0 Points**

1.0 Points

Question 44 of 50

\_\_\_\_\_ is characterised by alternating manic episodes (excitement and activity) and depression.

- A. Postpartum depression
- B. Major depressive disorder
- C. Dysthymic depressive disorder
- ✓ D. Bipolar affective disorder

Answer Key: D

Feedback: Well done. Bipolar affective disorder or manic depressive psychosis is characterised by alternating manic episodes (excitement and activity) and depression. See prescribed book section 20.5.5

1.0 Points

Question 45 of 50

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. anorexia nervosa
- C. binge eating
- ✓ D. obesity

Answer Key: D

Feedback: Obesity (or overweight) 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. See section 20.5.9 of the prescribed book.

1.0 Points

Question 46 of 50

Which of the following is mostly associated with the anti-social personality?

- A. Feeling offended when others do not immediately respond to one's needs.
- B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.
- C. Low confidence, thus relying on others to make decisions.

✓ D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

1.0 Points

Question 47 of 50

Stress can be positively related to physical illness because it decreases the ability of the \_\_\_\_\_ system.

A. lymphatic

B. melatonin

C. limbic

✓ D. immune

Answer Key: D

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

1.0 Points

Question 48 of 50

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

1.0 Points

Question 49 of 50

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

✓ D. schizophrenic

Answer Key: D

1.0 Points

Question 50 of 50

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

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**Part 1 of 14 - Chapter 13 Theory** 4.0 Points

1.0 Points

**Question 1 of 50**

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

1.0 Points

### Question 2 of 50

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics

 D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

1.0 Points

### Question 3 of 50

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: Yes! 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.

1.0 Points

**Question 4 of 50**

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

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

1.0 Points

**Question 5 of 50**

The cognitive and social-cognitive theories are related to the \_\_\_\_\_ perspective in the sense that people develop a mental construct of themselves within a specific cultural environment.

- A. Western
- B. biological
- C. humanistic
- ✓ D. African

Answer Key: D

Feedback: Well done! In cognitive and social-cognitive theories, self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. In African theory, African cultures often use stories and metaphors through which behaviour is also transferred across generations. See sections 13.3.5 and 13.3.9

1.0 Points

### Question 6 of 50

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

1.0 Points

### Question 7 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; social-cognitive
-  C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

1.0 Points

### Question 8 of 50

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.

- ✓ 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

### Part 3 of 14 - Chapter 14 Theory 4.0 Points

1.0 Points

#### Question 9 of 50

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

1.0 Points

#### Question 10 of 50

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 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 ego is modified by the \_\_\_\_\_ principle.

- A. adjustment
- B. pleasure
- C. reality
-  D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

1.0 Points

**Question 13 of 50**

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

- ✓ A. an integrator
- B. a motivator
- C. the conscience
- D. a differentiator

Answer Key: A

Feedback: Section 14.8

1.0 Points

**Question 14 of 50**

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

- A. Autonomy vs doubt
- B. Initiative vs guilt
- C. Identity vs inferiority
- ✓ D. Identity vs role confusion

Answer Key: D

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

1.0 Points

**Question 15 of 50**

In your work group you have noticed two colleagues, a male and female, who often lose concentration, because they are continuously flirting and trying to be the centre of attention. In terms of Freud's psychosexual development theory their behaviour belongs to the \_\_\_\_\_ phase.

- A. genital
- B. oral dependent

C. latent

✓ D. phallic

Answer Key: D

Feedback: Good! The phallic stage is identified by flirting and trying to win others over and attention seeking. See section 14.7

**Part 5 of 14 - Chapter 16 Theory** 4.0 Points

1.0 Points

**Question 16 of 50**

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

1.0 Points

**Question 17 of 50**

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

1.0 Points

**Question 18 of 50**

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- ✓ D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

1.0 Points

**Question 19 of 50**

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- ✓ C. personal disposition
- D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points

**Question 20 of 50**

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

Answer Key: A

Feedback: Sections 16.6.1 & 16.6.6

1.0 Points

**Question 21 of 50**

Trait approaches explain healthy psychological adjustment according to \_\_\_\_\_.

- A. the influences of dysfunctional 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

1.0 Points

**Question 22 of 50**

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- ✓ B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

1.0 Points

**Question 23 of 50**

Humanists see personality as \_\_\_\_\_.

A. Gestalt



B. stimuli

C. traits

D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

1.0 Points

**Question 24 of 50**

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

A. behaviourism

✓ B. humanistic

C. cognitive

D. trait

Answer Key: B

1.0 Points

**Question 25 of 50**

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:

1.0 Points

**Question 26 of 50**

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: Yes! Focus on primary or deficiency needs is not related to self-actualisation. See prescribed book section 17.6.2

**Part 8 of 14 - Chapter 17 Application** 3.0 Points

1.0 Points

**Question 27 of 50**

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

1.0 Points

**Question 28 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

1.0 Points

**Question 29 of 50**

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

- A. irrational
- 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

**Question 30 of 50**

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.

1.0 Points

**Question 31 of 50**

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

1.0 Points

**Question 32 of 50**

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

1.0 Points

**Question 33 of 50**

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.

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

**Question 34 of 50**

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

1.0 Points

**Question 35 of 50**

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

1.0 Points

**Question 36 of 50**

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

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

Answer Key: C

Feedback: Section 18.8.3

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

1.0 Points

**Question 37 of 50**

An individual is experiencing positive human functioning. He has decided to accept whatever comes his

way and will responsibility for it, which is known as \_\_\_\_\_. .

- A. an external locus of control
- B. learned helplessness
- ✓ C. self-control
- D. hedonism

Answer Key: C

Feedback: Well done! The social- cognitive learning theorists and the cognitive theorists, stress self-regulation as a mechanism through which people can have more control over their influencing environment and their own behaviours. The concepts of locus of control, self-efficacy, and learned resourcefulness have become part of the positive-psychological emphasis on resources that people can use to have more self-control. See section 19.4.3.2 in your prescribed book

1.0 Points

**Question 38 of 50**

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

1.0 Points

**Question 39 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. heudonism
- B. health
- C. salutogenesis
- ✓ D. well-being



Answer Key: D

Feedback: Section 19.3

1.0 Points

**Question 40 of 50**

\_\_\_\_\_ is defined as a state consisting of psychological growth, integrity, well-being, vitality and self-congruence.

A. Relatedness

B. Competence

 C. Autonomy

D. Eudaimonia

Answer Key: D

Feedback: Incorrect. Eudaimonia is a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See prescribed book section 19.3.1

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

**Question 41 of 50**

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

1.0 Points

**Question 42 of 50**

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

1.0 Points

**Question 43 of 50**

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. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

1.0 Points

**Question 44 of 50**

The DSM classifies post-traumatic stress disorder (PTSD) as \_\_\_\_\_ disorder.

A. a psycho-physiological

✓ B. an anxiety

C. a personality

D. a stress

Answer Key: B

Feedback: Well done! 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.

1.0 Points

**Question 45 of 50**

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

1.0 Points

**Question 46 of 50**

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: Well done; the dependent personality forms part of this group. See section 20.5.3 of the

prescribed book.

1.0 Points

**Question 47 of 50**

Based on the person-environment-fit approaches, if there is \_\_\_\_\_ between employees' work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur.

- ☒ A. a balance
- ☐ B. inequality
- ☐ C. correspondence
- ☐ D. maladjustment

Answer Key: C

Feedback: That is not correct. The person-environment-fit approaches assert that if there is correspondence between employees' work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur. This implies that employees and the work environment both contribute to the quantity and quality of work activities. See section 20.3.3 of your prescribed book.

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

1.0 Points

**Question 48 of 50**

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

1.0 Points

**Question 49 of 50**

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- ☒ A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- ☐ B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- ☐ C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- ☐ D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

1.0 Points

**Question 50 of 50**

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

## 4 Assignment 4 64190

[Return to Assignment 4 Log](#)

### Part 1 of 14 - Chapter 13 Theory 4.0 Points

1.0 Points

#### Question 1 of 50

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

A. humanistic

 B. trait

C. behaviouristic

D. psychodynamic

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

1.0 Points

#### Question 2 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

A. T-data

 B. L-data

C. P-data

D. O-data

Answer Key: B

Feedback: Well done! L-data or life data is information from a person's personal history. See section 13.7

1.0 Points

**Question 3 of 50**

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

1.0 Points

**Question 4 of 50**

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- ✗ D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

**Part 2 of 14 - Chapter 13 Application** 4.0 Points

1.0 Points

### Question 5 of 50

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

Answer Key: A

Feedback: Well done! When we consider an inherited condition, we are looking at genetics and more specifically, the biological approach to personality. See section 13.3.6

1.0 Points

### Question 6 of 50

The fact that personality study uses or combines a broad base of psychological knowledge and concepts, as well as being utilised in many contexts and applications, can be referred to as a/an \_\_\_\_\_ function.

- A. determinant
- ✗ B. criterion
- C. integrator
- D. indigenous

Answer Key: C

Feedback: Personality study is an integrative discipline in the study of human behaviour, although not all psychological topics are covered in the study of personality. The variation in personality theory and in constructs may be necessary to reflect the richness of human individuality and cultural diversity in this world. See section 13.8

1.0 Points

### Question 7 of 50

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

1.0 Points

### Question 8 of 50

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

## Part 3 of 14 - Chapter 14 Theory 4.0 Points

1.0 Points

### Question 9 of 50

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

1.0 Points

**Question 10 of 50**

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

A. inferiority

B. latency

C. fixation

✓ D. individuation

Answer Key: D

Feedback: Section 14.7

1.0 Points

**Question 11 of 50**

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

1.0 Points  
**Question 12 of 50**

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
- ✓ D. unconscious

Answer Key: D

Feedback: Section 14.3

**Part 4 of 14 - Chapter 14 Application** 3.0 Points

1.0 Points  
**Question 13 of 50**

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.

- A. to use overcompensation to be energised and achieve team goals
- B. to accept their own anxieties and stop blaming others
- 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: Here we will probably have to consider defense mechanisms, as people use these to make reality less threatening. If they rather accept their own faults and work together to stop blame-shifting, the team will be more effective. The other options do not relate to psychoanalysis. See section 14.6

1.0 Points

### Question 14 of 50

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- A. Reaction-formation
- ✓ B. Rationalisation
- C. Projection
- D. Intellectualisation

Answer Key: B

Feedback: Yes! Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

1.0 Points

### Question 15 of 50

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: 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

1.0 Points

**Question 16 of 50**

In trait psychology, the term temperament refers to \_\_\_\_\_.

- ☒ A. an emotional or mood expression
- ☐ B. an approach to describe personality factors
- ☐ C. the predominance of certain types behaviour over other types
- ☐ D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

1.0 Points

**Question 17 of 50**

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- ☐ A. Values
- ☐ B. Anger
- ☒ C. Competence
- ☐ D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

1.0 Points

**Question 18 of 50**

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

1.0 Points

**Question 19 of 50**

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)

**Part 6 of 14 - Chapter 16 Application** 3.0 Points

1.0 Points

**Question 20 of 50**

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

1.0 Points

**Question 21 of 50**

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

1.0 Points

**Question 22 of 50**

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. inherited; crystallised intelligence

Answer Key: B

Feedback: Section 16.8

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

1.0 Points

**Question 23 of 50**

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 experiences

D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

**Question 24 of 50** 1.0 Points

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

A. Psychodynamic

✓ B. Humanistic

C. Cognitive

D. Trait

Answer Key: B

Feedback: Section 17.2

**Question 25 of 50** 1.0 Points

Maslow and Rogers agreed that people strive for growth towards \_\_\_\_\_.

A. self-efficacy

B. will to meaning

C. belonging

D. self-actualisation

✓

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2



1.0 Points

**Question 26 of 50**

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 \_\_\_\_\_.

- ✓ A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

**Part 8 of 14 - Chapter 17 Application** 3.0 Points

1.0 Points

**Question 27 of 50**

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

1.0 Points

**Question 28 of 50**

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.

1.0 Points

**Question 29 of 50**

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**

1.0 Points

**Question 30 of 50**

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.

1.0 Points

**Question 31 of 50**

A suspended construct is similar to \_\_\_\_\_, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant.

A. identification

B. reaction formation

C. submersion

 D. repression

Answer Key: D

Feedback: Good! A suspended construct excludes particular elements from awareness because particular constructs that would lead to the recall of particular experiences have not been devised. A suspended construct is similar to repression, but the difference is that one remembers what is structured and forgets what is unstructured, rather than remembering what is pleasant and forgetting what is unpleasant. See section 18.4.3.3 in your prescribed book.

1.0 Points

**Question 32 of 50**

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called \_\_\_\_\_.

 A. a propositional construct

B. a constellatory construct

C. encoding strategies

D. a pre-emptive construct

Answer Key: A

1.0 Points

**Question 33 of 50**

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

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

Answer Key: A

Feedback: Well done. 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.

**Part 10 of 14 - Chapter 18 Application** 3.0 Points

1.0 Points

**Question 34 of 50**

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

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

Answer Key: B

Feedback: Section 18.7

1.0 Points

**Question 35 of 50**

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

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

Answer Key: C

Feedback: Section 18.8.3

1.0 Points

**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**

The \_\_\_\_ proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience "eudaimonia."

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
-  D. Wheel of Wellness

Answer Key: A

Feedback: Incorrect. Richard Ryan and Edward Deci (2001) developed the Self-determination Model, which proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual’s life for him / her to experience “eudaimonia”, a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See section 19.3.1 of your prescribed book.

1.0 Points

**Question 38 of 50**

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

1.0 Points

**Question 39 of 50**

\_\_\_\_\_ is defined as a state consisting of psychological growth, integrity, well-being, vitality and self-congruence.

- A. Relatedness
- B. Competence
-  C. Autonomy
- D. Eudaimonia

Answer Key: D

Feedback: Incorrect. Eudaimonia is a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See prescribed book section 19.3.1

1.0 Points

**Question 40 of 50**

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

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

Answer Key: C

Feedback: Section 19.3.3

**Part 12 of 14 - Chapter 19 Application** 3.0 Points

1.0 Points

**Question 41 of 50**

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
- ✓ 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

1.0 Points

**Question 42 of 50**

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. Learned resourcefulness
- ☐ B. Personal hardiness
- ☐ C. Potency
- ☐ D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

1.0 Points

**Question 43 of 50**

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
- ☐ D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

1.0 Points

**Question 44 of 50**

Personality disorders characterised by anxious and fearful behaviour include \_\_\_\_\_.



- ✓ A. the obsessive-compulsive personality
- B. the borderline personality
- C. the schizotypal 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.

1.0 Points

**Question 45 of 50**

Personality disorders characterised by odd or eccentric behaviour include \_\_\_\_\_.

- ✓ A. the paranoid personality
- B. the narcissistic personality
- C. the antisocial personality, sociopathy or psychopath
- D. the histrionic personality

Answer Key: A

Feedback: Good work. The paranoid personality is included in this group and is very egotistical, manifests feelings of hypersensitivity, is very sensitive to criticism, and is suspicious and jealous. See section 20.5.3 of the prescribed book.

1.0 Points

**Question 46 of 50**

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- ✗ A. General Adaptation Syndrome
- B. Diagnostic Statistical Model
- C. Conservation of Resources Model
- D. Diathesis Stress Model

Answer Key: C

1.0 Points

**Question 47 of 50**

Based on the hassles and uplifts approach, one of the top ten uplifts includes \_\_\_\_\_.

- A. physical appearance
- B. home maintenance
- C. health of a family member
- ✓ D. meeting own responsibilities

Answer Key: D

Feedback: Good work! Meeting own responsibilities is seen as a frequent uplift. See Table 20.1 in section 20.3.4

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

1.0 Points

**Question 48 of 50**

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.

- A. existential
- ✗ B. stress
- C. behaviourist
- D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

1.0 Points

**Question 49 of 50**

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

1.0 Points

### Question 50 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. overcommitment; undercommitment
- B. an A-type personality; undercommitment
- C. undercommitment; a B type personality
- ✓ 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.

### Part 1 of 14 - Chapter 13 Theory 4.0 Points

1.0 Points

### Question 1 of 50

There is a complex relationship between personality and work related variables and this is influenced by many factors. The \_\_\_\_\_ variables are traits that are unique to the individual, or more general traits that will be predictable in most situations.

- ✓ ☒ A. personal moderator
- ☐ B. situational moderator
- ☐ C. dependent
- ☐ D. independent

Answer Key: A

Feedback: Yes! The personal moderator variables are traits that are unique to the individual, or more general traits that will be predictable in most situations. See section 13.7

Question 2 of 50 <sup>1.0 Points</sup>

The behaviouristic or learning 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: 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 3 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- ☐ A. comprehensiveness
- ☐ B. parsimony
- ☒ 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

## Part 2 of 14 - Chapter 13 Application 4.0 Points

### Question 5 of 50 <sup>1.0 Points</sup>

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- ☒ A. psychodynamic
- ☐ B. behaviourist
- ☐ C. humanistic
- ☐ D. trait

Answer Key: C

Feedback: The description relates to humanism. See section 13.3.3

### Question 6 of 50 <sup>1.0 Points</sup>

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 7 of 50 <sup>1.0 Points</sup>

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.
- ☐ 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: 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 8 of 50** <sup>1.0 Points</sup>

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

**Part 3 of 14 - Chapter 14 Theory** <sup>4.0 Points</sup>

**Question 9 of 50** <sup>1.0 Points</sup>

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

**Question 10 of 50** <sup>1.0 Points</sup>

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

**Question 11 of 50** <sup>1.0 Points</sup>

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

☒ A. ego; reality

☐ B. id; morality

☐ C. ego; pleasure

☐ D. id; reality

Answer Key: B

#### Question 12 of 50<sup>1.0 Points</sup>

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: 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).

#### Part 4 of 14 - Chapter 14 Application 3.0 Points

#### Question 13 of 50<sup>1.0 Points</sup>

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: 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 14 of 50<sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

The superego has two sub-systems: a consciousness that punishes behaviour and the \_\_\_\_\_ that rewards it.

- ☐ A. id
- ☐ B. ego
- ☐ C. pleasure principle
- ☐ D. biological drive

Answer Key: B

Feedback: The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. 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** <sup>4.0 Points</sup>

**Question 16 of 50** <sup>1.0 Points</sup>

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
- ☐ C. Initiator
- ☐ D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

**Question 17 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- ☐ A. Interactionism



- ☐ B. Trait consistency
- ☐ C. Situationism
- ☐ D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

**Question 18 of 50** <sup>1.0 Points</sup>

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

**Question 19 of 50** <sup>1.0 Points</sup>

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

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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,

**Question 21 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

**Question 22 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

**Part 7 of 14 - Chapter 17 Theory** 4.0 Points

**Question 23 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 24 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 26 of 50** <sup>1.0 Points</sup>

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- ☐ A. James
- ☐ B. Rogers
- ☐ C. Kelly
- ☐ D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

**Question 27 of 50** <sup>1.0 Points</sup>

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

**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50** <sup>1.0 Points</sup>

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

**Part 9 of 14 - Chapter 18 Theory** <sup>4.0 Points</sup>

**Question 30 of 50** <sup>1.0 Points</sup>

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 31 of 50** <sup>1.0 Points</sup>

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 32 of 50** <sup>1.0 Points</sup>

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

**Question 33 of 50** <sup>1.0 Points</sup>

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

**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.

- ☐ 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

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 36 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: No - sorry. 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

**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 "purpose in life" 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: B

Feedback: Section 19.3.1

**Question 38 of 50** 1.0 Points

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

- ☐ A. heudonism
- ☐ B. health
- ☐ C. salutogenesis
- ☐ D. well-being

Answer Key: D

Feedback: Section 19.3

**Question 39 of 50** 1.0 Points

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

- ☐ A. salutogenic
- ☐ B. fortigenic
- ☐ C. positive
- ☐ D. pathogenic

Answer Key: D

Feedback: Nope! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

**Question 40 of 50** 1.0 Points

Which of the following descriptions refer to relational resources?

- ☐ A. Physical fitness
- ☐ B. Financial resources
- ☐ C. Relationships with others
- ☐ D. Knowledge and skills

Answer Key: C

Feedback: Nope. Interpersonal or relational resources refer to things such as social support and relationships with colleagues. See section 19.4.1 of your prescribed book.

**Part 12 of 14 - Chapter 19 Application 3.0 Points**

**Question 41 of 50** <sup>1.0 Points</sup>

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

Answer Key: A

Feedback: Section 19.4.1

**Question 42 of 50** <sup>1.0 Points</sup>

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
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☐ D. eudaimonic happiness

Answer Key: C

**Question 43 of 50** <sup>1.0 Points</sup>

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

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

**Question 44 of 50** 1.0 Points

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

**Question 45 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 46 of 50** 1.0 Points

\_\_\_\_\_ disorders, are characterised by problems with controlling temptations, impulses and needs, which then may result in harm to themselves or other people, for example in cases of pathological gambling, kleptomania, setting fires and violent rages using verbal and physical aggression.

- ☐ A. Mood
- ☐ B. Substance-abuse
- ☐ C. Impulse-control
- ☐ D. Anxiety

Answer Key: C

Feedback: This description relates to Impulse-control disorders, including the explosive personality disorder, which are characterised by problems with controlling temptations, impulses and needs, which then may result in harm to themselves or other people, for example in cases of pathological gambling, kleptomania, setting fires and violent rages using verbal and physical aggression. See section 20.5.3 in your prescribed book.

**Question 47 of 50** <sup>1.0 Points</sup>

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

Answer Key: B

Feedback: Nope, dissociative fugue is described as travel to new locations, uncontrolled memory loss of information and identity. See section 20.5.6 of your prescribed book.

**Part 14 of 14 - Chapter 20 Application** <sup>3.0 Points</sup>

**Question 48 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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: Nope, sorry! The correct option is C, as the other options have limited scope. 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

#### Part 1 of 14 - Chapter 13 Theory 4.0 Points

##### Question 1 of 50 <sup>1.0 Points</sup>

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: 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 2 of 50 <sup>1.0 Points</sup>

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: 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<sup>1.0 Points</sup>

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- ☒ A. psychodynamic
- ☐ B. behaviouristic
- ☐ C. humanistic
- ☐ D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50<sup>1.0 Points</sup>

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

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50<sup>1.0 Points</sup>

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: 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 6 of 50<sup>1.0 Points</sup>

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
- ☐ C. biological and evolutionary
- ☐ D. psychosocial

Answer Key: C

Feedback: 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 7 of 50 <sup>1.0 Points</sup>

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: 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 section 13.3.4

#### Question 8 of 50 <sup>1.0 Points</sup>

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: 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

### Part 3 of 14 - Chapter 14 Theory 4.0 Points

#### Question 9 of 50 <sup>1.0 Points</sup>

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
- ☐ D. evaluative agent

Answer Key: A

Feedback: Section 14.5

**Question 10 of 50** <sup>1.0 Points</sup>

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- ☒ A. unknown to the self and others
- ☐ B. unknown to the self and others
- ☐ C. known to the self and others
- ☐ D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

**Question 11 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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

**Part 4 of 14 - Chapter 14 Application 3.0 Points**

**Question 13 of 50** <sup>1.0 Points</sup>

How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

- ☐ A. believes in the unconscious
- ☐ B. focuses on past experiences
- ☐ C. believes that the ego functions mostly at the unconscious level
- ☒ D. added the dimension of the collective unconscious

Answer Key: D

Feedback: Good work! Although Jung agreed with Freud's notion of the unconscious, he added the dimension of the collective unconscious. He distinguished between a personal unconscious, which is a blend between Freud's unconscious and preconscious, and the collective unconscious, which refers to culturally inherited predispositions and experiences. See section 14.4

**Question 14 of 50** <sup>1.0 Points</sup>

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

**Question 15 of 50** <sup>1.0 Points</sup>

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
- ☐ D. The shadow

Answer Key: D

Feedback: 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

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.

**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

**Question 18 of 50** 1.0 Points

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- ☐ A. Interactionism
- ☐ B. Trait consistency
- ☐ C. Situationism





D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

**Question 19 of 50** <sup>1.0 Points</sup>

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.



A. Values



B. Anger



C. Competence



D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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,

**Question 21 of 50** <sup>1.0 Points</sup>

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 \_\_\_\_\_.



A. Eysenck's Three-Factor Model



B. the MBTI



C. the Five-Factor Model



D. the 16PF

Answer Key: D

Feedback: Well done! 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 22 of 50** <sup>1.0 Points</sup>

Select the statement from the four options which is an important assumption in trait theory. According to trait psychology \_\_\_\_\_.

- ☐ 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

**Part 7 of 14 - Chapter 17 Theory** <sup>4.0 Points</sup>

**Question 23 of 50** <sup>1.0 Points</sup>

Humanists see personality as \_\_\_\_\_.

- ☒ A. Gestalt
- ☐ B. stimuli
- ☐ C. traits
- ☐ D. responses

Answer Key: A

Feedback: Chapter 17, textbook, section 17.3.3

**Question 24 of 50** <sup>1.0 Points</sup>

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 25 of 50<sup>1.0 Points</sup>

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 26 of 50<sup>1.0 Points</sup>

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

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50<sup>1.0 Points</sup>

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- ☐ A. behaviourism
- ☒ B. the cognitive perspective
- ☐ C. Gestalt psychology
- ☐ D. psychoanalysis

Answer Key: C

Question 28 of 50<sup>1.0 Points</sup>

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 29 of 50 <sup>1.0 Points</sup>

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

Part 9 of 14 - Chapter 18 Theory <sup>4.0 Points</sup>

Question 30 of 50 <sup>1.0 Points</sup>

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 31 of 50 <sup>1.0 Points</sup>

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: 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.

**Question 32 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: C

Feedback: Section 18.4.3.2

**Question 33 of 50** <sup>1.0 Points</sup>

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
- ☐ D. construction competencies

Answer Key: D

Feedback: 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.

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>

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

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

Answer Key: B

**Question 35 of 50** <sup>1.0 Points</sup>

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: Incorrect. 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** <sup>1.0 Points</sup>

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- ☐ A. the upwards shift of decision-making in the hierarchy
- ☐ B. low levels of challenge for all role players in the programme
- ☐ C. that all employees "buy into" the system and participate in decision-making
- ☐ D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

**Part 11 of 14 - Chapter 19 Theory** <sup>4.0 Points</sup>

**Question 37 of 50** <sup>1.0 Points</sup>

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 38 of 50<sup>1.0 Points</sup>

\_\_\_\_\_ 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

Question 39 of 50<sup>1.0 Points</sup>

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

- ☐ A. salutogenic
- ☐ B. fortigenic
- ☐ C. positive
- ☐ D. pathogenic

Answer Key: D

Feedback: Nope! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

Question 40 of 50<sup>1.0 Points</sup>

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<sup>1.0 Points</sup>

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
- ☐ B. the good life
- ☐ C. Eudaimonic happiness
- ☐ D. hope and optimism

Answer Key: C

Feedback: Section 19.5

#### Question 42 of 50 <sup>1.0 Points</sup>

Working from an Aristotelian frame of reference on positive human virtues what would you say do people in South Africa have in mind when they complain about and oppose institutions and people who fail to deliver service and participate in dishonest actions?

- ☐ A. The development of better citizenship on group and organisational levels.
- ☐ B. The relevant people's own moral character and being involved in immoral activities.
- ☐ C. Emphasising the virtues of people in the past which must direct current actions.
- ☐ D. Trying to instill hope for the future if certain character virtues can be developed.

Answer Key: B

Feedback: Section 19.4.3.3

#### Question 43 of 50 <sup>1.0 Points</sup>

An older woman, who was trained as a community developer, dedicated her life to caring for those who were poverty-stricken in a South African township. In contrast, a young man, who has just had his first successful music album released, is interested in attending several parties in Johannesburg and in being noticed in the company of established celebrities.

Based on the scenario and considering happiness as explained in positive psychology, the old woman is experiencing \_\_\_\_\_ and the young man is experiencing \_\_\_\_\_.

- ☐ A. hedonism; eudaimonia
- ☐ B. short term satisfaction; long term satisfaction
- ☐ C. eudaimonia; hedonism
- ☐ D. no satisfaction; eudaimonia

Answer Key: C

Feedback: The older woman, a community developer, attained eudaimonia as her satisfaction was derived from internal sources, by being optimally engaged in a higher cause and by developing close relationships with marginalised people. She did not work for external gains or recognition, but attained satisfaction intrinsically.

Hedonistic pleasure, or the pleasurable life refers to experiencing pleasure and avoiding pain

The musician derives short-term satisfaction from artificial interaction, not involvement, with others. In this case, the source of satisfaction is external.

The happiness experienced by the older woman will be lasting, while that experienced by the musician will only last for a short period. See section 19.5.1



Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50<sup>1.0 Points</sup>

One of the main cognitive disorders, namely mnesic disorders relate 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: C

Feedback: Incorrect, mnesic disorders relate to 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. See prescribed book section 20.5.8

Question 45 of 50<sup>1.0 Points</sup>

The aspect of subjective well-being that positive psychologists refer to as emotional well-being, includes \_\_\_\_\_.

- ☐ A. interpersonal relationships and social support
- ☐ B. self-acceptance and social support
- ☐ C. happiness and life satisfaction
- ☐ D. self-acceptance and personal growth

Answer Key: C

Feedback: Incorrect. A person's emotional well-being includes happiness and life satisfaction. See prescribed book section 20.2

Question 46 of 50<sup>1.0 Points</sup>

The \_\_\_\_\_ personality has mixed symptoms, including an unstable emotional life, impulsiveness and poor self-image with regard to various aspects of self-identity, a strong need for affection and maintains disturbed relationships.

- ☐ A. histrionic
- ☐ B. borderline
- ☐ C. dependent
- ☐ D. avoidant

Answer Key: B

Feedback: This statement describes the borderline personality. See section 20.5.3 of the prescribed book.

Question 47 of 50<sup>1.0 Points</sup>

Which stage in Weiss and Mirin's suggested stages of alcohol dependence, does this description refer to? During the experimentation stage substances are used occasionally. Users feel euphoric and elated, but still in control.

- ☐ A. Stage 1
- ☐ B. Stage 2
- ☐ C. Stage 3
- ☐ D. Stage 4

Answer Key: A

Feedback: The description refers to stage 1, see prescribed book section 20.5.4, Figure 20.5

**Part 14 of 14 - Chapter 20 Application** 3.0 Points

**Question 48 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
- ☐ B. psychotic disorder
- ☐ C. anxiety
- ☐ D. epilepsy

Answer Key: B

Feedback: Psychotic disorder (p. 456 Section 20.6)

**Question 49 of 50** 1.0 Points

Read the following passage and choose the correct combination from the options below. Sashi is well loved by all her colleagues and she tends to work in a calm, relaxed manner. Andrea, however, is seen as hostile and aggressive at times when she is rushing to complete her tasks, with a general lack of caring for others. Sashi probably has a Type \_\_\_\_\_ personality, whereas Andrea probably has a Type \_\_\_\_\_ personality.

- ☐ A. A; C
- ☐ B. C; A
- ☐ C. A; B
- ☐ D. B; A

Answer Key: D

**Question 50 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

**Part 1 of 14 - Chapter 13 Theory 4.0 Points**

**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

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- ☒ A. behaviourist
- ☐ B. psychodynamic
- ☐ C. cognitive
- ☐ D. humanistic

Answer Key: D

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. See section 13.3.3

**Question 3 of 50** 1.0 Points

In terms of environmental influences, the \_\_\_\_\_ group to which a person belongs at a certain time in life provides the historical and immediate mega-environment which creates a legacy of socio-economic status and other roles and identities that might be difficult to change later in life.

- ☐ A. political
- ☒ B. social
- ☐ C. cultural
- ☐ D. family

Answer Key: C

Feedback: Cultural membership provides the historical and immediate mega-environment that prescribes certain behaviours or opportunities. Culture will determine how people think and feel, and what they do. The group to which a person belongs may create a legacy of socioeconomic status and roles that relate to entrenched ways of behaving. See section 13.5.2

**Question 4 of 50** 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
- ☐ D. humanistic

Answer Key: D

Feedback: In the humanistic 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.

**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

**Chapter 13 Case study**

Mike is a 48-year-old process controller at a quarry who came to see you, an industrial psychologist, about his work and life problems. According to Mike, he has lost all motivation to work. He feels that he has not achieved any of the ideals he had as a young man, and that he is now running out of time. Mike feels that life is simply not worthwhile anymore. He recently got into trouble after an argument with a customer and for staying away from work for two days without any excuse. Mike's manager has referred him to you. The manager believes that Mike is going through a midlife crisis, and needs some professional guidance to sort himself out.

Mike explains to you that he grew up on a farm. Although he still visits his family, he feels that he does not have much to say to them. He describes his relationship with his father as cordial, but says that he cannot forget all the undeserved hidings he received as a child. His dad especially hated the fact that Mike enjoyed drawing and painting. He called it "girly stuff". Mike also complains that his parents did not encourage him at all, that he passed matric with

great difficulty, and then went to work at the quarry, where he is today. He sees himself as intelligent and creative, and feels that he could have done much more with his life than just being in a quarry. Mike is married with two children. He feels his children, who are teenagers, do not need him anymore, and that his wife is so involved with her own job that she does not see his pain. He has a few good friends who he calls his "beer pals", although he complains that they are not stimulating company. Most of them are doing routine jobs, and do not expect anything more from life.

Which explanation describes Mike's feelings and behaviours from the psychoanalytic paradigm?

- ☐ A. Mike does not experience meaning in life.
- ☐ B. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.
- ☐ C. Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority.
- ☒ D. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

Answer Key: C

Feedback: Oops, that is not correct! the psychoanalytic paradigm would focus on conflict, specifically the underlying issues which developed due to conflict which was unresolved. You need to look at key words in each description and study the paradigms to see which key words are usually mentioned in each.

#### Question 7 of 50 <sup>1.0 Points</sup>

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- ☒ A. social affiliations outside the family
- ☐ B. cultural membership
- ☐ C. corresponding personality traits
- ☐ D. learned competitiveness

Answer Key: A

Feedback: Well done! Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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 8 of 50 <sup>1.0 Points</sup>

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

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 10 of 50** 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- ☒ A. the ego being subservient to the reality principle
- ☐ B. the id being subservient to the pleasure function
- ☐ C. the influence of id impulses
- ☐ D. the influence of life and death instincts

Answer Key: A

**Question 11 of 50** 1.0 Points

In psychodynamic theory and in particular, object relations theory, Klein focused on the development of the \_\_\_\_\_, and Freud focused on the development of the \_\_\_\_\_.

- ☒ A. dyad; triad
- ☐ B. triad; dyad
- ☐ C. mother, father and infant; infant and significant other
- ☐ D. mother, father and infant; significant other, mother and father

Answer Key: A

Feedback: Section 14.4

**Question 12 of 50** <sup>1.0 Points</sup>

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- ☐ A. regression
- ☐ B. fixation
- ☐ C. projection
- ☒ D. transference

Answer Key: D

Feedback: Section 14.8.2

**Part 4 of 14 - Chapter 14 Application** <sup>3.0 Points</sup>

**Question 13 of 50** <sup>1.0 Points</sup>

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 a 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** <sup>1.0 Points</sup>

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashely probably has a/an \_\_\_\_\_ fixation.

- ☒ A. oral
- ☐ B. latent
- ☐ C. genital
- ☐ D. phallic

Answer Key: D

Feedback: Ashley, the phallic female presents as flirtatious, seductive and naïve. See section 14.7, Table 14.5

Question 15 of 50 <sup>1.0 Points</sup>

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

Part 5 of 14 - Chapter 16 Theory <sup>4.0 Points</sup>

Question 16 of 50 <sup>1.0 Points</sup>

The \_\_\_\_\_ personality model is considered the most integrative.

- ☐ A. 16PF
- ☐ B. Eysenck
- ☐ C. Five-Factor
- ☒ D. MBTI

Answer Key: C

Question 17 of 50 <sup>1.0 Points</sup>

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- ☒ A. Interactionism
- ☐ B. Trait consistency
- ☐ C. Situationism
- ☐ D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Question 18 of 50 <sup>1.0 Points</sup>

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 19 of 50** <sup>1.0 Points</sup>

Cattell's personality theory consists of \_\_\_\_\_ factors.

- ☐ A. three
- ☒ B. sixteen
- ☐ C. five
- ☐ D. thirteen

Answer Key: B

**Part 6 of 14 - Chapter 16 Application** <sup>3.0 Points</sup>

**Question 20 of 50** <sup>1.0 Points</sup>

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

**Question 21 of 50** <sup>1.0 Points</sup>

A personality style or personality 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

Question 22 of 50<sup>1.0 Points</sup>

In your work group you have observed a specific person who is eager to perform, but struggles with social interactions. He quite often has strong emotional reactions and is sometimes difficult to work with because of his over-emphasis on detail. From a trait perspective using the FFM of personality this employee most probably manifests symptoms of a \_\_\_\_\_ personality disorder.

- ☐ A. narcissistic
- ☐ B. optimal
- ☐ C. neurotic
- ☒ D. compulsive

Answer Key: D

Feedback: Ch 16, sect 16.9, p 368

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50<sup>1.0 Points</sup>

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

Question 24 of 50<sup>1.0 Points</sup>

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.

Question 25 of 50<sup>1.0 Points</sup>

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
- ☒ D. behaviours and skills used to control events and behaviours

Answer Key: D

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

**Question 26 of 50** <sup>1.0 Points</sup>

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 experiences
- ☐ D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

**Part 8 of 14 - Chapter 17 Application** <sup>3.0 Points</sup>

**Question 27 of 50** <sup>1.0 Points</sup>

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

Answer Key: D

Feedback: Section 17.6.1

**Question 28 of 50** <sup>1.0 Points</sup>

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 29 of 50 <sup>1.0 Points</sup>

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50 <sup>1.0 Points</sup>

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 31 of 50 <sup>1.0 Points</sup>

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

- ✓ ☒ A. core constructs
- ☐ B. core roles

- ☐ C. submerged constructs
- ☐ D. conscious constructs

Answer Key: A

Feedback: Section 18.4.3

**Question 32 of 50** <sup>1.0 Points</sup>

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 33 of 50** <sup>1.0 Points</sup>

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

**Part 10 of 14 - Chapter 18 Application** <sup>3.0 Points</sup>

**Question 34 of 50** <sup>1.0 Points</sup>

"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 35 of 50<sup>1.0 Points</sup>

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 36 of 50<sup>1.0 Points</sup>

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

-  ☒ A. rigid
- ☐ B. permeable
- ☐ C. habitual
- ☐ D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50<sup>1.0 Points</sup>

Who is the the founder of salutogenesis?

- ☐ A. Seligman
- ☐ B. Strümpfer
-  ☒ C. Antonovsky
- ☐ D. Tellegen

Answer Key: C

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 38 of 50** 1.0 Points

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- ☐ A. the enduring confidence to cope
- ☐ B. positive, absorbed commitment
- ☒ C. protected use of strengths
- ☐ D. confidence in capacities to achieve, like self-efficacy

Answer Key: C

Feedback: Section 19.5.3

**Question 39 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 40 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
- ☒ C. Adler
- ☐ D. Seligman

Answer Key: C

Feedback: Section 19.3.3

Question 41 of 50 <sup>1.0 Points</sup>

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

Question 42 of 50 <sup>1.0 Points</sup>

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 <sup>1.0 Points</sup>

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. Learned resourcefulness
- ☐ B. Personal hardiness
- ☐ C. Potency
- ☐ D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Part 13 of 14 - Chapter 20 Theory <sup>4.0 Points</sup>

Question 44 of 50 <sup>1.0 Points</sup>

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.

**Question 45 of 50** <sup>1.0 Points</sup>

Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to \_\_\_\_\_ disorders.

- ☐ A. anxiety-based
- ☐ B. dissociative
- ✓ ☒ C. schizophrenic
- ☐ D. mood

Answer Key: C

Feedback: Chapter 20, textbook , section 20.5.7

**Question 46 of 50** <sup>1.0 Points</sup>

In terms of dissociative disorders, depersonalisation disorder 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

Answer Key: C

Feedback: No, depersonalisation disorder is described as derealisation, detachment from own identity and body. See section 20.5.6 of your prescribed book.

**Question 47 of 50** <sup>1.0 Points</sup>

In Weiss and Mirin's suggested stages of alcohol dependence, stage 2 is known as the \_\_\_\_\_ stage.

- ☐ A. experimentation
- ☐ B. intoxication
- ☐ C. routine-use
- ✗ ☒ D. dependence

Answer Key: C

Feedback: Stage 2 is known as the routine-use phase. See prescribed book section 20.5.4, Figure 20.5

**Part 14 of 14 - Chapter 20 Application 3.0 Points**

**Question 48 of 50** <sup>1.0 Points</sup>

“Workaholism” can be defined as \_\_\_\_\_.

- ☐ A. obsessive-compulsive behaviour
- ☐ B. stress-related work addiction
- ☐ C. a defense mechanism
- ☒ D. all of the above

Answer Key: D

**Question 49 of 50** <sup>1.0 Points</sup>

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** <sup>1.0 Points</sup>

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 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 2 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 3 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 psychoanalytic

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 4 of 50

1.0 Points

The concept of \_\_\_\_\_ illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance.

- A. self-regulation
- B. relational schemas
- C. cognitive schemas
- D. emotional intelligence

Answer Key: D

Feedback: The concept emotional intelligence illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance. See section 13.3.5

## Part 2 of 14 - Chapter 13 Application 4.0 Points

### Question 5 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 emphasizing the \_\_\_\_\_ domain of personality.

- A. developmental
- 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

Question 6 of 50

1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 7 of 50

1.0 Points

The fact that personality study uses or combines a broad base of psychological knowledge and concepts, as well as being utilised in many contexts and applications, can be referred to as a/an \_\_\_\_\_ function.

- A. determinant
- B. criterion
- C. integrator
- D. indigenous

Answer Key: C

Feedback: Well done! Personality study is an integrative discipline in the study of human behaviour, although not all psychological topics are covered in the study of personality. The variation in personality theory and in constructs may be necessary to reflect the richness of human individuality and cultural diversity in this world. See section 13.8

Question 8 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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 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

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
- D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Question 12 of 50

1.0 Points

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 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

Question 14 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: Well done! 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.

Question 15 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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- A. Values
- B. Anger
- C. Competence
- D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

Question 17 of 50

1.0 Points

Cattell's personality theory consists of \_\_\_\_\_ factors.

- A. three
- B. sixteen
- C. five
- D. thirteen

Answer Key: B

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
- C. Initiator
- D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Question 19 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

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

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

If you want to assess an individual's attributes with regard to career development, job and organisational choices according to trait psychology you should focus on measuring \_\_\_\_\_.

- A. self-identity
- B. the need for achievement
- C. ergs
- D. sentiments

Answer Key: D

Feedback: Section 16.8

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 24 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 25 of 50

1.0 Points

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

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

Answer Key: B

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
- 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

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

\_\_\_\_\_, 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

Question 29 of 50

1.0 Points

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- A. Self-identity

- B. Self-awareness
- C. High Self esteem
- D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

Lecky defined \_\_\_\_\_ as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others.

- A. identification
- B. resistance
- C. submersion
- D. suspension

Answer Key: A

Feedback: Incorrect. Lecky defined identification as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others. See section 18.4.3.3 of your prescribed book.

Question 31 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 32 of 50

1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

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

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

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme



- C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 36 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

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50

1.0 Points

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

Question 38 of 50

1.0 Points

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

- A. salutogenic
- B. fortigenic
- C. positive
- D. pathogenic

Answer Key: D

Feedback: Nope! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

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

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)

Part 12 of 14 - Chapter 19 Application 3.0 Points

Question 41 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
- C. Alder, through his idea of striving for superiority
- D. the behaviourist principle of environmental determination

Answer Key: C

Question 42 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 43 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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- A. General Adaptation Syndrome
- B. Diagnostic Statistical Model
- C. Conservation of Resources Model
- D. Diathesis Stress Model

Answer Key: C

Question 45 of 50

1.0 Points

Axis II of the DSM-diagnostic system relates to \_\_\_\_\_.

- A. personality disorders and mental retardation
- B. clinical disorders and related clinical conditions
- C. general medical or physical problems
- D. psychosocial and environmental problems

Answer Key: A

Question 46 of 50

1.0 Points

This aspect of subjective well-being that positive psychologists refer to as social well-being includes \_\_\_\_\_.

- A. interpersonal relationships and social support
- B. self-acceptance and personal growth
- C. happiness and life satisfaction
- D. self-acceptance and personal growth

Answer Key: A

Feedback: Yes! Social well-being includes interpersonal relationships and social support. See prescribed book section 20.5

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: Incorrect. 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

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
- 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.

Question 49 of 50

1.0 Points

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

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)

## Part 1 of 14 - Chapter 13 Theory 4.0 Points

### Question 1 of 50 1.0 Points

The humanistic, phenomenological and existential approaches emphasise/s \_\_\_\_\_.

- ☐ A. enduring and consistent attributes of behaviour
- ☒ B. the unconscious aspects of personality
- ☐ C. the striving for self-actualisation
- ☐ D. the role of environmental influences

Answer Key: C

Feedback: In humanism, 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. See section 13.3.3

**Question 2 of 50** 1.0 Points

The behaviouristic or learning 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: 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 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

\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- ☐ A. Humanistic
- ☐ B. Cognitive
-  ☒ C. Depth
- ☐ D. Gestalt

Answer Key: C

Feedback: Good! Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

**Question 5 of 50** 1.0 Points

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- ☐ A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- ☐ B. It must recognise cultural and genetic influences on human behaviour.
- ☐ C. It must be able to explain psychological phenomena in a simple manner.
- ☒ D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Feedback:

The option is too limited in its approach. See section 13.4

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
- uniqueness
- 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 to grow, change and to adapt to situations.

**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

Answer Key: B

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

**Question 7 of 50** 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- ☐ A. family influences
- ☐ B. cultural and ethnic membership
- ☐ C. socio-economic and political circumstances
- ☒ D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

**Question 8 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.
- ☒ 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

**Part 3 of 14 - Chapter 14 Theory** 4.0 Points

**Question 9 of 50** 1.0 Points

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

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

Answer Key: D

Feedback: Yes! Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

**Question 10 of 50** 1.0 Points

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

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

Answer Key: D

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

**Question 11 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
- ☒ B. will to power
- ☐ C. will to self-actualisation
- ☐ D. will to financial success

Answer Key: B

Feedback: Section 14.6

**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
- ☐ 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

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

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

Answer Key: C

Feedback: Section 14.7

**Question 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: 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

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

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 MBTI is a scale which measures \_\_\_\_\_.

- ☐ A. numerical ability
- ☒ B. personality type
- ☐ C. emotions
- ☐ D. verbal reasoning ability

Answer Key: B

Feedback: Ch 16.5.3. p361

**Question 18 of 50** 1.0 Points

In trait psychology, the term temperament refers to \_\_\_\_\_.

- ☒ A. an emotional or mood expression
- ☐ B. an approach to describe personality factors
- ☐ C. the predominance of certain types behaviour over other types
- ☐ D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

**Question 19 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

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

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

**Question 22 of 50** 1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

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
- ☐ B. rational
- ☒ C. emotional
- ☐ D. demonstrative

Answer Key: B

Feedback: Section 17.2

**Question 24 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
- ☒ D. behaviours and skills used to control events and behaviours

Answer Key: D

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

**Question 25 of 50** 1.0 Points

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- ☐ A. James
- ☒ B. Rogers
- ☐ C. Kelly
- ☐ D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

**Question 26 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

Part 8 of 14 - Chapter 17 Application 3.0 Points

**Question 27 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 28 of 50** 1.0 Points

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

- ☐ A. irrational
- ☒ 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 29 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?

- ☒ 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)

**Part 9 of 14 - Chapter 18 Theory** 4.0 Points

**Question 30 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

**Question 31 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 \_\_\_\_\_.

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

Answer Key: A

**Question 32 of 50** 1.0 Points

Festinger sees basic motivation as an attempt to reduce \_\_\_\_\_.

- ☒ A. cognitive dissonance
- ☐ B. inner harmony
- ☐ C. self-consistency
- ☐ D. meaning systems

Answer Key: A

Feedback: Cognitive dissonance means that knowledge or different aspects or sources of knowledge about something may differ and thus create uncertainty or disequilibrium in people and their opinions, decisions and choices (Bergh & Theron 2013, section 18.4.3.2). Festinger sees basic motivation as an attempt to reduce cognitive dissonance. Basic motivation is the need to maintain unity or self-consistency. Individuals have the need to maintain unity (compare the concept of homeostasis) and not reduce it, as the question implies.

**Question 33 of 50** 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- ☐ A. not being able to master new experiences

- ☐ B. an attempt to hold on to an invalid construct
- ☐ C. the self being perceived as dislodged from the core self
- ☒ D. not being able to construe the future



Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

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

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

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

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

Answer Key: A

Feedback: Section 18.7

**Part 11 of 14 - Chapter 19 Theory** 4.0 Points

**Question 37 of 50** 1.0 Points

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

Answer Key: D

Feedback: Well done! The Wheel of Wellness is theoretical, interdisciplinary and holistic in that explores both well-being and prevention over the life span within several contexts, including the work context. See section 19.3.3 in your prescribed book.

**Question 38 of 50** 1.0 Points

Which concept is used to refer to a broader sense of being healthy or well in life, work and other spheres of life?

- ☐ A. heudonism
- ☐ B. health
- ☐ C. salutogenesis
- ☒ D. well-being

Answer Key: D



Feedback: Section 19.3

**Question 39 of 50** 1.0 Points

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

- ☒ A. happiness
- ☐ B. hope and optimism
- ☐ C. virtues
- ☐ D. wisdom

Answer Key: A

Feedback: Happiness (p.423 Section 19.5.1)

**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

Part 12 of 14 - Chapter 19 Application 3.0 Points

**Question 41 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 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

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

- ☐ A. rigid; risks  
☒ B. flexible; risks  
☐ C. flexible; action  
☐ D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

**Part 13 of 14 - Chapter 20 Theory** 4.0 Points

**Question 44 of 50** 1.0 Points

The \_\_\_\_\_ personality is characterised by extreme introversion, an inability to form and maintain close relationships with other persons, and a restricted number of emotions and a low level of emotional response.

- ☐ A. schizoid

- ☐ B. paranoid
- ☐ C. narcissistic
- ☒ D. dependent

Answer Key: A

Feedback: This statement describes the schizoid personality. See section 20.5.3 of the prescribed book.

**Question 45 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

**Question 46 of 50** 1.0 Points

Catatonic 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: B

Feedback: Yes, catatonic schizophrenia is characterised by 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. See section 20.5.7 in your prescribed book for the four types of schizophrenia.

**Question 47 of 50** 1.0 Points

Which of the following is mostly associated with the anti-social personality?

- ☐ A. Feeling offended when others do not immediately respond to one's needs.
- ☐ B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.
- ☐ C. Low confidence, thus relying on others to make decisions.
- ☒ D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

Part 14 of 14 - Chapter 20 Application 3.0 Points

**Question 48 of 50** 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.

- ☐ A. existential
- ☐ B. stress
- ☒ C. behaviourist
- ☐ D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

**Question 49 of 50** 1.0 Points

Phobias can be understood best through the concept of \_\_\_\_\_.

- ☒ A. classical conditioning
- ☐ B. latent learning
- ☐ C. reaction formation
- ☐ D. fixation

Answer Key: A

Feedback: According to behaviourists, the fear associated with phobias is a reflex acquired to non-threatening stimuli. The normal fear associated with a threatening stimulus, such as a live

grizzly bear, may have been generalised to a non-threatening stimulus like a toy teddy bear. The behaviourists' classical conditioning suggests that if a person suffering from a phobia were to be exposed to the non-threatening stimulus time after time without any harm being experienced, the phobic response would gradually extinguish itself (Bergh & Geldenhuys, 2013, section 20.5.2).

**Question 50 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

Part 1 of 14 - Chapter 13 Theory

4.0 Points

**Question 1 of 50**

1.0 Points

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 2 of 50**

1.0 Points

The \_\_\_\_\_ is considered as the most integrative trait approach on personality.

- ☐ A. Three-Factor Model
- ☐ B. Five-Factor Model
- ☒ C. 16PF
- ☐ D. MBTI

Answer Key: B

Feedback: Various trait factor models of personality are recognised, however, the Five-Factor Model is considered as the most integrative model of personality. Many other trait classifications on many psychological phenomena exist, for example interpersonal and conflict management styles. See section 13.3.4

**Question 3 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 4 of 50**

1.0 Points

The \_\_\_\_\_ theory emphasises mature relationships.

- ☐ A. cognitive
- ☐ B. psychoanalytic
- ☐ C. Object Relations
- ☒ D. positive ego-development

Answer Key: C

Feedback:

The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

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 psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

**Question 6 of 50**

1.0 Points

Sophy has a lot of issues and problems. When we consider Sophy's feelings of insecurity and link these to her childhood experiences in order to investigate these issues, we are utilising the \_\_\_\_\_ approach.

- ✓
- ☒ A. psychodynamic
  - ☐ B. behaviourist
  - ☐ C. humanistic
  - ☐ D. trait

Answer Key: A

Feedback: Good work! In this scenario, we are focusing on insecurities and childhood experiences, which of course relates to psychoanalysis. See section 13.3.1

**Question 7 of 50**

1.0 Points

Whenever she feels sad or down as a result of her difficult childhood, Sophy concentrates on and thinks about the positive things in her life, and in this way she has learned to handle stress. This is an example of utilising the concepts in \_\_\_\_\_ theory in order to overcome difficulties.

- ✗
- ☐ A. trait
  - ☐ B. cognitive
  - ☐ C. behaviourist
  - ☐ D. psychodynamic

Answer Key: B

Feedback: The cognitive theory could be used to explain the way in which Sophy used her thought processes to direct her own behaviour. See section 13.3.5

**Question 8 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.
- ☒ 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

Part 3 of 14 - Chapter 14 Theory

4.0 Points

**Question 9 of 50**

1.0 Points

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.



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

Answer Key: D

Feedback: Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

**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



1.0 Points

**Question 11 of 50**

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

1.0 Points

**Question 12 of 50**

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.



- ☐ A. preconscious
- ☐ B. conscious
- ☐ C. unconscious
- ☐ D. Id

Answer Key: B

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application

3.0 Points

**Question 13 of 50**

1.0 Points

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.



- ☐ A. to use overcompensation to be energised and achieve team goals
- ☒ B. to accept their own anxieties and stop blaming others
- ☐ 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: Yes! Here we will probably have to consider defense mechanisms, as people use these to make reality less threatening. If they rather accept their own faults and work together to stop blame-shifting, the team will be more effective. The other options do not relate to psychoanalysis. See section 14.6

**Question 14 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

**Question 15 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.

Part 5 of 14 - Chapter 16 Theory

4.0 Points

**Question 16 of 50**

1.0 Points

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

-  ☒ A. an approach to describe personality factors
- ☐ B. an approach to describe emotional or mood expressions
- ☐ C. an approach to measure personality type
- ☐ D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

1.0 Points

**Question 17 of 50**

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

1.0 Points

**Question 18 of 50**

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

- ☐ A. surface
- ☐ B. source
- ☐ C. common
- ☒ D. unique

Answer Key: B

Feedback: Chapter 16, textbook, section 16.6.1

1.0 Points

**Question 19 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

Answer Key: B

**Question 20 of 50**

1.0 Points

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

**Question 21 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: 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.

**Question 22 of 50**

1.0 Points

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

Answer Key: A

Feedback: Sections 16.6.1 & 16.6.6

1.0 Points

**Question 23 of 50**

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.

1.0 Points

**Question 24 of 50**

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

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

Answer Key: B

1.0 Points

**Question 25 of 50**

According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- ☐ A. corporate identity
- ☐ B. self-efficacy
- ✓ ☒ C. self-identity
- ☐ D. self-esteem

Answer Key: C

Feedback: Section 17.4

1.0 Points

**Question 26 of 50**

The fulfilling engagement in meaningful and enjoyable work processes or task execution is

referred to as \_\_\_\_\_.

- ☐ A. work engagement
- ☐ B. flow experiences
- ☐ C. work motivation
- ☒ D. job satisfaction

Answer Key: B

Feedback: Section 17.6.2

Part 8 of 14 - Chapter 17 Application

3.0 Points

**Question 27 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 28 of 50**

1.0 Points

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- ☐ A. behaviourism
- ☐ B. the cognitive perspective
- ☒ C. Gestalt psychology
- ☐ D. psychoanalysis

Answer Key: C

**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

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

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

Answer Key: B

Feedback: Chapter 18, textbook, section 18.4.1

**Question 31 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 32 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 33 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
- ☐ D. construction competencies

Answer Key: D

Feedback: 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.

Part 10 of 14 - Chapter 18 Application

3.0 Points

**Question 34 of 50**

1.0 Points

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

**Question 35 of 50**

1.0 Points

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

- ☐ A. A person may have available several constructs available to help them cope and adapt.
- ☐ B. A person may have a repertoire of core roles which he/she can use in different



situations

- ☐ C. A person regularly evaluates their way of thinking and may discard some of their constructs.
- ✓ ☒ D. A person's meanings systems do not have a sufficient range which leaves them unable to cope and predict the future.

Answer Key: D

Feedback: Section 18.8

**Question 36 of 50**

1.0 Points

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

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

Answer Key: C

Feedback: Section 18.8.1

**Part 11 of 14 - Chapter 19 Theory**

4.0 Points

**Question 37 of 50**

1.0 Points

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 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

**Question 38 of 50**

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

1.0 Points

**Question 39 of 50**

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

1.0 Points

**Question 40 of 50**

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)

**Question 41 of 50**

1.0 Points

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

Feedback: Section 19.5.5

**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? “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 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

1.0 Points

**Question 44 of 50**

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 \_\_\_\_\_.

- ✓ ☐ 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

**Question 45 of 50**

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.

1.0 Points

**Question 46 of 50**

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

**Question 47 of 50**

1.0 Points

\_\_\_\_\_ is characterised by persistent and recurrent episodes of sadness and depression, without any occurrence or history of manic or elated mood states.

- ✓ ☒ A. Major depressive disorder
- ☐ B. Endogenous depressive disorder
- ☐ C. Dysthymic depressive disorder
- ☐ D. Bipolar affective disorder

Answer Key: A

Feedback: Yes, this description refers to major depressive disorder. See prescribed book section 20.5.5

**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 schizotypal 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

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.

- ✗ ☐ A. existential
- ☐ B. stress
- ☐ C. behaviourist
- ☐ D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

1.0 Points

**Question 50 of 50**

In analysing organisational health, organisational pathology is \_\_\_\_\_.

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

Answer Key: A

Feedback: Organisational pathology is determined largely by the context in which an organisation functions as well as organisational paradigms. (p. 464 Section 20.6.8)

Charmaine Seaba Mock exam questions

Question 1 of 50

1.0 Points

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

Correct 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 2 of 50

1.0 Points

In humanism, the development of personality happens \_\_\_\_\_.

A. during early childhood

B. during adolescence

Correct 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

\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

A. Humanistic

B. Cognitive

Correct C. Depth

D. Gestalt

Answer Key: C

Feedback: Good! Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

Question 4 of 50

1.0 Points

The \_\_\_\_\_ theory emphasises mature relationships.

A. cognitive

B. psychoanalytic

Correct C. Object Relations

D. positive ego-development

Answer Key: C

Feedback: Well done! The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50

1.0 Points

When we try to determine peoples' cognitive perceptions about themselves, others and the world to find out how they live their lives by analysing their communication or discourse, their dreams, and their interpretation of events, we are using the \_\_\_\_\_ approach to assessment and research.

Correct A. clinical

B. quantitative

C. statistical

D. experimental

Answer Key: A

Feedback: Good! The process described here relates to the clinical approach, which entails mostly qualitative analysis of an individual. See section 13.6.5

Question 6 of 50

1.0 Points

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

A. Psychoanalytic

Correct B. African

C. Biological

D. Contextual

Answer Key: B

Feedback: Good work! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. See section 13.3.9

Question 7 of 50

1.0 Points

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

Correct A. social affiliations outside the family

B. cultural membership

C. corresponding personality traits

D. learned competitiveness

Answer Key: A

Feedback: Well done! Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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 8 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
- Correct C. work personality**
- D. temperament

**Answer Key: C**

**Feedback:** Well done! 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

**Part 3 of 14 - Chapter 14 Theory      4.0 Points**

**Question 9 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.

- Correct 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).

**Question 10 of 50**

**1.0 Points**

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

- A. 16PF
- B. Three-Factor Model
- Correct C. Myers-Briggs Type Indicator**
- D. Five-Factor Model

**Answer Key: C**

**Feedback: Section 14.7**

**Question 11 of 50**

**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**

**Question 12 of 50**

**1.0 Points**

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

A. conscious

B. preconscious

Correct C. unconscious

D. superego

**Answer Key: C**

**Feedback: Section 14.4**

**Part 4 of 14 - Chapter 14 Application 3.0 Points**

**Question 13 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 \_\_\_\_\_.

Correct 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 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

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 15 of 50

1.0 Points

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

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

Correct D. Identity vs role confusion

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

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

Correct D. fluid

Answer Key: D

Feedback: Ch 16, sect 16.8, p367

Question 17 of 50

1.0 Points

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- A. self-sentiment
- B. functional autonomy
- C. propriate functional autonomy

Incorrect D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 18 of 50

1.0 Points

The basic assumption that personality is best expressed in interpersonal situations, distinguishes the \_\_\_\_\_ from other personality models.

- Correct A. Interpersonal Trait Model
- B. Three-Factor Model
  - C. MBTI
  - D. Five-Factor Model

Answer Key: A

Feedback: Section 16.5.2

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

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection

Correct D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

Question 21 of 50

1.0 Points

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

- A. psychodynamic
  - B. cognitive
- Correct C. trait

D. behaviouristic

Answer Key: C

Question 22 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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 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 24 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 experiences

Correct C. growth needs; strive for meaning

D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Question 25 of 50

1.0 Points

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

A. Psychodynamic

Correct B. Humanistic

C. Cognitive

D. Trait

Answer Key: B

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

Correct 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

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive

Correct C. Gestalt

D. behaviourist

Answer Key: C

Feedback: Personality is an integrated whole and more than merely the sum of its various parts. The integration of physical, mental, psychological and social characteristics and all our attributes and relationships are what make us function as coherent, whole people. The psychologist uses the Gestalt approach to change the individual's subjective feeling into a more realistic perception to develop the person's self-concept in relation to the boss (Bergh & Geldenhuys, 2013, section 17.3.3).

Question 28 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

Correct D. flow experience

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2

Question 29 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

Incorrect B. self-actualised

C. self-transcendent

D. free-willed

Answer Key: A

Feedback: Section 17.4

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

In Mischel's theory, \_\_\_\_\_ are concerned with how people perceive, group and construe events.

A. self-control systems and plans

B. goals and subjective values

Correct C. encoding strategies

D. construction competencies

Answer Key: C

Feedback: Yes! Encoding strategies are concerned with how people perceive, group and construe events. For example, a situation, such as a mathematics class, that is frightening to one person could be boring to another. See section 18.5 of your prescribed book.

Question 31 of 50

1.0 Points

Based on Kelly's "person as scientist" principle, people react \_\_\_\_\_ to their environment.

A. passively

Correct 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.**

**Question 32 of 50**

**1.0 Points**

**In cognitive theory, the term "experience" refers to \_\_\_\_.**

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

**Answer Key: A**

**Feedback: Section 18.5**

**Question 33 of 50**

**1.0 Points**

**A \_\_\_\_ construct is receptive to change.**

- Correct**
- A. permeable**
  - B. preverbal**
  - C. self**
  - D. pre-emptive**

**Answer Key: A**

**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**

**Correct**

- D. dichotomy**

**Answer Key: D**

**Question 35 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.**

**Correct 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 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**

**Question 37 of 50**

**1.0 Points**

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

**A. a person experiencing the community as logical and predictable**

**B. a sense of direction towards specific goals**

**C. establishing conditions which can be managed**

**Correct D. assisting society in achieving its potential**

**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

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?

Correct 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

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

Correct 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

Question 41 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

Question 42 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 43 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 \_\_\_\_\_.

Correct A. self-acceptance

B. personal growth

C. purpose in life

D. autonomy

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to \_\_\_\_\_ disorders.

A. anxiety-based

B. dissociative

Correct C. schizophrenic

D. mood

Answer Key: C

Feedback: Chapter 20, textbook , section 20.5.7

Question 45 of 50

1.0 Points

\_\_\_\_\_is/are characterised by obsessive thoughts or compulsive actions and rituals.

Correct A. Obsessive-compulsive disorders

B. Post-traumatic stress disorder

C. Generalised anxiety disorders

D. Phobic disorders

Answer Key: A

Feedback: Obsessive-compulsive disorders (OCDs) are characterised by obsessive thoughts or compulsive actions and rituals. See section 20.5.2 of the 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

Correct 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

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

Incorrect B. intoxication

C. withdrawal

D. use

Answer Key: C

Feedback: 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.

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 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

Correct 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 49 of 50

1.0 Points

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need

for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogo is displaying behaviour linked to \_\_\_\_\_.

Correct A. undercommitment; overcommitment

B. overcommitment; undercommitment

C. undercommitment; B type personality

D. A type personality; undercommitment

Answer Key: A

Question 50 of 50

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

Correct B. histrionic

C. antisocial

D. borderline

Answer Key: B

## Second attempt

Question 1 of 50

1.0 Points

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

A. humanistic

Incorrect B. trait

C. behaviouristic

D. psychodynamic

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

Question 2 of 50

**1.0 Points**

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

A. Survival of the best and fittest and controlling nature

Correct B. Survival of the tribe and unity with nature

C. Competition, individual rights and separateness

D. Individuality, uniqueness and differences

Answer Key: B

Feedback: Good work! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

**Question 3 of 50**

**1.0 Points**

In the \_\_\_\_\_ perspectives personality is expressed in social relationship with others and participation in and with the community.

A. Asian and American

B. African and Western

C. Asian and Western

Correct D. African and Asian

Answer Key: D

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. Section 13.3.9

**Question 4 of 50**

**1.0 Points**

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

Correct A. psychodynamic

B. behaviouristic

C. humanistic

D. trait



**Answer Key: A**

**Feedback: Good! The psychodynamic 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 13.3.1**

**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.**

**Correct 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**

**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 section 13.3.4**

**Question 7 of 50**

**1.0 Points**

**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.

- Correct A. biological
- B. trait
- C. African
- D. cultural

Answer Key: A

Feedback: Well done! When we consider an inherited condition, we are looking at genetics and more specifically, the biological approach to personality. See section 13.3.6

Question 8 of 50

1.0 Points

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

- A. Behaviourist
- Correct 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50

1.0 Points

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- Correct D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

Question 10 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 \_\_\_\_\_.

- Correct
- A. self; others
  - B. others; self
  - C. managers; work tasks
  - D. work tasks; managers

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
- Correct C. womb envy
- D. projection

Answer Key: C

Feedback: Section 14.7

**Question 12 of 50**

**1.0 Points**

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

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

Answer Key: D

Feedback: Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

Question 13 of 50

1.0 Points

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

A. life; death

Incorrect B. reality; death

C. life; reality

D. death; life

Answer Key: D

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

Question 14 of 50

1.0 Points

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

A. will to meaning

Correct B. will to power

C. death drive

D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

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**

**The \_\_\_\_\_ personality model is considered the most integrative.**

**A. 16PF**

**B. Eysenck**

**Correct C. Five-Factor**

**D. MBTI**

**Answer Key: C**

**Question 17 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**

**Correct 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)**

**Question 18 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 19 of 50

1.0 Points

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

A. Cattell; Eysenck

Correct 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

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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.

Incorrect 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

Question 21 of 50

1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a "stirrer". In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck's Three-Factor Model as a guide, identify the traits which Lorna displays.

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

B. Introverted, perfectionist (not impulsive), obsessive

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

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

Answer Key: C

Feedback: Section 16.5

Question 22 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

Correct 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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 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

Correct D. a person's true behaviour

Answer Key: D

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

Question 24 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

Correct D. the total individual

**Answer Key: D**

**Feedback: Section 17.4**

**Question 25 of 50**

**1.0 Points**

In humanistic theory, the term emics refers to \_\_\_\_\_.

A. people being in their world

**Correct 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**

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

**Incorrect 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**

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

B. The self-schema

**Correct C. The bodily self**

D. The real self



**Answer Key: C**

**Feedback: Section 17.4**

**Question 28 of 50**

**1.0 Points**

According to \_\_\_\_\_, creative, experiential, and attitude values can make life meaningful.

Correct A. Frankl

B. Maslow

C. Rogers

D. James

**Answer Key: A**

**Question 29 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

Correct D. flow experience

**Answer Key: D**

**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, \_\_\_\_\_ points to the fact that all human behaviour is aimed at predicting **events**.

Correct A. the fundamental postulate

B. constructive alternativism

C. cognitive dissonance

D. the core construct

**Answer Key: A**

**Feedback: Section 18.5.2**

**Question 31 of 50**

**1.0 Points**

In Mischel's theory, \_\_\_\_\_ are concerned with how people perceive, group and construe events.

A. self-control systems and plans

B. goals and subjective values

Correct C. encoding strategies

D. construction competencies

**Answer Key: C**

**Feedback:** Yes! Encoding strategies are concerned with how people perceive, group and construe events. For example, a situation, such as a mathematics class, that is frightening to one person could be boring to another. See section 18.5 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

Correct 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**

\_\_\_\_\_ 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

Incorrect 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.

Question 34 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.

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 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

Incorrect D. knowledge; self-efficacy; energy

**Answer Key: B**

**Feedback: Section 18.7**

**Part 11 of 14 - Chapter 19 Theory      4.0 Points**

**Question 37 of 50**

**1.0 Points**

Tellegen used the term \_\_\_\_\_, which is a personality trait that forms the superstructure of positive emotional experiences

A. cognitive broadening

B. undoing hypothesis

Correct C. positive emotionality

D. cognitive flexibility

**Answer Key: C**

**Feedback: Chapter 19, textbook, section 19.3.2**

**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

Incorrect D. Non-specific action tendencies

**Answer Key: A**

**Feedback: 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.**

**Question 39 of 50**

**1.0 Points**

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

Correct A. happiness

B. hope and optimism

C. virtues

**D. wisdom**

**Answer Key: A**

**Feedback: Happiness (p.423 Section 19.5.1)**

**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**

**Correct D. strengths to reach out, beyond oneself**

**Answer Key: D**

**Feedback: Section 19.5.3**

**Part 12 of 14 - Chapter 19 Application 3.0 Points**

**Question 41 of 50**

**1.0 Points**

**Sarah experiences problems in her life. Instead of blaming others and demonstrating learned helplessness, she demonstrates self-regulation by identifying resources to help her. Self-regulation is a principle based on the \_\_\_\_\_ perspective.**

**A. behaviourism**

**Incorrect B. humanistic**

**C. psychoanalytic**

**D. cognitive**

**Answer Key: D**

**Feedback: Nope. Self-regulation was introduced in the cognitive theory. Consider all the previous and new contributions to positive psychology as indicated in section 19.4.3.2 of your prescribed book.**

**Question 42 of 50**

**1.0 Points**

**Mandla is a man of which other people always say that you need not approach him to achieve something in a "short-cut or incorrect manner" because he will never deviate from his core values/virtues to never lie, never be dishonest and never be unfair. This aspect of virtues which Mandla applies is referred to as \_\_\_\_\_.**

**A. a character strength**

**B. an enabling theme**

C. wisdom

Correct D. a signature strength

Answer Key: D

Feedback: Section 19.5.3

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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

\_\_\_\_\_ is/are characterised by obsessive thoughts or compulsive actions and rituals.

Correct A. Obsessive-compulsive disorders

B. Post-traumatic stress disorder

C. Generalised anxiety disorders

D. Phobic disorders

Answer Key: A

Feedback: Obsessive-compulsive disorders (OCDs) are characterised by obsessive thoughts or compulsive actions and rituals. See section 20.5.2 of the prescribed book.

Question 45 of 50

1.0 Points

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

A. Mood

Correct B. Schizophrenic

C. Dissociative

D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Question 46 of 50

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).

Question 47 of 50

1.0 Points

Simple schizophrenia is characterised by \_\_\_\_\_.

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

Incorrect 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.

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 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

Correct D. type A personality; overcommitment

Answer Key: D

**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

Correct 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

**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

Correct B. delusional disorder

C. dissociative amnesia

D. dissociative identity disorder

Answer Key: B

Feedback: The Prince of Pretoria certainly didn't fool you! Well done. This person was suffering from a delusional disorder in that he perceived as reality something that was simply not true or rational.



Question 1 of 50

1.0 Points

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

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

Answer Key: D

Question 2 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 3 of 50

1.0 Points

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- ☐ A. psychodynamic or psychoanalytic
- ☐ B. humanistic, phenomenological and existential
- ☐ C. cognitive and social cognitive
- ☐ D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Question 4 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
- ☐ 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

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

Sophy has a lot of issues and problems. When we consider Sophy's feelings of insecurity and link these to her childhood experiences in order to investigate these issues, we are utilising the \_\_\_\_\_ approach.

- ☐ A. psychodynamic
- ☐ B. behaviourist
- ☐ C. humanistic

☐ ☐ ☐ D. trait

Answer Key: A

Feedback: In this scenario, we are focusing on insecurities and childhood experiences, which of course relates to psychoanalysis. See section 13.3.1

Question 7 of 50

1.0 Points

The research across and between cultures to determine applicability of psychological concepts within each culture is referred to as the \_\_\_\_\_ of psychological knowledge.

- ☐ ☐ A. indigenisation  
☐ ☐ B. intercontextualisation  
☐ ☐ C. ontology  
☐ ☐ D. ethnicity

Answer Key: A

Feedback: Well done! Indigenisation is extremely important in the South African context, as we are a nation with many cultures and practices. We need to ensure that we do not discriminate against any beliefs or values. We cannot merely apply a blanket approach and assume that all psychological aspects are understood in the same way by all people. Section 13.3.9

Question 8 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  
☐ ☐ 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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 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

Question 11 of 50

1.0 Points

The ego is modified by the \_\_\_\_\_ principle.

- ☐ ☐ A. adjustment  
☐ ☐ B. pleasure  
☐ ☐ C. reality  
☐ ☐ D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

Question 12 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

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
- ☐ 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

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- ☐ A. Reaction-formation
- ☐ B. Rationalisation
- ☐ C. Projection
- ☐ D. Intellectualisation

Answer Key: B

Feedback: Yes! Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

Question 15 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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

In trait psychology, the term temperament refers to \_\_\_\_\_.

- ☐ A. an emotional or mood expression
- ☐ B. an approach to describe personality factors
- ☐ C. the predominance of certain types behaviour over other types
- ☐ D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Question 17 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

- ☐ ☐ C. Initiator  
☐ ☐ D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

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

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- ☐ ☐ A. self-sentiment  
☐ ☐ B. functional autonomy  
☐ ☐ C. propiate functional autonomy  
☐ ☐ D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 of 50

1.0 Points

The MD of a small factory where certain electronic components are manufactured on order and for specific delivery times, requests you as HR Manager to only select new recruits for possible appointments in the company have the best chance to be successful in training and in job performance based on their personality type. Which two groups of personality factors would you rather emphasise in your selection procedure? Consider the type of work and management's criteria.

- ☐ ☐ A. Conscientiousness vs lack of direction & extroversion vs introversion  
☐ ☐ B. Agreeableness vs antagonism & openness to experience vs closedness  
☐ ☐ C. Integrating vs obliging & conscientiousness vs agreeableness  
☐ ☐ D. Dominance vs assertiveness & extroversion vs emotional stability

Answer Key: A

Feedback: Section 16.5

Question 21 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 22 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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50

1.0 Points

Maslow and Rogers agreed that people strive for growth towards \_\_\_\_\_.

- ☐ A. self-efficacy
- ☐ B. will to meaning
- ☐ C. belonging
- ☐ D. self-actualisation

Answer Key: D

Feedback: Chapter 17, textbook, 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

Allport's proprium concept for the self can be defined as \_\_\_\_\_.

- ☐ A. a person's self-perception
- ☐ B. what the individual would like to be
- ☐ C. a person's self-perception
- ☐ D. all aspects denoting personality unity

Answer Key: D

Question 26 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

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 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 28 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 29 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 than 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

Question 30 of 50

1.0 Points

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

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

Answer Key: A

Feedback: Section 18.5

Question 31 of 50

1.0 Points

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

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

Answer Key: A

Feedback: Well done. 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

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 33 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.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 of 50

1.0 Points

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

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

Answer Key: B

Feedback: Section 18.7

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

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

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50

1.0 Points

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

- ☐ ☐ A. salutogenic
- ☐ ☐ B. fortigenic
- ☐ ☐ C. positive
- ☐ ☐ D. pathogenic

Answer Key: D

Feedback: Nope! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

Question 38 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 39 of 50

1.0 Points

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

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

Answer Key: C

Question 40 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: Yes! 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

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 \_\_\_\_\_.

- ☐ 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

Sarah experiences problems in her life. Instead of blaming others and demonstrating learned helplessness, she demonstrates self-regulation by identifying resources to help her. Self-regulation is a principle based on the \_\_\_\_\_ perspective.

- ☐ A. behaviourism
- ☐ B. humanistic
- ☐ C. psychoanalytic
- ☐ D. cognitive

Answer Key: D

Feedback: Nope. Self-regulation was introduced in the cognitive theory. Consider all the previous and new contributions to positive psychology as indicated in section 19.4.3.2 of your prescribed book.

Question 43 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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

Psychological health can be viewed as

- ☐ A. physical health
- ☐ B. lack of hereditary conditions
- ☐ C. the presence of acute and chronic physical, mental and/or psychological disease and/or impairments
- ☐ D. the absence of acute and chronic physical, mental and/or psychological disease and/or impairments

Answer Key: D

Feedback: Wrong. Psychological health can be viewed as the absence 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

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

Answer Key: A

Feedback: Section 20.3.4



Question 46 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: Well done! 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 47 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: Incorrect. 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

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 of 50

1.0 Points

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- ☐ A. Diagnosed psychological symptoms which cause "pain" and impair personality functioning across specific or various areas.
- ☐ B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- ☐ C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- ☐ D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

Question 49 of 50

1.0 Points

A student is experiencing symptoms of various physical problems such as asthma, migraines and cancer after these illnesses were discussed in class, even though the student does not suffer from any of these. This is an example of a type of \_\_\_\_\_ disorder.

- ☐ A. somatoform
- ☐ B. psychotic
- ☐ C. mood
- ☐ D. substance-related

Answer Key: A

Feedback: Chapter 20, textbook, section 20.5.6

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

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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

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

- Correct
- A. humanistic
  - B. trait
  - C. behaviouristic
  - D. psychodynamic

Answer Key: A

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

Question 3 of 50

1.0 Points

In personality study the concept of "nature" refers to \_\_\_\_\_.

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

Answer Key: D

Feedback: Yes! Have you heard of the expression nature versus nurture? 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

In trait theory, traits are mainly influenced by \_\_\_\_\_ factors.

- A. unconscious
- B. inherited biological
- Incorrect 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 5 of 50

1.0 Points

The \_\_\_\_\_ theory emphasises differences and similarities between people, while the \_\_\_\_\_ perspectives rather concentrate on similarities within a specific culture.

A. trait; social-cognitive

Incorrect B. humanistic; social-cognitive

C. trait; African

D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

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

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 7 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

Question 8 of 50

1.0 Points

The cognitive and social-cognitive theories are related to the \_\_\_\_\_ perspective in the sense that people develop a mental construct of themselves within a specific cultural environment.

A. Western

B. biological

Incorrect C. humanistic

D. African

Answer Key: D

Feedback: In cognitive and social-cognitive theories, self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. In African theory, African cultures often use stories and metaphors through which behaviour is also transferred across generations. See sections 13.3.5 and 13.3.9

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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

Incorrect D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

Question 10 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

Question 11 of 50

1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority  
B. latency  
C. fixation  
Correct D. individuation

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

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

- A. happy  
B. depressed  
Correct C. lying  
D. truthful

Answer Key: C

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 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  
Correct 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

Question 14 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  
Incorrect 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.

Question 15 of 50

1.0 Points

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

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

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

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

- A. openness to experience
- B. antagonism
- Incorrect C. emotional stability
- D. lack of direction

Answer Key: D

Question 17 of 50

1.0 Points

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

- A. melancholic
- B. phlegmatic
- C. choleric
- Correct D. sanguine

Answer Key: D

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

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
- Correct D. constructs that indicate more or less enduring behaviours

Answer Key: D

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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.

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

Question 21 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

Correct D. compulsive

Answer Key: D

Feedback: Section 16.9

Question 22 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.

Correct A. positive

B. cognitive

C. trait

D. psychoanalytic

Answer Key: A

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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 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

Correct C. Optimality

D. Normality

Answer Key: C

Feedback: Section 17.7

Question 24 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

Correct D. the total individual

Answer Key: D

Feedback: Section 17.4

Question 25 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 26 of 50

1.0 Points

In humanistic theory, the term "deficiency needs" refers to \_\_\_\_\_

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

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50

1.0 Points

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

A. Self-identity

B. Self-awareness

C. High Self esteem

Incorrect D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

Question 28 of 50

1.0 Points

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

Incorrect B. creative

C. attitude

D. experiential

Answer Key: D

Feedback: Section 17.6.1

Question 29 of 50

1.0 Points

Fortigenesis relates to \_\_\_\_\_.

Correct 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

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called \_\_\_\_\_.

A. a propositional construct

B. a constellatory construct

Incorrect C. encoding strategies

D. a pre-emptive construct

Answer Key: A

Question 31 of 50

1.0 Points

A schemata is defined as \_\_\_\_\_.

A. a plan for the future

B. cognitive congruence

C. reaction formation

Correct D. a basic structure of the mind

Answer Key: D

Feedback: Section 18.5

Question 32 of 50

1.0 Points

In cognitive theory, which theorist believed the basic motivation as the need to maintain unity or self-consistency?

Incorrect A. Kelly

B. Festinger

C. Lecky

D. Ellis

Answer Key: C

Feedback: No. Lecky viewed the basic motivation as the need to maintain unity or self-consistency. He saw individuals' need to maintain unity as a need to attain harmony, which is manifested in two ways. See section 18.4.3.2

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

Correct B. an element of; is the entire

C. the structure; an element of

D. none of the above

Answer Key: B

Feedback: Good! 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

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

Incorrect A. rigid

B. permeable

C. habitual

D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Question 35 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.

Incorrect 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 36 of 50

1.0 Points

If we were to explain a person's cognitions by means of the fundamental postulate, we would describe it as follows: \_\_\_\_\_.

A. Each person's experience is unique to them.

Correct B. All human behaviour is aimed at predicting events.

C. Engaging in a new experience provides an opportunity to revisit old constructs and develop new ones.

D. All people experience events in the same manner.

Answer Key: B

Feedback: Great work! The fundamental postulate states that All human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See prescribed book section 18.5.2

Part 11 of 14 - Chapter 19 Theory 4.0 Points

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

Correct D. enduring confidence to cope

Answer Key: D

Feedback: Section 19.5.4

Question 38 of 50

1.0 Points

\_\_\_\_\_ is defined as a state consisting of psychological growth, integrity, well-being, vitality and self-congruence.

Incorrect A. Relatedness

B. Competence

C. Autonomy

D. Eudaimonia

Answer Key: D

Feedback: Incorrect. Eudaimonia is a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See prescribed book section 19.3.1

Question 39 of 50

1.0 Points

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

A. Autonomy

Correct B. Positive emotionality

C. Emotion

D. Humour

Answer Key: B

Feedback: Chapter 19, textbook , section 19.3.2

Question 40 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

Incorrect 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

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  
Correct B. Social contribution  
C. Social coherence  
D. Self-acceptance

Answer Key: B

Feedback: 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

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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

\_\_\_\_\_ involves a person’s psychological sense of being female or male.

- Correct A. Gender identity disorder  
B. Sexual dysfunctions  
C. Paraphilia  
D. Sexual harassment

Answer Key: A

Feedback: Gender identity disorder (GID) involves a person’s psychological sense of being female or male. GID (also referred to as transsexualism) relates to experiencing conflict with regard to expressing their biological sex and one’s current gender identity. See section 20.5.10 of the prescribed book.

Question 45 of 50

1.0 Points

Based on the person-environment-fit approaches, if there is \_\_\_\_\_ between employees’ work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur.

- Incorrect A. a balance  
B. inequality  
C. correspondence  
D. maladjustment

Answer Key: C

Feedback: That is not correct. The person-environment-fit approaches assert that if there is correspondence between employees' work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur. This implies that employees and the work environment both contribute to the quantity and quality of work activities. See section 20.3.3 of your prescribed book.

Question 46 of 50

1.0 Points

Based on the hassles and uplifts approach, one of the top ten uplifts includes \_\_\_\_\_.

- A. physical appearance
- B. home maintenance
- C. health of a family member

Correct D. meeting own responsibilities

Answer Key: D

Feedback: Good work! Meeting own responsibilities is seen as a frequent uplift. See Table 20.1 in section 20.3.4

Question 47 of 50

1.0 Points

In the theory related to stress models, the term "hassle" refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences

Correct C. factors causing stress perceptions

D. stress associated with negative consequences

Answer Key: C

Feedback: Section 20.3.4

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

Correct C. generalised anxiety disorder

D. panic disorder

Answer Key: C

Feedback: Section 20.7

Question 49 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

Correct 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 50 of 50

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.

- A. existential
- B. stress
- C. behaviourist

Correct D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

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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

In \_\_\_\_\_ theory, individual differences are related to uniqueness and therefore, phenomenological and qualitative approaches are used for assessment and research.

Correct A. humanistic

B. trait

C. behaviouristic

D. psychodynamic

Answer Key: A

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. Therefore, qualitative techniques can be used for research and assessment. See section 13.3.3

Question 3 of 50

1.0 Points

In personality study the concept of "nature" refers to \_\_\_\_\_.

A. the heuristic value of theories

B. environmental influences on personality

C. parsimony in personality theories

Correct D. the influence of biological factors

Answer Key: D

Feedback: Yes! Have you heard of the expression nature versus nurture? 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

In trait theory, traits are mainly influenced by \_\_\_\_\_ factors.

- A. unconscious
- B. inherited biological
- Incorrect 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

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 of 50

1.0 Points

The \_\_\_\_\_ theory emphasises differences and similarities between people, while the \_\_\_\_\_ perspectives rather concentrate on similarities within a specific culture.

- A. trait; social-cognitive
- Incorrect B. humanistic; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

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
- 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 7 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

Question 8 of 50

1.0 Points

The cognitive and social-cognitive theories are related to the \_\_\_\_\_ perspective in the sense that people develop a mental construct of themselves within a specific cultural environment.

- A. Western
- B. biological
- Incorrect C. humanistic

D. African

Answer Key: D

Feedback: In cognitive and social-cognitive theories, self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. In African theory, African cultures often use stories and metaphors through which behaviour is also transferred across generations. See sections 13.3.5 and 13.3.9

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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

Incorrect D. collective unconscious

Answer Key: C

Feedback: Chapter 14, textbook, section 14.4

Question 10 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

Question 11 of 50

1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority
- B. latency
- C. fixation

Correct D. individuation

Answer Key: D

Feedback: Section 14.7

Question 12 of 50

1.0 Points

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

- A. happy
- B. depressed
- Correct C. lying
- D. truthful

Answer Key: C

Feedback: Section 14.4

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 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
- Correct 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

Question 14 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

Incorrect 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.

Question 15 of 50

1.0 Points

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

A. life; death

B. reality; death

C. life; reality

Correct D. death; life

Answer Key: D

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

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50

1.0 Points

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

A. openness to experience

B. antagonism

Incorrect C. emotional stability

D. lack of direction

Answer Key: D

Question 17 of 50

1.0 Points

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

A. melancholic

B. phlegmatic

C. choleric

Correct D. sanguine

Answer Key: D

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

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
- Correct D. constructs that indicate more or less enduring behaviours

Answer Key: D

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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.
- 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

Question 21 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
- Correct D. compulsive

Answer Key: D

Feedback: Section 16.9

Question 22 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.

- Correct A. positive
- B. cognitive
- C. trait
- D. psychoanalytic

Answer Key: A

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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 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
- Correct C. Optimality
- D. Normality

Answer Key: C

Feedback: Section 17.7

Question 24 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  
Correct D. the total individual

Answer Key: D  
Feedback: Section 17.4  
Question 25 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 26 of 50  
1.0 Points

In humanistic theory, the term "deficiency needs" refers to \_\_\_\_\_

- A. feelings of excitement based on achieving or experiencing something
- Correct 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  
Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50  
1.0 Points

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- A. Self-identity

- B. Self-awareness
- C. High Self esteem
- Incorrect D. Low self esteem

Answer Key: C  
Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)  
Question 28 of 50

1.0 Points  
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
- Incorrect B. creative
- C. attitude
- D. experiential

Answer Key: D  
Feedback: Section 17.6.1  
Question 29 of 50  
1.0 Points

Fortigenesis relates to \_\_\_\_\_.

- Correct 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

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called \_\_\_\_\_.

A. a propositional construct

B. a constellatory construct

Incorrect C. encoding strategies

D. a pre-emptive construct

Answer Key: A

Question 31 of 50

1.0 Points

A schemata is defined as \_\_\_\_\_.

A. a plan for the future

B. cognitive congruence

C. reaction formation

Correct D. a basic structure of the mind

Answer Key: D

Feedback: Section 18.5

Question 32 of 50

1.0 Points

In cognitive theory, which theorist believed the basic motivation as the need to maintain unity or self-consistency?

Incorrect A. Kelly

B. Festinger

C. Lecky

D. Ellis

Answer Key: C

Feedback: No. Lecky viewed the basic motivation as the need to maintain unity or self-consistency. He saw individuals' need to maintain unity as a need to attain harmony, which is manifested in two ways. See section 18.4.3.2

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

Correct B. an element of; is the entire

C. the structure; an element of

D. none of the above

Answer Key: B

Feedback: Good! 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

A person may be intolerant towards people speaking a different language, or having a different religion, or not following certain customs. However, as that person grows older, he/she realises that people have more

commonalities than differences, and becomes more accepting or understanding of the forces in a situation, and adjusts his/her construct accordingly. This is an example of a construct becoming \_\_\_\_\_.

- Incorrect      A. rigid  
B. permeable  
C. habitual  
D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Question 35 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.

Incorrect      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 36 of 50

1.0 Points

If we were to explain a person's cognitions by means of the fundamental postulate, we would describe it as follows: \_\_\_\_\_.

- A. Each person's experience is unique to them.  
Correct   B. All human behaviour is aimed at predicting events.  
C. Engaging in a new experience provides an opportunity to revisit old constructs and develop new ones.  
D. All people experience events in the same manner.

Answer Key: B

Feedback: Great work! The fundamental postulate states that All human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See prescribed book section 18.5.2

Part 11 of 14 - Chapter 19 Theory 4.0 Points

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  
Correct   D. enduring confidence to cope

Answer Key: D

Feedback: Section 19.5.4

Question 38 of 50

1.0 Points

\_\_\_\_\_ is defined as a state consisting of psychological growth, integrity, well-being, vitality and self-congruence.

- Incorrect      A. Relatedness  
B. Competence  
C. Autonomy  
D. Eudaimonia

Answer Key: D

Feedback: Incorrect. Eudaimonia is a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See prescribed book section 19.3.1

Question 39 of 50

1.0 Points

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

- A. Autonomy  
Correct   B. Positive emotionality

- C. Emotion
- D. Humour

Answer Key: B

Feedback: Chapter 19, textbook , section 19.3.2

Question 40 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
- Incorrect 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

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
- Correct B. Social contribution
- C. Social coherence
- D. Self-acceptance

Answer Key: B

Feedback: 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

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

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50

1.0 Points

\_\_\_\_\_ involves a person’s psychological sense of being female or male.

- Correct A. Gender identity disorder
- B. Sexual dysfunctions
- C. Paraphilia
- D. Sexual harassment

Answer Key: A

Feedback: Gender identity disorder (GID) involves a person's psychological sense of being female or male. GID (also referred to as transsexualism) relates to experiencing conflict with regard to expressing their biological sex and one's current gender identity. See section 20.5.10 of the prescribed book.

Question 45 of 50

1.0 Points

Based on the person-environment-fit approaches, if there is \_\_\_\_\_ between employees' work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur.

- Incorrect
- A. a balance
  - B. inequality
  - C. correspondence
  - D. maladjustment

Answer Key: C

Feedback: That is not correct. The person-environment-fit approaches assert that if there is correspondence between employees' work personalities and work-personality styles on the one hand, and the attributes of the work environment on the other hand, work adjustment will occur. This implies that employees and the work environment both contribute to the quantity and quality of work activities. See section 20.3.3 of your prescribed book.

Question 46 of 50

1.0 Points

Based on the hassles and uplifts approach, one of the top ten uplifts includes \_\_\_\_\_.

- A. physical appearance
  - B. home maintenance
  - C. health of a family member
- Correct D. meeting own responsibilities

Answer Key: D

Feedback: Good work! Meeting own responsibilities is seen as a frequent uplift. See Table 20.1 in section 20.3.4

Question 47 of 50

1.0 Points

In the theory related to stress models, the term "hassle" refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
  - B. sudden, serious stress experiences
- Correct C. factors causing stress perceptions
- D. stress associated with negative consequences

Answer Key: C

Feedback: Section 20.3.4

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
- Correct C. generalised anxiety disorder
- D. panic disorder

Answer Key: C

Feedback: Section 20.7

Question 49 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
- Correct 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 50 of 50

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.

- A. existential
- B. stress
- C. behaviourist
- Correct D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

Switch to Full View

Sites

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Self Assessments Reset Log Out

4 Assignment 4 64190

Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50

1.0 Points

The humanistic, phenomenological and existential approaches emphasise/s \_\_\_\_\_.

- Incorrect
- A. enduring and consistent attributes of behaviour
  - B. the unconscious aspects of personality
  - C. the striving for self-actualisation
  - D. the role of environmental influences

Answer Key: C

Feedback: In humanism, 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.

See section 13.3.3

Question 2 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?

- Incorrect
- A. Humanism
  - B. Behaviourism
  - C. Trait and type
  - D. Psychoanalytic and psychodynamic

Answer Key: B

Feedback: Incorrect. 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.

Question 3 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
- Correct 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 4 of 50

1.0 Points

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- Correct A. psychodynamic or psychoanalytic
- B. humanistic, phenomenological and existential
- C. cognitive and social cognitive
- D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Part 2 of 14 - Chapter 13 Application 4.0 Points

Question 5 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 emphasizing 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

Question 6 of 50

1.0 Points

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.
- Correct 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 7 of 50

1.0 Points

If you have to classify or associate Furnham's work-related personality research model with an approach on personality which you know from your prescribed book you would probably identify it as a \_\_\_\_\_ model.

- A. systems
- B. behaviourist
- C. trait
- Incorrect D. psycho-social

Answer Key: A

Feedback: Furnham's model shown in Figure 13.5 shows relationships between variables related to personality and work. It therefore depicts a system, with interrelated influences. See section 13.7

Question 8 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
- Correct 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 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
- Incorrect D. stress the role of the conscious in understanding the unconscious

Answer Key: C

Feedback: Prescribed book, Section 14.3

Question 10 of 50

1.0 Points

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

- Incorrect 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
- Correct 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

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



Incorrect      B. inferiority  
C. latency  
D. fixation

Answer Key: D

Part 4 of 14 - Chapter 14 Application      3.0 Points

Question 13 of 50

1.0 Points

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.

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

Correct B. to accept their own anxieties and stop blaming others

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: Yes! Here we will probably have to consider defense mechanisms, as people use these to make reality less threatening. If they rather accept their own faults and work together to stop blame-shifting, the team will be more effective. The other options do not relate to psychoanalysis. See section 14.6

Question 14 of 50

1.0 Points

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

Incorrect      A. humanistic

B. behaviouristic

C. psychoanalytic

D. cognitive

Answer Key: C

Feedback: Section 14.7

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 \_\_\_\_\_.

Incorrect      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

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

Question 17 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 \_\_\_\_\_.

- Incorrect
- 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

Question 18 of 50

1.0 Points

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

Correct A. inherited; fluid

B. inherited; crystallised

C. learned; fluid

D. learned; crystallised

Answer Key: A

Feedback: Well done! Cattell believed that people's general intelligence is largely inherited, and termed it fluid general intelligence. See prescribed book, section 16.8.

Question 19 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

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 of 50

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.

Correct A. cognitive

B. trait/type

C. behaviouristic

D. evolutionary

Answer Key: A

Feedback: Ch 13, sect 13.3.5, p 297

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.

Correct 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

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

Incorrect A. psychodynamic

B. cognitive

C. trait

D. behaviouristic

Answer Key: C

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

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 experiences

Incorrect D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

Question 25 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 26 of 50

1.0 Points

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

A. behaviourism

Correct B. humanistic

C. cognitive

D. trait

Answer Key: B

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.

Correct 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

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
- Correct D. flow experience

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2

Question 29 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
- Incorrect C. discourse analysis
- D. social constructionism

Answer Key: A

Feedback: Section 17.2

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 of 50

1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

Question 31 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.

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

Answer Key: D

Question 33 of 50

1.0 Points

Lecky defined \_\_\_\_\_ as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others.

- A. identification
- B. resistance

Incorrect C. submersion  
D. suspension

Answer Key: A

Feedback: Incorrect. Lecky defined identification as the attempt to unify the self-concept with the views of others by assimilating and imitating the opinions of others. See section 18.4.3.3 of your prescribed book.

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 of 50

1.0 Points

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

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

Answer Key: B

Feedback: Section 18.7

Question 35 of 50

1.0 Points

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?

- Incorrect A. Cognitive dissonance
- B. Constructive alternativism
- C. Preverbal constructs
- D. Fundamental postulate

Answer Key: B

Feedback: Chapter 18, textbook, section 18.5.3

Question 36 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.

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

Answer Key: B

Feedback: Section 18.8.1

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 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

Question 38 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
- Incorrect 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 39 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

Incorrect C. humanity

D. justice

Answer Key: D

Feedback: Section 18.5.3

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?”

Correct 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

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

Question 42 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

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

Stress can be \_\_\_\_\_, resulting from the sudden onset of events, or it can be \_\_\_\_\_ (of long duration) such as when it is caused by daily hassles.

- A. chronic; acute
- B. acute; chronic
- C. negative; positive
- D. positive; negative

Answer Key: B

Feedback: Incorrect. Stress can be acute, resulting from the sudden onset of events, such as a death in the family or the loss of a job, or it can be chronic (of long duration) such as when it is caused by a frustrating intimate relationship, an unsatisfactory work situation or daily hassles. See section 20.3.4 in your prescribed book.

Question 45 of 50

1.0 Points

The \_\_\_\_\_ personality is characterised by extreme introversion, an inability to form and maintain close relationships with other persons, and a restricted number of emotions and a low level of emotional response.

- A. schizoid
- B. paranoid
- C. narcissistic
- D. dependent

Answer Key: A

Feedback: This statement describes the schizoid personality. See section 20.5.3 of the prescribed book.

Question 46 of 50

1.0 Points

The aspect of subjective well-being that positive psychologists refer to as emotional well-being, includes \_\_\_\_\_.

- A. interpersonal relationships and social support
- B. self-acceptance and social support
- C. happiness and life satisfaction
- D. self-acceptance and personal growth

Answer Key: C

Feedback: Incorrect. A person's emotional well-being includes happiness and life satisfaction. See prescribed book section 20.2

Question 47 of 50

1.0 Points

\_\_\_\_\_ schizophrenia is associated with absurd and illogical delusions.

- A. Catatonic
- B. Paranoid
- C. Hebephrenic
- D. Somatic

Answer Key: B

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 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).

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

The symptoms of \_\_\_\_\_ disorders predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory, and the causes are biological in nature.

- A. anxiety
- B. cognitive
- C. mood
- D. personality

Answer Key: B

Feedback: Chapter 20, Textbook, section 20.6.3 - aspects of thinking and memory all relate to cognitive functioning, hence a cognitive disorder.

Switch to Full View

Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- ☐ A. selecting the right candidate for a certain position
- ☐ B. correcting negative behaviour through reinforcement
- ☒ C. understanding and influencing group dynamics
- ☐ D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

Question 2 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 3 of 50 1.0 Points

Personality study provides knowledge and a framework for dealing with \_\_\_\_\_ in various contexts.

- ☐ A. financial management
- ☐ B. maladjustment
- ☐ C. cognitive deficiencies
- ☒ D. human behaviour

Answer Key: D

Feedback: Good! The study of personality is aimed at explaining the differences between people. It looks at what personality is, why people behave in certain ways, how their personalities develop, and how personality can be studied and assessed (human behaviour). See section 13.1

#### Question 4 of 50 1.0 Points

What other term is used to describe psychodynamic theories?

- ☐ A. Gestalt psychology
- ☐ B. Third force
- ☒ C. Depth psychology
- ☐ D. Genetic psychology

Answer Key: C

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

#### Part 2 of 14 - Chapter 13 Application 4.0 Points

##### Question 5 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: Well done! 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 6 of 50 1.0 Points

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

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

Answer Key: A

Feedback: Sections 13.3.3 and 13.3.9

Question 7 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: 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 8 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
- ☐ D. Humanism

Answer Key: D

Feedback: 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50 1.0 Points

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- ☐ A. conscious
- ☐ B. preconscious
- ☒ C. unconscious
- ☐ D. superego

Answer Key: C

Feedback: Section 14.4

Question 10 of 50 1.0 Points

Freud stated that the \_\_\_\_\_ level of awareness contains sex and aggressive instincts.

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

Answer Key: D

Feedback: Section 14.4

Question 11 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

Question 12 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

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 of 50 1.0 Points

People laugh behind John's back at his lack of social finesse and etiquette. The Johari-window describes this as reflective of John's \_\_\_\_\_ self.

- ☐ A. open
- ☐ B. blind
- ☐ C. known
- ☒ D. hidden

Answer Key: D

Feedback: Well done! John is unaware of these issues and this is part of his hidden self. The concept of unconscious factors motivating behaviour has been applied in the work situation through the Johari-window. The Johari-window provides a model for feedback on self-knowledge and personal and interpersonal behaviour. The Johari-window works with two dimensions, feedback to the self and exposure to others. The ideal situation to strive for in the work situation is one in which few elements are unknown to the self and others. See section 14.4

Question 14 of 50 1.0 Points

Some neo-Freudians differ with and from Freud because they \_\_\_\_\_.

- ☐ A. consider sexual fixation as an adult problem rather than one manifesting only in children.
- ☒ B. consider social factors as more determining than sexual instincts
- ☐ C. describe the id and ego as equally strong structures in personality functioning
- ☐ D. agree that peoples' striving behaviour is determined by sexual or libidinal energy.

Answer Key: B

Feedback: Yes! Jung and other neo-Freudians had a more optimistic view of human nature, and they emphasised future directedness, potential growth and the influence of social and interpersonal factors. See sections 14.7 & 14.8

Question 15 of 50 1.0 Points

In the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be that children or young people \_\_\_\_\_.

- ☒ A. follow the examples of either the father or the mother.
- ☐ 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 born as the only or the youngest child

Answer Key: C

Feedback: 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 temperament refers to \_\_\_\_\_.

- ☐ A. an emotional or mood expression
- ☐ B. an approach to describe personality factors

-  ☒ C. the predominance of certain types behaviour over other types
- ☐ D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Question 17 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 18 of 50 1.0 Points

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- ☐ A. unique
- ☐ B. surface
-  ☒ C. personal disposition
- ☐ D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

Question 19 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)

#### Part 6 of 14 - Chapter 16 Application 3.0 Points

##### Question 20 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

##### Question 21 of 50 1.0 Points

Amos is described as intelligent, hardworking and trustworthy. On the other hand, he can be very emotional - some of his colleagues say that he thinks with his emotions and not with his brain. Amos complains about everything, but does nothing to resolve issues. When Amos gets upset, he talks louder and louder, and the more he talks, the more uptight he gets. At times, his colleagues find him exhausting. Apparently, he acts this way when he is at home as well. Using Eysenck's Three-Factor Model as a guide, identify the traits which Amos 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: A

Feedback: Section 16.5

#### Question 22 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

#### Part 7 of 14 - Chapter 17 Theory 4.0 Points

#### Question 23 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 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
- ☐ C. emotional
- ☐ D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 25 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

Question 26 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

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

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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

Question 28 of 50 1.0 Points

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

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

Based on Festinger's Equity Theory, if an individual feels that they are underpaid, this will result in \_\_\_\_\_ effort, or other attempts to achieve equity in the organisation

- ✗ ☒ A. increased
- ☐ B. decreased
- ☐ C. equal
- ☐ D. no change in

Answer Key: B

Feedback: No. If the individual feels that he/she is being underpaid, this will result in decreased effort, demands for more pay, or other attempts to achieve equity in the organisation. See section 18.4.3.2 of your prescribed book.

Question 31 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.

Question 32 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.

Question 33 of 50 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that rigidly determines the way in

which other constructs apply to its elements, as in stereotypical thinking.

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

Answer Key: D

Feedback: Section 18.5.1

Part 10 of 14 - Chapter 18 Application 3.0 Points

Question 34 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 35 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 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

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

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. Learned resourcefulness
- ☐ C. Locus of control
- ☐ D. Personal hardiness

Answer Key: B

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 \_\_\_\_\_.

- ✓ ☒ 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

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

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
- ☐ B. growth and development
- ☐ C. hedonic pleasure
- ☒ D. eudaimonic happiness

Answer Key: C

Question 42 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

Question 43 of 50 1.0 Points

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- ☒ A. Positive and problematic
- ☐ B. Problematic
- ☐ C. Positive
- ☐ D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50 1.0 Points

Personality disorders characterised by odd or eccentric behaviour include \_\_\_\_\_.

- ☒ A. the paranoid personality
- ☐ B. the narcissistic personality

- ☐ C. the antisocial personality, sociopathy or psychopath
- ☐ D. the histrionic personality

Answer Key: A

Feedback: Good work. The paranoid personality is included in this group and is very egotistical, manifests feelings of hypersensitivity, is very sensitive to criticism, and is suspicious and jealous. See section 20.5.3 of the prescribed book.

#### Question 45 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 46 of 50 1.0 Points

\_\_\_\_\_ is characterised by a chronic or continuous mood disturbance with numerous fluctuations between manic and depressive episodes.

- ☒ A. Cyclothymic depressive disorder
- ☐ B. Major depressive disorder
- ☐ C. Endogenous depressive disorder
- ☐ D. Dysthymic depressive disorder

Answer Key: A

Feedback: Yes, this description refers to Cyclothymic depressive disorder. See section 20.5.5 of your prescribed book.

Question 47 of 50 1.0 Points

Axis III of the DSM-diagnostic system relates to \_\_\_\_\_.

- ☒ A. possible general medical or physical problems which may influence psychological functioning
- ☐ B. personality disorder and mental retardation – enduring problems which impair social and occupational functioning
- ☐ C. any clinical disorder and other related clinical conditions (which are stressful and impair social and occupational functioning)
- ☐ D. psycho-social and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders

Answer Key: A

Feedback: Well done! Axis III refers to possible general medical or physical problems which may influence psychological functioning. See section 20.5 of your prescribed book.

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 of 50 1.0 Points

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogog is displaying behaviour linked to \_\_\_\_\_.

- ☒ A. undercommitment; overcommitment
- ☐ B. overcommitment; undercommitment
- ☐ C. undercommitment; B type personality
- ☐ D. A type personality; undercommitment

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

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- ☐ A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- ☒ B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- ☐ C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- ☐ D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

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Part 1 of 14 - Chapter 13 Theory 4.0 Points

Question 1 of 50 1.0 Points

The \_\_\_\_\_ is considered as the most integrative trait approach on personality.

- ☐ A. Three-Factor Model
- ☒ B. Five-Factor Model
- ☐ C. 16PF
- ☐ D. MBTI

Answer Key: B

Feedback: Well done! Various trait factor models of personality are recognised, however, the Five-Factor Model is considered as the most integrative model of personality. Many other trait classifications on many psychological phenomena exist, for example interpersonal and conflict management styles. See section 13.3.4

Question 2 of 50 1.0 Points

The behaviouristic or learning 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: B

Feedback: Yes! 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 3 of 50 1.0 Points

The psychodynamic or psychoanalytic theories emphasise/s \_\_\_\_\_.

- ☐ A. enduring and consistent attributes of behaviour
- ☒ B. the unconscious aspects of personality
- ☐ C. the striving for self-actualisation
- ☐ D. the role of environmental influences

Answer Key: B

Feedback: Yes! 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 13.3.1

Question 4 of 50 1.0 Points

The \_\_\_\_\_ theory emphasises mature relationships.

- ☐ A. cognitive
- ☐ B. psychoanalytic
- ☒ C. Object Relations
- ☐ D. positive ego-development

Answer Key: C

Feedback: Well done! The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

## Part 2 of 14 - Chapter 13 Application 4.0 Points

### Question 5 of 50 1.0 Points

A manager of a textile factory is concerned that employees of the packaging department are not motivated despite extensive training. The Industrial Psychologist of the organisation notes that the working environment and circumstances may have an influence on the loss of motivation. These aspects could best be studied by means of the \_\_\_\_\_ theory/theories regarding personality in the work context.

- ☐ A. cognitive and social-cognitive
- ☐ B. trait and type
- ☐ C. psychosocial
- ☒ D. behaviourist or learning

Answer Key: D

Feedback: Well done! The factors identified relate to behaviourism, where environments and circumstances are the dominant influences on what people become and they may even override basic natural potential. Section 13.3.2

### Question 6 of 50 1.0 Points

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- ☒ A. personality structure
- ☐ B. mental health
- ☐ C. behaviour dynamics
- ☐ D. personality development

Answer Key: A



Feedback: Yes! These concepts are the building blocks of personality structure from the various perspectives. See section 13.6.1

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
- ☒ 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

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: Yes! 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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50 1.0 Points

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- ☐ A. regression
- ☐ B. fixation
- ☐ C. projection
- ☒ D. transference

Answer Key: D

Feedback: Section 14.8.2

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

In psychodynamic theory and in particular, object relations theory, Klein focused on the development of the \_\_\_\_\_, and Freud focused on the development of the \_\_\_\_\_.

- ☐ A. dyad; triad

- ☐ B. triad; dyad
- ☒ C. mother, father and infant; infant and significant other
- ☐ D. mother, father and infant; significant other, mother and father

Answer Key: A

Feedback: Section 14.4

#### Question 12 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

#### Part 4 of 14 - Chapter 14 Application 3.0 Points

#### Question 13 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 14 of 50 1.0 Points

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- ☐ A. will to meaning
- ☒ B. will to power
- ☐ C. death drive
- ☐ D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

Question 15 of 50 1.0 Points

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- ☐ A. Ego
- ☐ B. Super-ego
- ☐ C. Shadow
- ☒ D. Id

Answer Key: B

Feedback: The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

Question 16 of 50 1.0 Points

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- ☐ A. self-sentiment
- ☐ B. functional autonomy
- ☐ C. propiate functional autonomy
- ☒ D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 17 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

Question 18 of 50 1.0 Points

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

- ☐ A. Conscientiousness - lack of direction

- ☐ B. Tough-mindedness- psychotism
- ☐ C. Submissiveness - dominance
- ☒ D. Extraversion - introversion

Answer Key: D

Feedback: Yes! Extraversion and introversion are used by both Models. See section 16.5.1.1 and section 16.5.1.3 in your prescribed book.

#### Question 19 of 50 1.0 Points

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

#### Part 6 of 14 - Chapter 16 Application 3.0 Points

#### Question 20 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 21 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 22 of 50 1.0 Points

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. inherited; 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

Maslow and Rogers agreed that people strive for growth towards \_\_\_\_\_.

- ☐ A. self-efficacy

- ☐ B. will to meaning
- ☐ C. belonging
- ☒ D. self-actualisation

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2

Question 24 of 50 1.0 Points

Phenomenology refers to a person's \_\_\_\_\_.

- ☐ A. unique subjective experiences
- ☐ B. unconscious feelings and needs
- ☒ C. striving to survive
- ☐ D. need to be accepted by others

Answer Key: A

Question 25 of 50 1.0 Points

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

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

Answer Key: B

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



Question 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

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

- ☐ A. irrational
- ☐ 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

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

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

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 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
- ✓ ☒ B. anxiety
- ☐ C. a threat

☐ D. guilt

Answer Key: B

Feedback: Section 18.8.3

Question 31 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.

Question 32 of 50 1.0 Points

Based on Festinger's Equity Theory, if an individual feels that they are underpaid, this will result in \_\_\_\_\_ effort, or other attempts to achieve equity in the organisation

☒ A. increased

☐ B. decreased

☐ C. equal

☐ D. no change in

Answer Key: B

Feedback: No. If the individual feels that he/she is being underpaid, this will result in decreased effort, demands for more pay, or other attempts to achieve equity in the organisation. See section 18.4.3.2 of your prescribed book.

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

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

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

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

#### Part 11 of 14 - Chapter 19 Theory 4.0 Points

#### Question 37 of 50 1.0 Points

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

Question 38 of 50 1.0 Points

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

Question 39 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: 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

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

Question 41 of 50 1.0 Points

Which personality theory is considered as the foundation of positive psychology?

- ☐ A. Behaviourism
- ☐ B. Cognitive theory
- ☐ C. Psychodynamic theory
- ☒ D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

Question 42 of 50 1.0 Points

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- ☒ A. Positive and problematic
- ☐ B. Problematic
- ☐ C. Positive
- ☐ D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing

psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning.  
Section 19.4.3

Question 43 of 50 1.0 Points

Andrew has a history of troubled relationships and impulsive behaviour. However, he is adamant that he is experiencing high levels of well-being. According to the Complete State Model, Andrew can be described as \_\_\_\_\_.

- ☐ A. languishing
- ☐ B. flourishing
- ☐ C. floundering
- ☒ D. struggling

Answer Key: D

Part 13 of 14 - Chapter 20 Theory 4.0 Points

Question 44 of 50 1.0 Points

The \_\_\_\_\_ personality displays behaviour indicating a lack of confidence, submission and dependence to other people, and inefficiency in being responsible, making decisions and taking initiatives.

- ☐ A. histrionic
- ☐ B. narcissistic
- ☒ C. dependent
- ☐ D. borderline

Answer Key: C

Feedback: Well done! This statement describes the dependent personality. See section 20.5.3 of the prescribed book.

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

Question 47 of 50 1.0 Points

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- ☐ A. the paranoid personality
- ☒ B. the narcissistic personality
- ☐ C. the obsessive-compulsive personality
- ☐ D. the dependent personality

Answer Key: B

Feedback: Well done. The narcissistic personality is included in this group. See section 20.5.3 in your 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

“Workaholism” can be defined as \_\_\_\_\_.

- ☐ A. obsessive-compulsive behaviour
- ☐ B. stress-related work addiction
- ☐ C. a defense mechanism
- ☒ D. all of the above

Answer Key: D

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)

#### Part 1 of 14 - Chapter 13 Theory 4.0 Points

##### Question 1 of 50 1.0 Points

In the \_\_\_\_\_ perspectives personality is expressed in social relationship with others and participation in and with the community.

- ☐ A. Asian and American
- ☐ B. African and Western
- ☐ C. Asian and Western
- ☒ D. African and Asian

Answer Key: D

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. Section 13.3.9

##### 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: Good! 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

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 4 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: 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

#### Part 2 of 14 - Chapter 13 Application 4.0 Points

##### Question 5 of 50 1.0 Points

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

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

Answer Key: A

Feedback: Yes! Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

##### 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

Answer Key: B

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

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: Well done! 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

The research across and between cultures to determine applicability of psychological concepts within each culture is referred to as the \_\_\_\_\_ of psychological knowledge.



A. indigenisation



B. intercontextualisation



C. ontology

- ☐ D. ethnicity

Answer Key: A

Feedback: Well done! Indigenisation is extremely important in the South African context, as we are a nation with many cultures and practices. We need to ensure that we do not discriminate against any beliefs or values. We cannot merely apply a blanket approach and assume that all psychological aspects are understood in the same way by all people. Section 13.3.9

### Part 3 of 14 - Chapter 14 Theory 4.0 Points

#### Question 9 of 50 1.0 Points

\_\_\_\_\_ 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).

#### 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

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- ☐ A. the ego being subservient to the reality principle
- ☐ B. the id being subservient to the pleasure function
- ☒ C. the influence of id impulses
- ☐ D. the influence of life and death instincts

Answer Key: A

Question 12 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

Part 4 of 14 - Chapter 14 Application 3.0 Points



Question 13 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 14 of 50 1.0 Points

Some neo-Freudians differ with and from Freud because they \_\_\_\_\_.

- ☐ A. consider sexual fixation as an adult problem rather than one manifesting only in children.
- ☒ B. consider social factors as more determining than sexual instincts
- ☐ C. describe the id and ego as equally strong structures in personality functioning
- ☐ D. agree that peoples' striving behaviour is determined by sexual or libidinal energy.

Answer Key: B

Feedback: Yes! Jung and other neo-Freudians had a more optimistic view of human nature, and they emphasised future directedness, potential growth and the influence of social and interpersonal factors. See sections 14.7 & 14.8

Question 15 of 50 1.0 Points

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashely probably has a/an \_\_\_\_\_ fixation.

- ☐ A. oral

- ☐ B. latent
- ☐ C. genital
- ☒ D. phallic

Answer Key: D

Feedback: Good! Ashley, the phallic female presents as flirtatious, seductive and naïve. See section 14.7, Table 14.5

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 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 17 of 50 1.0 Points

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

- ☐ A. unique
- ☐ B. source
- ☒ C. cardinal
- ☐ D. common

Answer Key: C

Question 18 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

Question 19 of 50 1.0 Points

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- ☒ A. Temperament
- ☐ B. Ergs
- ☐ C. Ectomorph
- ☐ D. Subsidiation

Answer Key: D

Feedback: CH 16.8, p 368

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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.
- ☒ 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

#### Question 21 of 50 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- ☐ A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- ☐ B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- ☒ C. It is due to differences in the way people have cognitively construed their world and themselves.
- ☐ D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

#### 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

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.

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50 1.0 Points

In humanistic theory, the term "peak experience" 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: B

Feedback: Section 17.6.2

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
- ☐ D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Question 25 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 experiences
- ☐ D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

Question 26 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 27 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
- ☒ B. The self-schema
- ☐ C. The bodily self
- ☐ D. The real self

Answer Key: C

Feedback: Section 17.4

Question 28 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 29 of 50 1.0 Points

What does humanism and positive psychology have in common?

- ☒ A. Both emphasise the role of the environment in developing behaviour.

- ☐ B. Both consider the role of the unconscious in personality development.
- ☐ C. Both focus on childhood experiences as the foundation of personality development.
- ☐ D. Both look at positive human traits, such as creativity and health.

Answer Key: D

Feedback: Both look at positive human traits, such as creativity and health. Section 18.7

Part 9 of 14 - Chapter 18 Theory 4.0 Points

Question 30 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.

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

Answer Key: A

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

Festinger sees basic motivation as an attempt to reduce \_\_\_\_\_.

- ☒ A. cognitive dissonance
- ✓
- ☐ B. inner harmony
- ☐ C. self-consistency
- ☐ D. meaning systems

Answer Key: A

Feedback: Cognitive dissonance means that knowledge or different aspects or sources of knowledge about something may differ and thus create uncertainty or disequilibrium in people and their opinions, decisions and choices (Bergh & Theron 2013, section 18.4.3.2). Festinger sees basic motivation as an attempt to reduce cognitive dissonance. Basic motivation is the need to maintain unity or self-consistency. Individuals have the need to maintain unity (compare the concept of homeostasis) and not reduce it, as the question implies.

Question 33 of 50 1.0 Points

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

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.5.1

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

Question 35 of 50 1.0 Points

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

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

Answer Key: C

Feedback: Section 18.8

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.
- ☐ C. Meaning systems formed in peoples' collective personal and historical experiences.
- ☐ D. The impact of macro political and socio-economic influences.

Answer Key: C

Feedback: Section 18.6

Part 11 of 14 - Chapter 19 Theory 4.0 Points

Question 37 of 50 1.0 Points

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

- ☐ A. spirituality
- ☐ B. love
- ☒ C. self-actualisation
- ☐ D. friendship

Answer Key: C

Feedback: Section 19.3.3

Question 38 of 50 1.0 Points

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- ☐ A. the enduring confidence to cope
- ☐ B. positive, absorbed commitment
- ☒ C. protected use of strengths
- ☐ D. confidence in capacities to achieve, like self-efficacy

Answer Key: C

Feedback: Section 19.5.3

Question 39 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 40 of 50 1.0 Points

Which of the following are characteristics of fortological thinking?

- ☐ A. self-control and wellness
- ☐ B. emphasis on agency and benefit-finding

- ☐ C. manageability and control
- ☒ D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

#### 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

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 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

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

Answer Key: D

Feedback: Obesity (or overweight) 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. See section 20.5.9 of the prescribed book.

Question 45 of 50 1.0 Points

A delusion can be defined as \_\_\_\_\_ .

- ☐ A. an accurate observation without the existence of a corresponding stimulus
- ☐ B. an inaccurate observation without the existence of a corresponding stimulus
- ☒ C. having false beliefs and ideas
- ☐ D. having false reactions and behaviour

Answer Key: C

Feedback: A delusion is seen as having false beliefs (for example, of persecution) (Bergh & Theron 2013, section 20.5.7).

Question 46 of 50 1.0 Points

\_\_\_\_\_ refers to depression of mothers after the birth of children.

- ☐ A. Dysthymic depressive disorder
- ☐ B. Major depressive disorder
- ☐ C. Bipolar affective disorder
- ☒ D. Postpartum depression

Answer Key: D

Feedback: Yes. Postpartum depression refers to depression of mothers after the birth of children. See prescribed book section 20.5.5

Question 47 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

#### 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

If you want to write an article on causality or aetiology in psychological health and maladjustment, which one of the following guidelines will give you the most complete and accepted approach?



- ☐ A. The assumption that genetic and biological factors underpin all problems.
- ☐ B. An emphasis on genetic and work-related factors because much of human behaviour is genetically determined.
- ☐ C. An interactional model in which you emphasise all personal, biological, psychological , social and work influences.
- ☐ D. A model which includes genetic, psychological, cultural and external factors.

Answer Key: C

Feedback: Section 20.4

Question 50 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 schizotypal 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 1 of 50

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 2 of 50

The \_\_\_\_\_ theory emphasises mature relationships.

- A. cognitive
- B. psychoanalytic
- C. Object Relations
- D. positive ego-development

Answer Key: C

Question 3 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

Question 4 of 50

The concept of \_\_\_\_\_ illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance.

- A. self-regulation
- B. relational schemas
- C. cognitive schemas
- D. emotional intelligence

answer Key: D

Question 5 of 50

During an intensive research project in an organisation all managerial jobs were analysed and all incumbents in managerial positions were subjected to various personality tests. The aim of these procedures were to determine what the personality of engineers should consist of in order for them to be successful in this organisation. Which aspect of personality is best illustrated by the aim of this research?

- A. definition
- B. motivation
- C. structure
- D. adjustment

Answer Key: C

Question 6 of 50

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- B. It must recognise cultural and genetic influences on human behaviour.
- C. It must be able to explain psychological phenomena in a simple manner.
- D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Question 7 of 50

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

Question 8 of 50

You are tasked to assess the ways in which employee behaviour is energised, activated, directed and changed with certain objectives in mind. In order to determine this, you should focus on \_\_\_\_\_.

- A. heredity
- B. adjustment
- C. motivation
- D. personality

Answer Key: C

Feedback: Yes! Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. Hence, some theories stress internal drives, emotions, motives or needs that consciously or unconsciously create tension and direct behaviour. See section 13.6.2

Question 9 of 50

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 10 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

Question 11 of 50

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

Question 12 of 50

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

- A. collective unconscious; teleological
- B. pre-conscious; pleasure
- C. collective unconscious; reality
- D. pre-conscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

Question 13 of 50

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

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

Answer Key: D

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

Question 14 of 50

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

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

Question 16 of 50

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

Question 17 of 50

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

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- A. self-sentiment
- B. functional autonomy
- C. propiate functional autonomy
- D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 19 of 50

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- A. Values
- B. Anger
- C. Competence
- D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

Question 20 of 50



Tanya often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very 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 21 of 50

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

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,

Question 23 of 50

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 24 of 50

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

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

Question 26 of 50

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

Question 27 of 50

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

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive
- C. Gestalt
- D. behaviourist

Answer Key: C

Question 29 of 50

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 30 of 50

\_\_\_\_\_ are those constructs that are so basic to a person's functioning that they can only be changed with serious consequences for the rest of the construct system.

- A. Core roles
- B. Peripheral constructs
- C. Core constructs
- D. Self-constructs

Answer Key: C

Question 31 of 50

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

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

Answer Key: A

Question 32 of 50

Alzheimer's disease has been shown to impact \_\_\_\_\_ memory adversely, by impairing the sufferer's ability to name objects and pictures.

- A. episodic
- B. semantic
- C. long term
- D. short term

Answer Key: B

Feedback: Alzheimer's disease has been shown to impact semantic memory adversely, by impairing the sufferer's ability to name objects and pictures. See section 18.1 of your prescribed book.

Question 33 of 50

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 34 of 50

"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 35 of 50

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

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

Question 37 of 50

\_\_\_\_\_ 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 38 of 50

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 39 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

Question 40 of 50

\_\_\_\_\_ 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 41 of 50

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

- A. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

#### Question 42 of 50

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. reformatory self-control
- C. temperance
- D. regressive self-control

Answer Key: B

#### Question 43 of 50

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
- D. Maslow

Answer Key: D

Feedback: Section 19.4.3.2

Question 44 of 50

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the paranoid personality
- B. the narcissistic personality
- C. the obsessive-compulsive personality
- D. the dependent personality

Answer Key: B

Question 45 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

Question 46 of 50

The \_\_\_\_\_ personality has mixed symptoms, including an unstable emotional life, impulsiveness and poor self-image with regard to various aspects of self-identity, a strong need for affection and maintains disturbed relationships.

- A. histrionic
- B. borderline
- C. dependent
- D. avoidant

Answer Key: B

Question 47 of 50

The aspect of subjective well-being that positive psychologists refer to as emotional well-being, includes \_\_\_\_\_.

- A. interpersonal relationships and social support
- B. self-acceptance and social support
- C. happiness and life satisfaction
- D. self-acceptance and personal growth

Answer Key: C

Question 48 of 50

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 49 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

Question 50 of 50

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 1 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

Question 2 of 50      1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic

B. behaviouristic

C. humanistic

D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 3 of 50      1.0 Points

The psychodynamic or psychoanalytic theories emphasise/s \_\_\_\_\_.

A. enduring and consistent attributes of behaviour

B. the unconscious aspects of personality

C. the striving for self-actualisation

D. the role of environmental influences

Answer Key: B

Feedback: Yes! 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 13.3.1

Question 4 of 50      1.0 Points

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

Question 5 of 50      1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

Question 6 of 50      1.0 Points

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

A. Psychoanalytic

B. African

C. Biological

D. Contextual

Answer Key: B

Feedback: Good work! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. See section 13.3.9

Question 7 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

Question 8 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

Answer Key: B

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 9 of 50      1.0 Points

Freud stated that the \_\_\_\_\_ level of awareness contains sex and aggressive instincts.

A. preconscious

B. conscious

C. collective unconscious

D. unconscious

Answer Key: D

Feedback: Section 14.4

Question 10 of 50      1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

A. unknown to the self and others

B. unknown to the self and others

C. known to the self and others

D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 11 of 50      1.0 Points

In the word association test in psychodynamic 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 12 of 50      1.0 Points

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

A. ego; reality

B. id; morality

C. ego; pleasure

D. id; reality

Answer Key: B

Question 13 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: Yes! Psychoanalysis would refer to his childhood issues, his controlling nature and his inferiority issues. See section 14.5 in your prescribed book.

Question 14 of 50      1.0 Points

Some neo-Freudians differ with and from Freud because they \_\_\_\_\_.

A. consider sexual fixation as an adult problem rather than one manifesting only in children.

B. consider social factors as more determining than sexual instincts

C. describe the id and ego as equally strong structures in personality functioning

D. agree that peoples' striving behaviour is determined by sexual or libidinal energy.

Answer Key: B

Feedback: Yes! Jung and other neo-Freudians had a more optimistic view of human nature, and they emphasised future directedness, potential growth and the influence of social and interpersonal factors. See sections 14.7 & 14.8

Question 15 of 50      1.0 Points

The psychodynamic theorist, \_\_\_\_\_ made significant findings with regard to how early child experiences may influence adult behaviour significantly, also with regard to people's perceptions of what is good and bad in life.

A. Freud

B. Jung

C. Adler

D. Klein

Answer Key: D

Feedback: Well done! According to Klein, the self consists of part and/or whole objects, incorporating images of the good and bad elements of a person. As a result of childhood experiences, adults can operate from part object relations or whole object relations. See section 14.4

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

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

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

Question 18 of 50      1.0 Points

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

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

Question 1 of 50

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: Good! 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 2 of 50

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

#### Question 3 of 50

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: 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 4 of 50

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 5 of 50

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 emphasizing the \_\_\_\_\_ domain of personality.

- A. developmental
- 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

Question 6 of 50

Psychoanalysis focuses more on areas of conflict, whereas the \_\_\_\_\_ perspective emphasises harmony.

- A. behaviouristic
- B. humanistic
- C. African
- D. Western

Answer Key: C

Feedback: Well done! African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. See section 13.3.9

Question 7 of 50

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
- 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

Question 8 of 50

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- A. personality structure
- B. mental health
- C. behaviour dynamics
- D. personality development

Answer Key: A

Feedback: Yes! These concepts are the building blocks of personality structure from the various perspectives. See section 13.6.1

Question 9 of 50

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

Question 10 of 50

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 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

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

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

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

- A. Both sexes do not resolve their Oedipus conflicts.
- B. Females tend to have closer relationships with mothers.
- C. Males never resolve their envy of women being able to give birth.
- D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Feedback: Well done! Mothers and daughters see each other as extensions of themselves during infancy. However, mothers view their sons as dissimilar and do not experience the same feeling of “oneness” as they have with their daughters. See section 14.7

Question 15 of 50

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 16 of 50

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also \_\_\_\_\_.

- A. impulsive
- B. prone to introspection
- C. more quiet

D. more quiet

Answer Key: A

Question 17 of 50

The \_\_\_\_\_ concept, used by Cattell, indicates the reciprocal relationship between situation and personality.

- A. interactionism
- B. situationism
- C. consistency
- D. dynamism

Answer Key: A

Question 18 of 50

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

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

Question 20 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

Question 21 of 50

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

Amos is described as intelligent, hardworking and trustworthy. On the other hand, he can be very emotional - some of his colleagues say that he thinks with his emotions and not with his brain. Amos complains about everything, but does nothing to resolve issues. When Amos gets upset, he talks louder and louder, and the more he talks, the more uptight he gets. At times, his colleagues find him exhausting. Apparently, he acts this way when he is at home as well. Using Eysenck's Three-Factor Model as a guide, identify the traits which Amos 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: A

Feedback: Section 16.5

Question 23 of 50

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

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

Answer Key: B

Feedback: Section 17.2

Question 24 of 50

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

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 26 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

Question 27 of 50

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- A. behaviourism
- B. the cognitive perspective
- C. Gestalt psychology
- D. psychoanalysis

Answer Key: C

Question 28 of 50

Greg is an engineer who cares about nature, loves his family and has good relationships with his colleagues and friends. He works very hard and gets good performance bonuses. However, Simon tends to always focus on the fact that Greg is an engineer, stating that he is unable to think outside the box and that he has a very limited view of the world based on his analytical thinking as an engineer. Greg feels judged by this. Based on humanist theory, why does Greg feel judged?

- A. Because Simon is not an engineer
- B. Personality is a Gestalt; an integration of social, physical, mental and psychosocial aspects
- C. Greg is ashamed of being an engineer
- D. Personality is usually based on one distinguishing aspect, such as one's work role.

Answer Key: B

Feedback: Personality is a Gestalt or holistic phenomenon, and an integration of physical, social, mental, and psychosocial aspects. This is why people can feel judged if they are assessed on one aspect of their being only, or on one mistake. Section 17.3.3

Question 29 of 50

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 30 of 50

A construct that allows individuals to change their opinions when new information arises which is relevant to the experience is called \_\_\_\_\_.

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

Answer Key: A

Question 31 of 50

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 32 of 50

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

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

Answer Key: C

Feedback: Section 18.4.3.2

Question 33 of 50

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

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

Answer Key: C

Feedback: Section 18.2

Question 34 of 50

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

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



Answer Key: A

Feedback: Section 18.7

Question 35 of 50

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

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

Answer Key: C

Feedback: Section 18.8

Question 36 of 50

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 37 of 50

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- A. the enduring confidence to cope
- B. positive, absorbed commitment
- C. protected use of strengths
- D. confidence in capacities to achieve, like self-efficacy

Answer Key: C

Feedback: Section 19.5.3

Question 38 of 50

An individual who experiences life as meaningful and purpose-driven because of a sense of direction is displaying the \_\_\_\_\_ facet of psychological well-being.

- A. self-acceptance
- B. personal growth
- C. purpose in life
- D. environmental mastery

Answer Key: C

Question 39 of 50

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

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

Question 41 of 50

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

- A. Learned resourcefulness

- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Question 42 of 50

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as \_\_\_\_\_.

- A. struggling
- B. floundering
- C. flourishing
- D. languishing

Answer Key: D

Question 43 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

Question 44 of 50

\_\_\_\_\_ 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

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 46 of 50

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

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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

Question 48 of 50

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

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

Answer Key: B

Feedback: Psychotic disorder (p. 456 Section 20.6)

Question 49 of 50

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: Nope! 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

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)

Question 1 of 50

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic

Answer Key: D

Feedback: Good! 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. See section 13.3.3

Question 2 of 50

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

- A. general systems
- B. psychosocial
- C. humanistic
- D. cognitive

Answer Key: B

Feedback: Good! 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 3 of 50

A psychologist applies an intensive qualitative analysis of an individual and uses a subjective means of assessment. The approach being used here is called the \_\_\_\_\_ approach.

- A. clinical
- B. statistical
- C. experimental
- D. objective

Answer Key: A

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

Question 4 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 and type
- D. behaviourist or learning

Answer Key: B

Feedback: In behaviourism, individual differences and behaviour is strongly influenced by genetic factors, which is why twin studies were used to determine the effect of nature versus nurture. Section 13.3.6

Question 5 of 50

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

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

Question 7 of 50

You are tasked to assess the ways in which employee behaviour is energised, activated, directed and changed with certain objectives in mind. In order to determine this, you should focus on \_\_\_\_\_.

- A. heredity
- B. adjustment
- C. motivation
- D. personality

Answer Key: C

Feedback: Yes! Motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour. Hence, some theories stress internal drives, emotions, motives or needs that consciously or unconsciously create tension and direct behaviour. See section 13.6.2

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

Question 9 of 50



The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 10 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 11 of 50

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

Question 12 of 50

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 13 of 50

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: 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 14 of 50

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 responses can be associated with the \_\_\_\_\_.

- A. Ego
- B. Super-ego
- C. Shadow
- D. Id

Answer Key: B

Feedback: Good! The father's warnings can be related to the super-ego which functions on the morality principle. The father reminds the child to obey the laws of the country. The superego develops as a result of contact with cultural beliefs. It functions as a suppressor of pleasure activity. It is an internal morality governing ideas on what is right and wrong. See section 14.5

Question 15 of 50

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- A. Reaction-formation
- B. Rationalisation
- C. Projection
- D. Intellectualisation

Answer Key: B

Feedback: Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

Question 16 of 50

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

- A. subsidation
- B. propiate functional autonomy
- C. propiate striving
- D. perseverative functional autonomy

Answer Key: B

Question 17 of 50

The MBTI is a scale which measures \_\_\_\_\_.

- A. numerical ability
- B. personality type
- C. emotions
- D. verbal reasoning ability

Answer Key: B

Feedback: Ch 16.5.3. p361

Question 18 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 19 of 50

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

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

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

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

- A. psychodynamic
- B. cognitive
- C. trait
- D. behaviouristic

Answer Key: C

Question 23 of 50

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 experiences
- D. peak experiences; flow experiences

Answer Key: B

Feedback: Section 17.7

Question 24 of 50

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 25 of 50

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 26 of 50

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
- D. behaviours and skills used to control events and behaviours

Answer Key: D

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

Question 27 of 50

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

Question 28 of 50

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 29 of 50

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 30 of 50

In cognitive theory, the term "experience" refers to \_\_\_\_\_.

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

Answer Key: A

Feedback: Section 18.5

Question 31 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

Question 32 of 50

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 33 of 50

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 34 of 50

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

Why is the REP Test valuable in cognitive research?

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

Answer Key: B

Feedback: Section 18.6

Question 36 of 50

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 37 of 50

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

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 39 of 50

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

- A. Self efficacy
- B. Locus of control
- C. Personal hardiness
- D. Learned resourcefulness

Answer Key: D

Feedback: Chapter 19, textbook , section 19.5.4

Question 40 of 50

\_\_\_\_\_ 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 41 of 50

Working from an Aristotelian frame of reference on positive human virtues what would you say do people in South Africa have in mind when they complain about and oppose institutions and people who fail to deliver service and participate in dishonest actions?

- A. The development of better citizenship on group and organisational levels.
- B. The relevant people's own moral character and being involved in immoral activities.
- C. Emphasising the virtues of people in the past which must direct current actions.
- D. Trying to instill hope for the future if certain character virtues can be developed.

Answer Key: B

Feedback: Section 19.4.3.3

#### Question 42 of 50

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

Which one of the following aspects is NOT indicated as an area of study and research with regard to psychological wellness and positive emotions?

- A. positive psychology
- B. salutogenesis
- C. fortigenesis

D. psychopathology

Answer Key: D

Feedback: Section 19.3.2

Question 44 of 50

Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to \_\_\_\_\_ disorders.

- A. anxiety-based
- B. dissociative
- C. schizophrenic
- D. mood

Answer Key: C

Feedback: Chapter 20, textbook , section 20.5.7

Question 45 of 50

Stress can be positively related to physical illness because it decreases the ability of the \_\_\_\_\_ system.

- A. lymphatic
- B. melatonin
- C. limbic
- D. immune

Answer Key: D

Question 46 of 50

\_\_\_\_\_ 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

In the theory related to stress models, the term "distress" refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Question 48 of 50

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

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

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

Question 1 of 50

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: 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

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

#### Question 3 of 50

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

#### Question 4 of 50

\_\_\_\_\_ 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: 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 5 of 50

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

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 7 of 50

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
- 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

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; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

Question 9 of 50

The ego is modified by the \_\_\_\_\_ principle.

- A. adjustment
- B. pleasure
- C. reality
- D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

Question 10 of 50

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 11 of 50

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

In the word association test in psychodynamic 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 13 of 50

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

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: Well done! 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.

Question 15 of 50

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 16 of 50

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

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- A. Values
- B. Anger
- C. Competence
- D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

Question 18 of 50

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 19 of 50

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 20 of 50

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

Question 21 of 50

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

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

Question 23 of 50

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

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 25 of 50

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 26 of 50

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 27 of 50

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 than 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 28 of 50

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

Question 29 of 50

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

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 30 of 50

A \_\_\_\_\_ construct is receptive to change.

- A. permeable
- B. preverbal
- C. self
- D. pre-emptive

Answer Key: A

Question 31 of 50

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 32 of 50

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 33 of 50

Festinger sees basic motivation as an attempt to reduce \_\_\_\_\_.

- A. cognitive dissonance
- B. inner harmony
- C. self-consistency
- D. meaning systems

Answer Key: A

Feedback: Cognitive dissonance means that knowledge or different aspects or sources of knowledge about something may differ and thus create uncertainty or disequilibrium in people and their opinions, decisions and choices (Bergh & Theron 2013, section 18.4.3.2). Festinger sees basic motivation as an attempt to reduce cognitive dissonance. Basic motivation is the need to maintain unity or self-consistency. Individuals have the need to maintain unity (compare the concept of homeostasis) and not reduce it, as the question implies.

Question 34 of 50

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 35 of 50

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

#### Question 36 of 50

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy
- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

#### Question 37 of 50

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding

- C. manageability and control
- D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 38 of 50

Tellegen used the term \_\_\_\_\_, which is a personality trait that forms the superstructure of positive emotional experiences

- A. cognitive broadening
- B. undoing hypothesis
- C. positive emotionality
- D. cognitive flexibility

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.2

Question 39 of 50

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

Question 40 of 50

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 41 of 50

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

Feedback: Section 19.3.1

Question 42 of 50

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
- B. the good life
- C. Eudaimonic happiness
- D. hope and optimism

Answer Key: C

Feedback: Section 19.5

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? "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 44 of 50

The Social Readjustment Rating Scale is utilised in assessment and research in order to \_\_\_\_\_.

- A. determine which hassles and uplifts are manifesting in people's daily lives
- B. acquire statistics on the acute and chronic nature of stress in work life
- C. obtain LCU-scores on the cumulative health and stress effects of certain life events
- D. get an impression of people who are predisposed to certain psychological and physiological stressors

Answer Key: C

Feedback: Section 20.3.4

Question 45 of 50

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

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- A. General Adaptation Syndrome
- B. Diagnostic Statistical Model
- C. Conservation of Resources Model
- D. Diathesis Stress Model

Answer Key: C

Question 47 of 50

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

- A. Mood
- B. Schizophrenic
- C. Dissociative
- D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Question 48 of 50

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

- A. Zar; Phambana
- B. Phambana; Zar
- C. Amok; Brain fog
- D. Brain fog; Amok

Answer Key: D

Feedback: Section 20.5.12

Question 49 of 50

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).

Question 50 of 50

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

Question 1 of 50

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic

Answer Key: D

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. See section 13.3.3

Question 2 of 50

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: 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 3 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

Answer Key: A

Feedback: In the work context, behaviourism is applied in training and motivation. Section 13.3.2

Question 4 of 50

The \_\_\_\_\_ perspectives place less emphasis on the individual and more emphasis on the holistic nature of things, such as being part of the community and Ubuntu.

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

Answer Key: D

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 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; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9



Question 6 of 50

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

Question 7 of 50

During an intensive research project in an organisation all managerial jobs were analysed and all incumbents in managerial positions were subjected to various personality tests. The aim of these procedures were to determine what the personality of engineers should consist of in order for them to be successful in this organisation. Which aspect of personality is best illustrated by the aim of this research?

- A. definition
- B. motivation
- C. structure
- D. adjustment

Answer Key: C

Feedback: In this scenario, the structure of a personality is investigated in order to determine the best personality type for engineers in this organisation. Section 13.6.1

Question 8 of 50

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 9 of 50

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

\_\_\_\_\_ 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

#### Question 11 of 50

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

In psychodynamic theory and in particular, object relations theory, Klein focused on the development of the \_\_\_\_\_, and Freud focused on the development of the \_\_\_\_\_.

- A. dyad; triad
- B. triad; dyad
- C. mother, father and infant; infant and significant other
- D. mother, father and infant; significant other, mother and father

Answer Key: A

Feedback: Section 14.4

Question 13 of 50

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: 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 14 of 50

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- B. will to power
- C. death drive
- D. sexual drive

Answer Key: B

Feedback: Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

Question 15 of 50

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: 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 16 of 50

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 17 of 50

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 18 of 50

The term \_\_\_\_\_, relates to the innate energy underlying behaviour.

- A. ergs
- B. temperament
- C. emotion
- D. sentiment

Answer Key: A

Feedback: Ch 16, sect 16.8, p368

Question 19 of 50

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

Question 20 of 50

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 21 of 50

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 22 of 50

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

Question 23 of 50

Various forms of the self-concept idea are used by different humanist theorists. Who sees selfconcept 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 24 of 50

According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- A. corporate identity
- B. self-efficacy
- C. self-identity
- D. self-esteem

Answer Key: C

Feedback: Section 17.4

Question 25 of 50

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

Question 26 of 50

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

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

Answer Key: B

Feedback: Section 17.2

Question 27 of 50

\_\_\_\_\_, 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

Question 28 of 50

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 29 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

#### Question 30 of 50

In cognitive psychology, knowledge is acquired through \_\_\_\_\_, which is the process by which new ideas and behaviours are acquired..

- A. perception
- B. learning
- C. memory
- D. retention

Answer Key: B

Feedback: Learning is the process by which new ideas and behaviours are acquired. See section 18.1 in your prescribed book.

#### Question 31 of 50

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 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

Answer Key: B

Question 33 of 50

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

Question 34 of 50

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme
- C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 35 of 50

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: 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 36 of 50

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 37 of 50

Which of the following descriptions refer to relational resources?

- A. Physical fitness
- B. Financial resources
- C. Relationships with others
- D. Knowledge and skills

Answer Key: C

Feedback: Interpersonal or relational resources refer to things such as social support and relationships with colleagues. See section 19.4.1 of your prescribed book.

Question 38 of 50

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 39 of 50

\_\_\_\_\_ 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 40 of 50

\_\_\_\_\_ 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 41 of 50

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 Mother Teresa of Calcutta experienced \_\_\_\_\_.

- A. the pleasurable life
- B. growth and development
- C. hedonic pleasure
- D. eudaimonic happiness

Answer Key: D

Question 42 of 50

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

Question 43 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 a contribution from the \_\_\_\_\_ perspective to positive psychology.

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

Answer Key: A

Feedback: 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

Question 44 of 50

The aspect of subjective well-being that positive psychologists refer to as emotional well-being, includes \_\_\_\_\_.

- A. interpersonal relationships and social support
- B. self-acceptance and social support
- C. happiness and life satisfaction
- D. self-acceptance and personal growth

Answer Key: C

Feedback: A person's emotional well-being includes happiness and life satisfaction. See prescribed book section 20.2

Question 45 of 50

\_\_\_\_\_ is/are characterised by obsessive thoughts or compulsive actions and rituals.

- A. Obsessive-compulsive disorders
- B. Post-traumatic stress disorder
- C. Generalised anxiety disorders
- D. Phobic disorders

Answer Key: A

Feedback: Obsessive-compulsive disorders (OCDs) are characterised by obsessive thoughts or compulsive actions and rituals. See section 20.5.2 of the prescribed book.

Question 46 of 50

Personality disorders characterised by dramatic, emotional or erratic behaviour include \_\_\_\_\_.

- A. the obsessive-compulsive personality
- B. the paranoid personality
- C. the dependent personality
- D. the antisocial personality, sociopathy or psychopath

Answer Key: D

Feedback: The antisocial personality, sociopathy or psychopath are included in this group. See section 20.5.3 of the prescribed book

Question 47 of 50

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: 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 48 of 50

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).

#### Question 49 of 50

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
- D. schizophrenic

Answer Key: D

#### Question 50 of 50

Jason takes excessive sick leaves because he always complains of back pains, poor breathing and headaches. However, Jason's medical history does not explain the organic/physical cause of his condition. Jason may be suffering from \_\_\_\_\_ disorder.

- A. scizophrenic
- B. a delusional
- C. somatoform
- D. an anxiety

Answer Key: C

Feedback: Section 20.7

Question 1 of 50

Narrative psychology and the social-constructionist perspective emphasise \_\_\_\_\_ in the study of human behaviour.

- A. dreams and history
- B. cognitive ability
- C. the social context
- D. the person as Gestalt

Answer Key: C

Feedback: 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

Twin and adoption studies were primarily used by the \_\_\_\_\_ perspectives to study behaviour.

- A. cognitive and social-cognitive
- B. biological or evolutionary
- C. trait and type
- D. behaviourist or learning

Answer Key: B

Feedback: Good work! In behaviourism, individual differences and behaviour is strongly influenced by genetic factors, which is why twin studies were used to determine the effect of nature versus nurture. Section 13.3.6

Question 3 of 50

The \_\_\_\_\_ theory emphasises mature relationships.

- A. cognitive
- B. psychoanalytic
- C. Object Relations
- D. positive ego-development

Answer Key: C

Feedback:

The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

Question 4 of 50

In the \_\_\_\_\_ perspectives personality is expressed in social relationship with others and participation in and with the community.

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

Answer Key: D

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. Section 13.3.9

Question 5 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 behaviourism. See section 13.3.2



Question 6 of 50

Whenever she feels sad or down as a result of her difficult childhood, Sophy concentrates on and thinks about the positive things in her life, and in this way she has learned to handle stress. This is an example of utilising the concepts in \_\_\_\_\_ theory in order to overcome difficulties.

- A. trait
- B. cognitive
- C. behaviourist
- D. psychodynamic

Answer Key: B

Feedback: Yes! The cognitive theory could be used to explain the way in which Sophy used her thought processes to direct her own behaviour. See section 13.3.5

Question 7 of 50

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: 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 8 of 50

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: C

Feedback: The description relates to humanism. See section 13.3.3

Question 9 of 50

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

Question 10 of 50

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 11 of 50

The ego is modified by the \_\_\_\_\_ principle.

- A. adjustment
- B. pleasure
- C. reality
- D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

Question 12 of 50

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
- D. unconscious

Answer Key: D

Feedback: Section 14.3

Question 13 of 50

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

Question 14 of 50

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement
- B. Rationalisation
- C. Denial
- D. Regression

Answer Key: A

Feedback: Good! Displacement is directing negative emotions or attitudes away from their original source (work) to a substitute person or object (family). See section 14.3 and Table 14.1

Question 15 of 50

In the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be that children or young people \_\_\_\_\_.

- A. follow the examples of either the father or the mother.
- 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 born as the only or the youngest child

Answer Key: C

Feedback: Sections 14.6 and 14.7

Question 16 of 50

The MBTI is a scale which measures \_\_\_\_\_.

- A. numerical ability
- B. personality type
- C. emotions
- D. verbal reasoning ability

Answer Key: B

Feedback: Ch 16.5.3. p361

Question 17 of 50

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- A. Temperament
- B. Ergs
- C. Ectomorph
- D. Subsidiation

Answer Key: D

Feedback: CH 16.8, p 368

Question 18 of 50

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 19 of 50

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 20 of 50

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: 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.

Question 21 of 50

If you want to assess an individual's attributes with regard to career development, job and organisational choices according to trait psychology you should focus on measuring \_\_\_\_\_.

- A. self-identity
- B. the need for achievement

- C. ergs
- D. sentiments

Answer Key: D

Feedback: Section 16.8

Question 22 of 50

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

Question 23 of 50

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 24 of 50

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- A. James
- B. Rogers
- C. Kelly

D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

Question 25 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

Feedback: Sections 17.6.1 and 17.6.2

Question 26 of 50

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

Question 30 of 50

\_\_\_\_\_ 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: Well done! 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.

Question 31 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 alternativism
- C. a core construct
- D. cognitive dissonance

Answer Key: D

Question 32 of 50      1.0 Points

In cognitive psychology, knowledge is acquired through \_\_\_\_\_, which is the process by which new ideas and behaviours are acquired..

- A. perception
- B. learning
- C. memory
- D. retention

Answer Key: B

Feedback: Yes! Learning is the process by which new ideas and behaviours are acquired. See section 18.1 in 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

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

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

Question 36 of 50      1.0 Points

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

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Question 37 of 50      1.0 Points

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

Question 38 of 50      1.0 Points

An individual who experiences life as meaningful and purpose-driven because of a sense of direction is displaying the \_\_\_\_\_ facet of psychological well-being.

- A. self-acceptance
- B. personal growth
- C. purpose in life
- D. environmental mastery

Answer Key: C

Question 39 of 50      1.0 Points

The \_\_\_\_ proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience "eudaimonia."

- A. Self- determination Model

- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: A

Feedback: Incorrect. Richard Ryan and Edward Deci (2001) developed the Self-determination Model, which proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual’s life for him / her to experience “eudaimonia”, a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See section 19.3.1 of your prescribed book.

Question 40 of 50      1.0 Points

\_\_\_\_\_ is defined as a state consisting of psychological growth, integrity, well-being, vitality and self-congruence.

- A. Relatedness
- B. Competence
- C. Autonomy
- D. Eudaimonia

Answer Key: D

Feedback: Incorrect. Eudaimonia is a state consisting of psychological growth, integrity, well-being, vitality and self-congruence. See prescribed book section 19.3.1

Question 41 of 50

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

Question 42 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 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

Answer Key: A

Feedback: Chapter 19, textbook, section 19.3.1

Question 44 of 50

\_\_\_\_\_ involves a person's psychological sense of being female or male.

- A. Gender identity disorder
- B. Sexual dysfunctions
- C. Paraphilia
- D. Sexual harassment

Answer Key: A

Feedback: Gender identity disorder (GID) involves a person's psychological sense of being female or male. GID (also referred to as transsexualism) relates to experiencing conflict with regard to expressing their biological sex and one's current gender identity. See section 20.5.10 of the prescribed book.

Question 45 of 50

Axis V of the DSM refers to:

- A. any clinical disorder and other related clinical conditions (which are stressful and impair social and occupational functioning)
- B. on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure
- C. psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders
- D. personality disorder and mental retardation – enduring problems that impair social and occupational functioning

Answer Key: B

Feedback: Incorrect. Axis V refers to on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure. See section 20.5 of your prescribed book.

Question 46 of 50

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

The \_\_\_\_\_ describes stress as a response to threat of loss, an actual loss or an inability to gain or regain resources.

- A. General Adaptation Syndrome
- B. Diathesis-Stress Model
- C. Conservation of Resources Model

D. person-environment-fit approach

Answer Key: C

Feedback: Incorrect. The Conservation of Resources Model describes stress as a response to threat of loss, an actual loss or an inability to gain or regain resources. When threatened by stressors, people manage stress by minimising loss and maximising gain of resources. See section 20.5.1 of the prescribed book.

Question 48 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 49 of 50

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: Nope, sorry! The correct option is C, as the other options have limited scope. 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 50 of 50

Which type of depression is linked to women only?

- A. Bipolar depression
- B. Postpartum depression
- C. Dysthymic depression
- D. Cyclothymic depression

Answer Key: B

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

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

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

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

Psychoanalysis focuses more on areas of conflict, whereas the \_\_\_\_\_ perspective emphasises harmony.

- A. behaviouristic
- B. humanistic

- C. African
- D. Western

Answer Key: C

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: C

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

In addition to subconscious factors, what other factors do modern supporters of the psychodynamic approach believe influence personality and behaviour?

- A. Social factors
- B. Genetic factors
- C. Environmental factors
- D. Cognitive factors

Answer Key: A

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



Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

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

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
- B. qualitative
- C. life data
- D. constructionist

Answer Key: B

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

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
- C. biological and evolutionary
- D. psychosocial

Answer Key: C

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.
- 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

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

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

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

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

Answer Key: B

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

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

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

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
- C. biological and evolutionary
- D. psychosocial

Answer Key: C

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- A. personality structure
- B. mental health
- C. behaviour dynamics
- D. personality development

Answer Key: A

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

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an \_\_\_\_\_ approach to psychological research and assessment.

- A. clinical
- B. statistical

C. quantitative

D. objective

Answer Key: A

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

A. psychodynamic

B. behaviourist

C. humanist

D. trait

Answer Key: A

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

During an intensive research project in an organisation all managerial jobs were analysed and all incumbents in managerial positions were subjected to various personality tests. The aim of these procedures were to determine what the personality of engineers should consist of in order for them to be successful in this organisation. Which aspect of personality is best illustrated by the aim of this research?

A. definition

B. motivation

C. structure

D. adjustment

Answer Key: C

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

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

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 in all its dimensions, which would you consider as relevant aspects 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

Answer Key: B

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

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

- A. Psychoanalytic
- B. African
- C. Biological
- D. Contextual

Answer Key: B

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

You are tasked to assess the ways in which employee behaviour is energised, activated, directed and changed with certain objectives in mind. In order to determine this, you should focus on \_\_\_\_\_.

- A. heredity
- B. adjustment
- C. motivation
- D. personality

Answer Key: C

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

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

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

AnswerKey:C

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual

D. psychosocial

Answer Key: C

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

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
- D. biological

Answer Key: D

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

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
- C. psycho-social
- D. social constructionist

Answer Key: B

If you consider African and Asian explanations for personality in a research project, which of the following statements will NOT form part of your approach?

- A. Emphasis on personality as an individual-related phenomenon.
- B. The individual personality as a communal and group concept.



- C. People are spiritually connected to the cosmos and all other things.
- D. The past and ancestral history form part of the individual and society.

Answer Key: A

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 emphasizing the \_\_\_\_\_ domain of personality.

- A. developmental
- B. structural
- C. motivational
- D. adjustment

Answer Key: B

Question 13 of 50

The psychodynamic theorist, \_\_\_\_\_ made significant findings with regard to how early child experiences may influence adult behaviour significantly, also with regard to people's perceptions of what is good and bad in life.

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: According to Klein, the self consists of part and/or whole objects, incorporating images of the good and bad elements of a person. As a result of childhood experiences, adults can operate from part object relations or whole object relations. See section 14.4

Question 14 of 50

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 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

Question 15 of 50

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: 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 1 of 50

\_\_\_\_\_ 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: 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 2 of 50

Personality study the concept of "nature" 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: D

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

Question 3 of 50

Object relations theory emphasises \_\_\_\_\_.

- A. behaviourism
- B. psychoanalytic theory
- C. mature relationships
- D. positive ego-development

Answer Key: C

Feedback: 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

The \_\_\_\_\_ perspectives personality is expressed social relationship with others and participation and with the community.

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

Answer Key: D

Feedback: Yes! 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. Section 13.3.9

Part 2 of 14 - Chapter 13 Application

Question 5 of 50

a court case a person who is considered to be well adjusted 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: 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 6 of 50

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

The research across and between cultures to determine applicability of psychological concepts with each culture is referred to as the \_\_\_\_\_ of psychological knowledge.

- A. indigenisation
- B. intercontextualisation
- C. ontology
- D. ethnicity

Answer Key: A

Feedback: indigenisation is extremely important in the South African context, as we are a nation with many cultures and practices. We need to ensure that we do not discriminate against any beliefs or values. We cannot merely apply a blanket approach and assume that all psychological aspects are understood in the same way by all people. Section 13.3.9

#### Question 8 of 50

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

#### Question 9 of 50

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

#### Question 10 of 50

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 behaviour (p. 324 Sec 14.6)

Question 11 of 50

Freud argued that human sexuality should be taken into account \_\_\_\_\_ 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

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

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

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

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

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

Psychoanalysis focuses more on areas of conflict, whereas the \_\_\_\_\_ perspective emphasises harmony.

- A. behaviouristic
- B. humanistic
- C. African
- D. Western

Answer Key: C

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: C

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

In addition to subconscious factors, what other factors do modern supporters of the psychodynamic approach believe influence personality and behaviour?

- A. Social factors
- B. Genetic factors
- C. Environmental factors
- D. Cognitive factors

Answer Key: A

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

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

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

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
- B. qualitative
- C. life data
- D. constructionist

Answer Key: B

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

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
- C. biological and evolutionary
- D. psychosocial

Answer Key: C

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.
- 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

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

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

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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 behavior

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: A

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

Answer Key: B

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

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

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

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- A. trait
- B. cognitive and social-cognitive
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Answer Key: C

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- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- A. personality structure
- B. mental health
- C. behaviour dynamics
- D. personality development

Answer Key: A

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.

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Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

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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 \_\_\_\_\_.

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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.

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C. criterion

D. personal

Answer Key: D

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A. heredity

B. adjustment

C. motivation

D. personality

Answer Key: C

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Answer Key: D

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- B. The individual personality as a communal and group concept.
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- D. The past and ancestral history form part of the individual and society.

Answer Key: A

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 emphasizing the \_\_\_\_\_ domain of personality.

- A. developmental

- B. structural
- C. motivational
- D. adjustment

Answer Key: B

Question 1 of 50

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- C. individuality
- D. testability

Answer Key: C

Question 2 of 50

The concept of \_\_\_\_\_ illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance.

- A. self-regulation
- B. relational schemas
- C. cognitive schemas
- D. emotional intelligence

Answer Key: D

Feedback: The concept emotional intelligence illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance. See section 13.3.5

Question 3 of 50

The importance of childhood experiences and development is a strong emphasis of \_\_\_\_\_.

- A. behaviourism
- B. psychoanalytical theory
- C. mature relationships
- D. positive ego-development

Answer Key: B

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 13.3.1

Question 4 of 50



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
- D. humanistic

Answer Key: D

Feedback: In the humanistic 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.

#### Question 5 of 50

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

Feedback: Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- B. It must recognise cultural and genetic influences on human behaviour.
- C. It must be able to explain psychological phenomena in a simple manner.
- D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

#### Question 7 of 50

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an \_\_\_\_\_ approach to psychological research and assessment.

- A. clinical
- B. statistical
- C. quantitative

D. objective

Answer Key: A

Feedback: The clinical approach emphasises an intensive analysis of the individual and the uniqueness of behaviour. This approach uses subjective means of assessment and relies strongly on qualitative sources of information (for example, projective techniques and narrative analysis). See section 13.5.5

Question 8 of 50

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: Yes! 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 9 of 50

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

A. regression

B. fixation

C. projection

D. transference

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

A. inferiority

B. latency

C. fixation

D. individuation

Answer Key: D

Feedback: Section 14.7

Question 11 of 50

In psychodynamic theory and in particular, object relations theory, Klein focused on the development of the \_\_\_\_\_, and Freud focused on the development of the \_\_\_\_\_.

A. dyad; triad

B. triad; dyad

C. mother, father and infant; infant and significant other

D. mother, father and infant; significant other, mother and father

Answer Key: A

Feedback: Section 14.4

Question 12 of 50

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 13 of 50

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashely probably has a/an \_\_\_\_\_ fixation.

A. oral

B. latent

C. genital

D. phallic

Answer Key: D

Feedback: Ashley, the phallic female presents as flirtatious, seductive and naïve. See section 14.7, Table 14.5

Question 14 of 50

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 15 of 50

The psychodynamic theorist, \_\_\_\_\_ made significant findings with regard to how early child experiences may influence adult behaviour significantly, also with regard to people's perceptions of what is good and bad in life.

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: According to Klein, the self consists of part and/or whole objects, incorporating images of the good and bad elements of a person. As a result of childhood experiences, adults can operate from part object relations or whole object relations. See section 14.4

Question 1 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

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 2 of 50

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

- A. general systems
- B. psychosocial
- C. humanistic

D. cognitive

Answer Key: B

Feedback: 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 3 of 50

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

A. psychodynamic

B. behaviouristic

C. trait

D. cognitive

Answer Key: C

Feedback: Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 4 of 50

The \_\_\_\_\_ theory emphasises mature relationships. A. cognitive

B. psychoanalytic

C. Object Relations

D. positive ego-development

Answer Key: C

Feedback: Well done! The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

#### Question 5 of 50

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: 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 6 of 50

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 7 of 50

If you have to classify or associate Furnham's work-related personality research model with an approach on personality which you know from your prescribed book you would probably identify it as a \_\_\_\_\_ model.

- A. systems
- B. behaviourist
- C. trait
- D. psycho-social

Answer Key: A

Feedback: Furnham's model shown in Figure 13.5 shows relationships between variables related to personality and work. It therefore depicts a system, with interrelated influences. See section 13.7

Question 8 of 50

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
- B. qualitative
- C. life data
- D. constructionist

Answer Key: B

Feedback: This scenario focuses on qualitative sources of information. See section 13.6.5

Question 9 of 50

Establishing intimate relationships is one of the developmental tasks of the \_\_\_\_\_ developmental stage of Freud's psychosexual stages.

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

Answer Key: B

Feedback: Chapter 14, textbook, Table 14.3

Question 10 of 50

\_\_\_\_\_ viewed neurosis as any deviation from normal behaviour and not necessarily pathological behaviour.

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

Answer Key: C

Feedback: Section 14.8.2

Question 11 of 50

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

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

- A. collective unconscious; teleological
- B. pre-conscious; pleasure
- C. collective unconscious; reality
- D. pre-conscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

Question 13 of 50

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female
- D. anal-retentive

Answer Key: B

Feedback: Kate is an anal-expulsive type, which is characterised by the words destructive, impulsive, cruel, disorderly, sees others as objects to be possessed. See section 14.7 and Table 14.3

Question 14 of 50

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: 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

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

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

Answer Key: C

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



According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Question 2 of 50

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 psychoanalytic

Answer Key: C

Question 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- C. individuality
- D. testability

Answer Key: C

Feedback: See section 13.2.2

Question 5 of 50 1.0/ 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

Question 6 of 50

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Question 8 of 50 1.0/ 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

Answer Key: B

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 9 of 50 1.0/ 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 10 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 11 of 50

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona

D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 13 of 50

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
- B. fixations
- C. sexual instincts
- D. defence mechanisms

Answer Key: B

Question 14 of 50 1.0/ 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

Question 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

\_\_\_\_\_ anxiety represents conflict between the ego and the superego.

- A. Moral
- B. Reality
- C. Neurotic
- D. Surreal

Answer Key: A

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

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

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

- A. Freud

B. Fromm

C. Jung

D. Adler

Answer Key: D

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

A. regression

B. fixation

C. projection

D. transference

Answer Key: D

Feedback: Section 14.8.2

In the word association test in psychodynamic 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

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

A. Freud

B. Adler

C. Jung

D. Fromm

Answer Key: D

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

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

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

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation
- C. transference
- D. anxiety

Answer Key: C

According to Jung's theory, which two of the following concepts do NOT fit his description of the functions which generally develop in all peoples' personalities?

- A. introversion and sensing
- B. feeling and thinking
- C. openness and conscientiousness
- D. introversion and extroversion

Answer Key: C

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality

- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

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

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

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
- B. will to power
- C. will to selfactualisation
- D. will to financial success

Answer Key: B



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.willtomeaning
- C.a sense of identity
- D.positivetransference

AnswerKey:C

\_\_\_\_\_ viewed neurosis as any deviation from normal behaviour and not necessarily pathological behaviour.

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

Answer Key: C

Freud stated that the \_\_\_\_\_ level of awareness contains sex and aggressive instincts.

- A. preconscious
- B. conscious
- C. collective unconscious
- D. unconscious

Answer Key: D

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation
- C. transference
- D. anxiety

Answer Key: C

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

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

- A. collective unconscious; teleological
- B. pre-conscious; pleasure
- C. collective unconscious; reality
- D. pre-conscious; morality

Answer Key: A

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority
- B. latency
- C. fixation
- D. individuation

Answer Key: D

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- B. will to power
- C. death drive
- D. sexual drive

Answer Key: B

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 adolescent's behaviour indicates the working of the \_\_\_\_\_.

- A. ego
- B. super-ego
- C. animus
- D. id

Answer Key: D

In a counselling session a therapist assists an employee to work through his feelings of little self-worth and selfbelief 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

According to certain psychodynamic perspectives, across their lives or in certain situations, people tend to either consider others in a positive or negative way or as combinations of these positive or negative perceptions. These behaviours are related to \_\_\_\_\_.

- A. internal and external morality
- B. fixation and archetypes
- C. paranoid schizoid and depressive stances
- D. a sense of inferiority and defence anxiety

Answer Key: C

According to Horney, if somebody wants to be a nurse, he or she probably has the style of \_\_\_\_\_.

- A. moving toward people
- B. moving away from people
- C. moving against people
- D. submission to people

Answer Key: A

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 should guide each employee's behaviour, you realised that the supervisor is actually supporting a \_\_\_\_\_ model.

- A. five factor
- B. conflict
- C. classical conditioning
- D. operant conditioning

Answer Key: B

Sarah has just found out that her company is going to cancel her leave because deadlines have to be met. She storms out of the office crying and then sulks for the rest of the day. This type of defence mechanism is called \_\_\_\_\_.

- A. rationalisation
- B. projection
- C. denial
- D. regression

Answer Key: D

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
- B. fixations
- C. sexual instincts
- D. defence mechanisms

Answer Key: B

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

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

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

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
- D. The shadow

Answer Key: D

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- A. Reaction-formation
- B. Rationalisation
- C. Projection
- D. Intellectualisation

Answer Key: B

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

An effective psychodynamic approach in the management of ineffective team work, could be to facilitate team members to achieve one of the following outcomes; \_\_\_\_\_.

- A. to use overcompensation to be energised and achieve team goals
- B. to accept their own anxieties and stop blaming others
- C. to utilise fantasy and intellectualisation to solve work problems

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

Answer Key: B

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

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

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

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

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

- A. an integrator
- B. a motivator
- C. the conscience
- D. a differentiator

Answer Key: A

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

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

In the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be that children or young people \_\_\_\_\_.

- A. follow the examples of either the father or the mother.
- 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 born as the only or the youngest child

Answer Key: C

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

C. regression

D. projection

Answer Key: C

How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

A. believes in the unconscious

B. focuses on past experiences

C. believes that the ego functions mostly at the unconscious level

D. added the dimension of the collective unconscious

Answer Key: D

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

The superego has two subsystems: a consciousness that punishes behaviour and the \_\_\_\_\_ that rewards it.

A. id

B. ego

C. pleasure principle

D. biological drive

Answer Key: B

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



In your work group you have noticed two colleagues, a male and female, who often lose concentration, because they are continuously flirting and trying to be the centre of attention. In terms of Freud's psychosexual development theory their behaviour belongs to the \_\_\_\_\_ phase.

- A. genital
- B. oral dependent
- C. latent
- D. phallic

Answer Key: D

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
- B. fixations
- C. sexual instincts
- D. defence mechanisms

Answer Key: B

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female
- D. anal-retentive

Answer Key: B

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

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent

attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Question 2 of 50 0.0/ 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 psychoanalytic

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 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- C. individuality

D. testability

Answer Key: C

Feedback:

See section 13.2.2

Question 5 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

Answer Key: D

Question 6 of 50

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

A. psychodynamic

B. behaviourist

C. humanistic

D. trait

Answer Key: B

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Question 8 of 50

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

Answer Key: B

Question 9 of 50 1.0/ 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 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 13 of 50 1.0/ 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
- B. fixations
- C. sexual instincts
- D. defence mechanisms

Answer Key: B

Question 14 of 50 1.0/ 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

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

Question 1 of 50 1.0/ 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

Question 2 of 50 1.0/ 1.0 Points

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

- A. Controlled experiments
- B. A scientifically constructed personality test

C. Factor analysis

D. The interpretation of communication

Answer Key: D

Question 3 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality.

What kind of data is being collected?

A. T-data

B. L-data

C. P-data

D. O-data

Answer Key: B

Feedback: Well done! L-data or life data is information from a person's personal history. See section 13.7

Question 4 of 50

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

Question 5 of 50 1.0/ 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 \_\_\_\_\_.

A. social affiliation outside the family

B. family influences

C. cultural and ethnic membership

D. socio-economic factors

Answer Key: A

Question 6 of 50 1.0/ 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.
- 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

Question 7 of 50 1.0/ 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

Answer Key: B

Question 8 of 50 1.0/ 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

Question 9 of 50

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

- A. Freud
- B. Jung
- C. Adler
- D. Erikson



Answer Key: B

Question 10 of 50 1.0/ 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/ 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 12 of 50 0.0/ 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 13 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Question 14 of 50 0.0/ 1.0 Points

An adolescent, against his mother's wishes to first obtain his learner's license with the License 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 adolescent's behaviour indicates the working of the \_\_\_\_\_.

- A. ego
- B. super-ego
- C. animus
- D. id

Answer Key: D

Feedback: See section 14.5

Question 15 of 50

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashely probably has a/an \_\_\_\_\_ fixation.

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

Answer Key: D

Feedback: Ashley, the phallic female presents as flirtatious, seductive and naïve. See section 14.7, Table 14.5

Question 1 of 50

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Question 2 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

Question 3 of 50 1.0/ 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

Question 4 of 50 0.0/ 1.0 Points

The concept of \_\_\_\_\_ illustrates the relationship between cognitive, emotional and social aspects of personality which can influence performance.

- A. self-regulation
- B. relational schemas
- C. cognitive schemas
- D. emotional intelligence

Answer Key: D

Question 5 of 50 1.0/ 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: C

Feedback: Good! The description relates to humanism. See section 13.3.3

Question 6 of 50 0.0/ 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

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Question 8 of 50 1.0/ 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

Question 9 of 50 1.0/ 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/ 1.0 Points

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

Question 11 of 50 0.0/ 1.0 Points

In the word association test in psychodynamic 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 12 of 50 0.0/ 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 13 of 50 1.0/ 1.0 Points

Our realistic perceptions that paying taxes to the government is not necessarily a negative action, but also advantageous because government must also be enabled to perform their duties, is evidence of \_\_\_\_\_.

- A. the moralistic principle
- B. the reality principle
- C. whole object relation
- D. part object relation

Answer Key: C

Question 14 of 50 1.0/ 1.0 Points

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Question 15 of 50 0.0/ 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

Question 14 of 50 1.0/ 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 15 of 50 1.0/ 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

#### Question 1 of 50

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

#### Question 2 of 50

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

Question 3 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

Question 4 of 50 1.0/ 1.0 Points

In the \_\_\_\_\_ personality theory, human personality and selfimage are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving for selfactualisation.

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

Answer Key: D

Question 5 of 50 1.0/ 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
- 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



Question 6 of 50 1.0/ 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

Question 7 of 50 0.0/ 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

Question 8 of 50 1.0/ 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socioeconomic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Question 9 of 50

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
- B. will to power
- C. will to selfactualisation
- D. will to financial success

Answer Key: B

Feedback: Section 14.6

Question 10 of 50 1.0/ 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
- D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 11 of 50 1.0/ 1.0 Points

\_\_\_\_\_ anxiety represents conflict between the ego and the superego.

- A. Moral
- B. Reality
- C. Neurotic
- D. Surreal

Answer Key: A

Question 12 of 50 1.0/ 1.0 Points

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

- A. collective unconscious; teleological
- B. preconscious; pleasure
- C. collective unconscious; reality
- D. preconscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

Question 13 of 50 0.0/ 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 should guide each employee's behaviour, you realised that the supervisor is actually supporting a \_\_\_\_\_ model.

- A. five factor
- B. conflict
- C. classical conditioning
- D. operant conditioning

Answer Key: B

Question 14 of 50

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

Question 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Question 1 of 50

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

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

Answer Key: C

Question 2 of 50

The \_\_\_\_\_ theory emphasises mature relationships.

- A. cognitive
- B. psychoanalytic
- Correct C. Object Relations
- D. positive ego-development

Answer Key: C

Question 3 of 50

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

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

Answer Key: D

Question 4 of 50

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

Question 5 of 50

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Question 6 of 50

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

Question 7 of 50

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

- A. Psychoanalytic
- B. African
- C. Biological
- D. Contextual

Answer Key: B

Question 8 of 50

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

- A. humanistic; African
- B. humanistic; Western

- C. cognitive; African
- D. cognitive; Western

Answer Key: A

Feedback: Sections 13.3.3 and 13.3.9

Question 9 of 50

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 10 of 50

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 11 of 50

Freud's notion of the \_\_\_\_\_, refers to those experiences that are not easy to recall and which form the largest part of the mind.

- A. conscious
- B. preconscious
- C. unconscious
- D. superego

Answer Key: C

Question 12 of 50

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 13 of 50

According to certain psychodynamic perspectives, across their lives or in certain situations, people tend to either consider others in a positive or negative way or as combinations of these positive or negative perceptions. These behaviours are related to \_\_\_\_\_.

- A. internal and external morality
- B. fixation and archetypes
- C. paranoid schizoid and depressive stances
- D. a sense of inferiority and defence anxiety

Answer Key: C

#### Question 14 of 50

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

#### Question 15 of 50

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

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

Answer Key: D

Question 1 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 and type
- D. behaviourist or learning

Answer Key: B

Question 2 of 50

Narrative psychology and the social-constructionist perspective emphasise \_\_\_\_\_ in the study of human behaviour.

- A. dreams and history
- B. cognitive ability
- C. the social context
- D. the person as Gestalt

Answer Key: C

Question 3 of 50

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Question 4 of 50



\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- A. Humanistic
- B. Cognitive
- C. Depth
- D. Gestalt

Answer Key: C

#### Question 5 of 50

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

#### Question 6 of 50

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

#### Question 7 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

#### Question 8 of 50

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

#### Question 9 of 50

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- A. regression
- B. fixation
- C. projection
- D. transference

Answer Key: D

Feedback: Section 14.8.2

#### Question 10 of 50

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

Question 11 of 50

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

Question 12 of 50

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 13 of 50

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

Question 14 of 50

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

Question 15 of 50

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
- C. regression
- D. projection

Answer Key: C

Question 1 of 50

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

- A. humanistic
- B. social-cognitive
- C. biological
- D. trait

Answer Key: B

Question 2 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

Answer Key: D

Question 3 of 50

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

Question 4 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

- A. T-data
- B. L-data
- C. P-data
- D. O-data

Answer Key: B

Feedback: L-data or life data is information from a person's personal history. See section 13.7

Question 5 of 50

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

Question 6 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she "beats" the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanist
- D. trait

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

#### Question 7 of 50

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

#### Question 8 of 50

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

#### Question 9 of 50

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

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
- D. unconscious

Answer Key: D

Feedback: Section 14.3

Question 11 of 50

Freud's notion of the \_\_\_\_\_, includes all the sensations and experiences we go through each day.

- A. preconscious
- B. conscious
- C. unconscious
- D. Id

Answer Key: B

Feedback: Section 14.4

Question 12 of 50

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 13 of 50

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
- D. The shadow

Answer Key: D

Question 14 of 50

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

- A. Both sexes do not resolve their Oedipus conflicts.
- B. Females tend to have closer relationships with mothers.
- C. Males never resolve their envy of women being able to give birth.
- D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Question 15 of 50

In your work group you have noticed two colleagues, a male and female, who often lose concentration, because they are continuously flirting and trying to be the centre of attention. In terms of Freud's psychosexual development theory their behaviour belongs to the \_\_\_\_\_ phase.

- A. genital
- B. oral dependent
- C. latent
- D. phallic

Answer Key: D



Feedback: Good! The phallic stage is identified by flirting and trying to win others over and attention seeking. See section 14.7

Question 16 of 50

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Question 17 of 50

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 18 of 50

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 19 of 50

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- C. Five-Factor
- D. MBTI

Answer Key: C

Question 20 of 50

Tanya often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very 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 21 of 50

A personality style or personality 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: Prescribed book, section 16.5

Question 22 of 50

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection
- D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

Part 7 of 14 - Chapter 17 Theory 2.0/ 4.0 Points

Question 23 of 50

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
- D. behaviours and skills used to control events and behaviours

Answer Key: D

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

Question 24 of 50

According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- A. corporate identity
- B. self-efficacy
- C. self-identity
- D. self-esteem

Answer Key: C

Feedback: Section 17.4

Question 25 of 50

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 26 of 50

The fulfilling engagement in meaningful and enjoyable work processes or task execution is referred to as \_\_\_\_\_.

A. work engagement

B. flow experiences

Incorrect C. work motivation

D. job satisfaction

Answer Key: B

Feedback: Section 17.6.2

Question 27 of 50

Fortigenesis relates to \_\_\_\_\_.

A. resilience

B. unconditional positive regard

C. self-actualisation

D. affiliation

Question 28 of 50

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

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

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 31 of 50

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

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

- A. meaning structures

- B. core constructs
- C. personality types
- D. BASIC-ID

Answer Key: A

Feedback: Section 18.5

Question 33 of 50

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

Question 34 of 50

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

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

Answer Key: A

Feedback: Section 18.7

Question 35 of 50

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

Question 36 of 50

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

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

Answer Key: B

Feedback: Section 18.7

Question 37 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

Answer Key: A

Feedback: Section 19.3.1

Question 38 of 50

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)

Question 39 of 50

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
- C. Adler
- D. Seligman

Answer Key: C

Feedback: Section 19.3.3

Question 40 of 50

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 41 of 50

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



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

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 44 of 50

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

- A. Mood
- B. Schizophrenic
- C. Dissociative
- D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Question 45 of 50

\_\_\_\_\_ 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

Stress can be positively related to physical illness because it decreases the ability of the \_\_\_\_\_ system.

- A. lymphatic
- B. melatonin
- C. limbic
- D. immune

Answer Key: D

Question 47 of 50

An approach that emphasises the wholeness of organisations and people, and the interdependence of all factors, is the \_\_\_\_\_ perspective.

- A. person-environment-fit
- B. systems
- C. work-stress
- D. developmental

Answer Key: B

Question 48 of 50

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 49 of 50

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

#### 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

#### Question 1 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 and type
- D. behaviourist or learning

Answer Key: B

Feedback: In behaviourism, individual differences and behaviour is strongly influenced by genetic factors, which is why twin studies were used to determine the effect of nature versus nurture. Section 13.3.6

#### Question 2 of 50 1.0/ 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

Question 3 of 50 1.0/ 1.0 Points

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- A. psychodynamic or psychoanalytic
- B. humanistic, phenomenological and existential
- C. cognitive and social cognitive
- D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Question 4 of 50

The \_\_\_\_\_ theory emphasises mature relationships.

- A. cognitive
- B. psychoanalytic
- C. Object Relations
- D. positive ego-development

Answer Key: C

Question 5 of 50 0.0/ 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

Question 6 of 50 1.0/ 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.
- 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

Question 7 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

Question 8 of 50 0.0/ 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist

- C. humanistic
- D. trait

Answer Key: C

Feedback: The description relates to humanism. See section 13.3.3 Question 9 of 50 1.0/ 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 10 of 50 1.0/ 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/ 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

Question 12 of 50 1.0/ 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
- D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Question 13 of 50 1.0/ 1.0 Points

Michael cannot understand why Bernard keeps singing the praises of his manager at every meeting when Bernard told Michael in confidence that he does not like his manager and wants to take over his position. What defence mechanism is Bernard displaying?

- A. Repression
- B. Projection
- C. Reaction formation
- D. Overcompensation

Answer Key: C

Feedback: Good work! Reaction formation is correct as Bernard is behaving in a manner exactly opposite to his true feelings harbouring negative feelings towards his manager. See section 14.3, Table 14.1

Question 14 of 50 0.0/ 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

Question 15 of 50 1.0/ 1.0 Points

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement
- B. Rationalisation
- C. Denial
- D. Regression

Answer Key: A

feedback: Good! Displacement is directing negative emotions or attitudes away from their original source (work) to a substitute person or object (family). See section 14.3 and Table 14.1

Question 1 of 50

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- A. nomothetic; idiographic
- B. idiographic; nomothetic
- C. consistency; growth
- D. growth; consistency

Answer Key: B

Question 2 of 50 0.0/ 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position



- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Question 3 of 50 1.0/ 1.0 Points

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

Question 4 of 50 0.0/ 1.0 Points

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

Answer Key: A

Feedback: In the work context, behaviourism is applied in training and motivation. Section 13.3.2

Question 5 of 50 1.0/ 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

Question 6 of 50 0.0/ 1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial

Answer Key: C

Question 7 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 8 of 50 1.0/ 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 section 13.3.4

Question 9 of 50 1.0/ 1.0 Points

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- A. regression
- B. fixation
- C. projection
- D. transference

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50 0.0/ 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/ 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/ 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 13 of 50

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

- A. an integrator
- B. a motivator
- C. the conscience
- D. a differentiator

Answer Key: A

Feedback: Section 14.8

Question 14 of 50

How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

- A. believes in the unconscious
- B. focuses on past experiences
- C. believes that the ego functions mostly at the unconscious level
- D. added the dimension of the collective unconscious

Answer Key: D

Feedback: Although Jung agreed with Freud's notion of the unconscious, he added the dimension of the collective unconscious. He distinguished between a personal unconscious, which is a blend between Freud's unconscious and preconscious, and the collective unconscious, which refers to culturally inherited predispositions and experiences. See section 14.4

Question 15 of 50

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

Question 1 of 50

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- A. nomothetic; idiographic
- B. idiographic; nomothetic
- C. consistency; growth
- D. growth; consistency

Answer Key: B

Feedback: Some aspects facilitate continuous discourse and controversies, examples being the impact of genetic and environmental factors, the consistency issue in personality study, whether personality is a Gestalt or dimensional concept and whether personality must be studied with the emphasis on the person or individual (ideographic) or emphasising general laws with regard to personality (nomothetic). Section 13.2.2

Question 2 of 50 0.0/ 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

Question 3 of 50 1.0/ 1.0 Points

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 0.0/ 1.0 Points

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

Answer Key: A

Feedback: In the work context, behaviourism is applied in training and motivation. Section 13.3.2

Question 5 of 50 1.0/ 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

Question 6 of 50 0.0/ 1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial

Answer Key: C

Question 7 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 8 of 50 1.0/ 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 section 13.3.4

Question 9 of 50 1.0/ 1.0 Points

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- A. regression
- B. fixation
- C. projection
- D. transference

Answer Key: D

Feedback: Section 14.8.2

Question 10 of 50 0.0/ 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

Question 11 of 50 1.0/ 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/ 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 13 of 50 1.0/ 1.0 Points

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

- A. an integrator
- B. a motivator
- C. the conscience
- D. a differentiator

Answer Key: A

Feedback: Section 14.8

Question 14 of 50 0.0/ 1.0 Points

How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

- A. believes in the unconscious
- B. focuses on past experiences
- C. believes that the ego functions mostly at the unconscious level
- D. added the dimension of the collective unconscious

Answer Key: D

Question 15 of 50 0.0/ 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

Question 1 of 15

\_\_\_\_\_ 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

Question 2 of 15

Narrative psychology and the social-constructionist perspective emphasise \_\_\_\_\_ in the study of human behaviour.

- A. dreams and history
- B. cognitive ability
- C. the social context
- D. the person as Gestalt

Answer Key: C

Question 3 of 15

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: 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 15

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

#### Question 5 of 15

In trait theory, traits are mainly influenced by \_\_\_\_\_ factors.

- A. unconscious
- B. inherited biological
- C. social
- D. cultural

Answer Key: B

#### Question 6 of 15

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

#### Question 7 of 15

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 \_\_\_\_\_.

- A. social affiliation outside the family
- B. family influences
- C. cultural and ethnic membership
- D. socio-economic factors

Answer Key: A

#### Question 8 of 15

A manager of a textile factory is concerned that employees of the packaging department are not motivated despite extensive training. The Industrial Psychologist of the organisation notes that the working environment and circumstances may have an influence on the loss of motivation. These aspects could best be studied by means of the \_\_\_\_\_ theory/theories regarding personality in the work context.

- A. behaviourist or learning

- B. trait and type
- C. psychosocial
- D. cognitive and social-cognitive

Answer Key: A

#### Question 9 of 15

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

#### Question 10 of 15

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

#### Question 11 of 15

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

- A. Psychodynamic
- B. Behaviourist or learning
- C. Humanistic
- D. Trait

Answer Key: A

#### Question 12 of 15

It seems as if Julius is used to, or has acquired, certain attitudes and behaviours, for example, with regard to authority of younger persons, and doing things according to community influences. It seems that his work ethic may

differ from practices in other environments, for example, one can't be late or absent for any reason. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Psychodynamic theories
- B. Psychosocial
- C. Biological and evolutionary
- D. Behaviourist or learning theories

Answer Key: D

#### Question 13 of 15

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and self-actualisation. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

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

Answer Key: B

#### Question 14 of 15

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

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

Answer Key: C

#### Question 15 of 15

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

- A. Humanistic
- B. Psychosocial

- C. Biological or evolutionary
- D. Cognitive or social-cognitive

Answer Key: D

#### Question 1 of 15

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 2 of 15

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

#### Question 3 of 15

Freud stated that the \_\_\_\_\_ level of awareness contains sex and aggressive instincts.

- A. preconscious
- B. conscious
- C. collective unconscious
- D. unconscious

Answer Key: D

#### Question 4 of 15

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 5 of 15

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

Question 6 of 15

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

A. identification and displacement

B. fantasy and regression

C. repression and projection

D. defence mechanisms

Answer Key: D

Feedback: People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

Question 7 of 15

Sarah has just found out that her company is going to cancel her leave because deadlines have to be met. She storms out of the office crying and then sulks for the rest of the day. This type of defence mechanism is called \_\_\_\_\_.

A. rationalisation

B. projection

C. denial

D. regression

Answer Key: D

Question 8 of 15

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

Question 9 of 15

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 10 of 15

1.0 Points

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female
- D. anal-retentive

Answer Key: B

Question 11 of 15

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

- A. regression
- B. repression



- C. fantasy
- D. rationalisation

Answer Key: A

#### Question 12 of 15

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

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

Answer Key: C

#### Question 13 of 15

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

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

Answer Key: D

#### Question 14 of 15

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

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

Answer Key: D

Feedback: No, Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

#### Question 15 of 15

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

- A. superiority

B. inferiority

C. guilt

D. anxiety

Answer Key: B

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

Question 1 of 50

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

A. cognitive

B. psychosocial

C. trait

D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Question 2 of 50

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

Question 3 of 50

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

- A. humanistic
- B. social-cognitive
- C. biological
- D. trait

Answer Key: B

Feedback: Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

Question 4 of 50

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

Question 5 of 50

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

Question 6 of 50 1.0/ 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist
- C. humanistic

D. trait

Answer Key: C

Question 7 of 50 0.0/ 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

Question 8 of 50 1.0/ 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

A. family influences

B. cultural and ethnic membership

C. socio-economic and political circumstances

D. social affiliations outside of the family

Answer Key: D

Question 9 of 50 1.0/ 1.0 Points

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

A. behaviour change

B. fixation

C. transference

D. anxiety

Answer Key: C

Feedback: Section 14.8.2

Question 10 of 50 0.0/ 1.0 Points

According to Jung's theory, which two of the following concepts do NOT fit his description of the functions which generally develop in all peoples' personalities?

A. introversion and sensing

B. feeling and thinking

C. openness and conscientiousness

D. introversion and extroversion

Answer Key: C

Question 11 of 50 0.0/ 1.0 Points

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

A. ego; reality

B. id; morality

C. ego; pleasure

D. id; reality

Answer Key: B

Question 12 of 50 1.0/ 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 13 of 50 1.0/ 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

C. regression

D. projection

Answer Key: C

Question 14 of 50 0.0/ 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

Question 15 of 50 1.0/ 1.0 Points

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Question 2 of 50 0.0/ 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 psychoanalytic

Answer Key: C

Question 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- C. individuality
- D. testability

Answer Key: C

Feedback:

See section 13.2.2

Question 5 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

Answer Key: D

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

Question 6 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Question 8 of 50 1.0/ 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

Answer Key: B

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 9 of 50 1.0/ 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 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 13 of 50 1.0/ 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
- B. fixations
- C. sexual instincts
- D. defence mechanisms

Answer Key: B

Question 14 of 50 1.0/ 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 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

Question 16 of 50 0.0/ 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 17 of 50 1.0/ 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 18 of 50 1.0/ 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 19 of 50 1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Question 1 of 50

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_ theory.

- A. humanistic
- B. social-cognitive
- C. biological
- D. trait

Answer Key: B

Question 2 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

Answer Key: D

Question 3 of 50

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

Question 4 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

- A. T-data
- B. L-data
- C. P-data
- D. O-data

Answer Key: B

Feedback: L-data or life data is information from a person's personal history. See section 13.7

Question 5 of 50

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

Question 6 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanist
- D. trait

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

Question 7 of 50

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Question 1 of 50

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_ theory.

- ☐ A. humanistic
- ☐ B. social-cognitive
- ☐ C. biological
- ☐ D. trait

Answer Key: B

Question 2 of 50

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- ☐ A. financial management
- ☐ B. maladjustment

☐ C. cognitive deficiencies

☐ D. human behaviour

Answer Key: D

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☐ A. humanistic

☐ B. behaviourist

☐ C. social-cognitive

☐ D. trait

Answer Key: D

#### Question 4 of 50

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☐ D. O-data

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☐ A. trait

☐ B. cognitive and social-cognitive

☐ C. biological and evolutionary

☐ D. psychosocial

Answer Key: B

#### Question 6 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she "beats" the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_ perspective on personality.

☐ A. psychodynamic

☐ B. behaviourist

☐ C. humanist

☐ D. trait

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

#### Question 7 of 50

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_

☐ A. family influences

☐ B. cultural and ethnic membership

☐ C. socio-economic and political circumstances

☐ D. social affiliations outside of the family

Answer Key: D

#### Question 1 of 25

What concept does Rogers use to describe a person that continuously strives towards using his/her full potential?

A. The whole fully functioning person

B. The proprium

C. Learned helplessness

D. The self-transcendent person

Answer Key: A

#### Question 2 of 25

What is the fundamental postulate in cognitive construction?

A. The core construct

B. Personality is formed by the constructs that people develop throughout their life.

C. People construct events in different ways.

D. All human behaviour is aimed at predicting events.

Answer Key: D

#### Question 3 of 25

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

- A. Wisdom
- B. Courage
- C. Self-efficacy
- D. Justice

Answer Key: C

Feedback: Yes! Self-efficacy does not form part of the VIA Classification System. See your prescribed book section 19.5.3

#### Question 4 of 25

The \_\_\_\_\_ explains why some people are more prone to stress than others.

- A. Systems-Interactional Model
- B. Hassles-and-uplifts approach
- C. Diathesis Stress Model
- D. Social Readjustment Rating Scale

Answer Key: C

#### Question 5 of 25

The \_\_\_\_\_ is used to identify psychological disorders.

- A. DSM
- B. VIA Classification System
- C. Systems-Interactional Model
- D. General Systems Theory

Answer Key: A

#### Question 6 of 25

Based on the humanistic approach and especially Frankl's theory, at this stage, Phumeza is allowing the situation to dominate her; when she should be \_\_\_\_\_ it so that she can find meaning in life.

- A. embracing
- B. transcending
- C. ignoring
- D. enjoying

Answer Key: B



Question 7 of 25

By focusing on things like earnings, Phumeza is focusing on \_\_\_\_\_ needs, which indicate that she is not self-actualising.

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

Answer Key: A

Question 8 of 25

Phumeza displays a/an \_\_\_\_\_ by blaming external things for her frustrations and problems.

- A. internal locus of control
- B. self-efficacy
- C. external locus of control
- D. sense of coherence

Answer Key: C

Question 9 of 25

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

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

Answer Key: D

Question 10 of 25

Based on Rogers' theory, Phumeze should seek support from others, so that she can grow and develop in an atmosphere of \_\_\_\_\_.

- A. competitiveness
- B. unconditional positive regard
- C. conditional positive regard

D. stress

Answer Key: B

Question 11 of 25

Agnes observes that the group members are older than her, and then adds that they might be boring, conservative, and uptight. In terms of the cognitive theory, this is an example of \_\_\_\_\_.

- A. a pre-emptive construct
- B. a propositional construct
- C. a fundamental postulate
- D. a constellatory construct

Answer Key: D

Question 12 of 25

Agnes uses \_\_\_\_\_ when she decides that she might become friends with the group members.

- A. a pre-emptive construct
- B. a constellatory construct
- C. a propositional construct
- D. the fundamental postulate

Answer Key: C

Question 13 of 25

If we were to explain Agnes's cognitions by means of the fundamental postulate, we would describe it as follows :\_\_\_\_\_.

- A. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.
- B. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.
- C. Agnes' experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.
- D. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

Answer Key: D

Question 14 of 25

If we were to explain Agnes's cognitions by means of the construction corollary, we would describe it as follows:\_\_\_\_\_.

A. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.

B. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

C. Agnes' experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.

D. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.

Answer Key: A

#### Question 15 of 25

If we were to explain Agnes's cognitions by means of the experience corollary, we would describe it as follows:\_\_\_\_\_.

A. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

B. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.

C. Agnes's experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.

D. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.

Answer Key: B

#### Question 16 of 25

Kabelo and his wife are experiencing positive human functioning. They have accepted their situation and taken responsibility for it by applying \_\_\_\_\_.

A. self-control

B. learned helplessness

C. an external locus of control

D. hedonism

Answer Key: A

Question 17 of 25

Instead of blaming others and demonstrating learned helplessness, they demonstrated self-regulation (based on the \_\_\_\_\_ perspective).

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

Answer Key: B

Question 18 of 25

Instead of blaming others and demonstrating learned helplessness, they made choices about their reaction to their situation, which is a contribution from the \_\_\_\_\_ perspective to positive psychology.

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

Answer Key: A

Question 19 of 25

When you consider the sources of the strengths that Kabelo used to improve his own and other people's functioning, which of the following descriptions refer to artefactual resources?

- A. Being physically fit and well, so as to be able to deal with physical demands.
- B. Money to start the business; selling of butter and eggs.
- C. Obtaining the necessary knowledge and skills.
- D. Relationship with the NGO, marital relationship between husband and wife, and relationship with the community (customers).

Answer Key: B

Question 20 of 25

When you consider the sources of the strengths that Kabelo used to improve his own and other people's functioning, which of the following descriptions refer to relational resources?

- A. Being physically fit and well, so as to be able to deal with physical demands.
- B. Money to start the business; selling of butter and eggs.
- C. Obtaining the necessary knowledge and skills.
- D. Relationship with the NGO, marital relationship between husband and wife, and relationship with the community (customers).

Answer Key: D

Question 21 of 25

The psychodynamic approach, would explain Mr Y's behaviour as follows:

- A. The behaviour is an expression of aggression from the id (unconscious factors).
- B. The behaviour is the result of an illness or a chemical imbalance in the body.
- C. The behaviour is the consequence of a midlife crisis (stagnation), and the inability to fulfil various life roles.
- D. The behaviour is the result of the fact that all information is interpreted as negative and personal.

Answer Key: A

Question 22 of 25

In Mr Y's case, his emotional problems can be seen as \_\_\_\_\_, his lack of coping behaviours as \_\_\_\_\_ and his interpersonal conflict as a \_\_\_\_\_ of the stress experienced in his situation.

- A. consequence; cause; moderators
- B. moderators; cause; consequence
- C. causes; moderators; consequence
- D. consequence; moderators; causes

Answer Key: C

Question 23 of 25

If we describe Mr Y's behaviour as; the behaviour is the result of the fact that all information is interpreted as negative and personal, we are using the \_\_\_\_\_ approach.

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

Answer Key: B

Question 24 of 25

From the case study, it appears that Mr Y has an \_\_\_\_\_ personality, which presents as \_\_\_\_\_.

- A. anti-social; reacting emotionally in everyday situations that other people typically find mildly irritating

B. narcissistic; reacting emotionally in everyday situations that other people typically find mildly irritating

C. narcissistic; manipulating and aggressive behaviour without remorse

D. anti-social; manipulating and aggressive behaviour without remorse

Answer Key: D

Question 25 of 25

How would the behaviouristic approach describe Mr Y's behaviour?

A. The behaviour is the result of an illness or a chemical imbalance in the body.

B. Mr Y never learned that certain behaviours are unacceptable.

C. Mr Y could not find meaning in life/work and was not able to transcend his circumstances.

D. The behaviour is the consequence of a midlife crisis (stagnation), and the inability to fulfil various life roles.

Answer Key: B

Question 1 of 25

Which perspective 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

Question 2 of 25

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

A. Humanism

B. The psychodynamic approach

C. Behaviourism

D. Cognitive theories

Answer Key: D

Question 3 of 25

Which perspective focuses on the self as a core part of personality, and the influence of social and interpersonal relationships?

- A. Psychosocial theories
- B. Behaviourism
- C. Psychoanalysis
- D. Humanism

Answer Key: A

Question 4 of 25

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

- A. Action research
- B. Case study research
- C. Biographical research
- D. Longitudinal research

Answer Key: D

Question 5 of 25

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

- A. Behaviourism
- B. Psychoanalysis
- C. African view
- D. Cognitive theory

Answer Key: C

Question 6 of 25

Which of the descriptions below explain Mike's feelings and behaviours based on the psychoanalytical paradigm?

- A. Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority.
- B. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.
- C. Mike does not experience meaning in life.
- D. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

Answer Key: A

Question 7 of 25

Which of the descriptions below describe Mike's feelings and behaviours based on the trait theory?

- A. Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority.

B. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.

C. Mike does not experience meaning in life.

D. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

Answer Key: D

#### Question 8 of 25

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

A. Mike has a low self-esteem. He struggles to maintain good relationships with other people and to fulfil various life roles (work, helping teenage children into adulthood). He is experiencing a midlife crisis.

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

C. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.

D. Mike does not experience meaning in life.

Answer Key: B

#### Question 9 of 25

Which of the descriptions below describe Mike's feelings and behaviours based on the humanistic theory?

A. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.

B. Mike has a low self-esteem. He struggles to maintain good relationships with other people and to fulfil various life roles (work, helping teenage children into adulthood). He is experiencing a midlife crisis.

C. Mike does not experience meaning in life.

D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: C

#### Question 10 of 25

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

A. Mike has a low self-esteem. He struggles to maintain good relationships with other people and to fulfil various life roles.

B. There is not a good fit between Mike and his job.

C. Mike experiences distortion in his mental, physical, and spiritual domain.

D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: A



Question 11 of 25

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. Psychoanalysis
- D. Cognitive theory

Answer Key: C

Question 12 of 25

Identify Freud's concepts of the id, ego and super-ego, in the correct order from the following statement: Tamara would like to continue until she is heard, and her ideas are accepted (\_\_\_\_), but she was probably told as a child not to challenge authority (\_\_\_\_); therefore, she gives up. She fails to continue addressing the problem in a mature way (\_\_\_\_).

- A. id, ego, super-ego
- B. super-ego, id, ego
- C. id, super-ego, ego
- D . ego, super-ego, id

Answer Key: C

Question 13 of 25

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. defence mechanisms
- C. the reality principle
- D. conflict

Answer Key: B

Question 14 of 25

Based on Berne's theory, Siyolo is mostly using the \_\_\_\_\_ state, whilst Tamara starts off in the \_\_\_\_\_ state but is then dominated by the \_\_\_\_\_ state

- A. parent; child; parent
- B. child; parent; child
- C. parent; parent; child
- D. child; child; parent

Answer Key: C

Feedback: Yes! Well done. Siyolo is using the parent-ego state (controlling, telling subordinates what to do and how to do it). Tamara starts off in the adult-ego state, but 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 25

\_\_\_\_\_ 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. Conflict
- B. Fixation
- C. Defence mechanisms
- D. Unconscious drives

Answer Key: B

Question 16 of 25

A behaviourist would consider how \_\_\_\_\_ influenced Janice's behaviour.

- A. her genetic profile
- B. her environment
- C. her personality type
- D. her unconscious drives

Answer Key: B

Question 17 of 25

Janice has learned not to abuse drugs and alcohol, to trust others, to sing, and to set goals for herself. These behaviours are the result of her teacher's encouragement (\_\_\_\_\_) and her aunt's strict rules (\_\_\_\_\_).

- A. punishment; positive reinforcement
- B. discipline; negative reinforcement
- C. positive reinforcement; punishment
- D. negative reinforcement; discipline

Answer Key: C

Question 18 of 25

A behaviourist would consider Janice's \_\_\_\_\_ behaviour (such as alcohol and drug abuse), how hard she works, her singing behaviour, and her assertiveness.

- A. hidden
- B. child-like

- C. rebellious
- D. observable

Answer Key: D

Question 19 of 25

Janice works hard because she wants to be a good singer. This is an example of a concept central to behaviourism, namely expectancies, which refer to \_\_\_\_\_.

- A. the rewards you think you will get if you behave in a specific way
- B. the punishment you think you will get if you behave in a certain way
- C. what you expect of others
- D. what others expect of you

Answer Key: A

Question 20 of 25

How would a behaviourist explain Janice's abuse of drugs and alcohol?

- A. Her mother was not at home to discipline her and she mixed with the wrong crowd.
- B. Her genetics predisposed her to drug use.
- C. Unconscious drives affected her decision making.
- D. She had unresolved issues with her father.

Answer Key: A

Question 21 of 25

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 the \_\_\_\_\_.

- A. 16PF
- B. Eysenck's Three-Factor Model
- C. Five-Factor Model
- D. MBTI

Answer Key: A

Question 22 of 25

Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

- A. Withdrawal
- B. Forcing
- C. Smoothing
- D. Problem-solving

Answer Key: B

Question 23 of 25

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

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

Answer Key: A

Question 24 of 25

Which factor applies to David?

- A. Lack of direction
- B. Submissiveness
- C. Extroversion
- D. Introversion

Answer Key: C

Question 25 of 25

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

- A. It places too much focus on genetic aspects
- B. It considers only the unconscious processes and ignores the role of the environment.
- C. The uniqueness of people in the way they express themselves may be ignored.
- D. It focuses only on learned, observable behaviour.

Answer Key: C

Question 1 of 50

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 2 of 50

Object relations theory emphasises \_\_\_\_\_.

- A. behaviourism
- B. psychoanalytic theory
- C. mature relationships
- D. positive ego-development

Answer Key: C

Question 3 of 50

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
- Incorrect D. the influence of biological factors

Answer Key: B

Question 4 of 50

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Question 5 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

Answer Key: D

Question 6 of 50

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

#### Question 7 of 50

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

#### Question 8 of 50

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

#### Question 9 of 50

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

0.0/ 1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

#### Question 11 of 50

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 12 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 13 of 50

According to certain psychodynamic perspectives, across their lives or in certain situations, people tend to either consider others in a positive or negative way or as combinations of these positive or negative perceptions. These behaviours are related to \_\_\_\_\_.

- A. internal and external morality
- B. fixation and archetypes
- C. paranoid schizoid and depressive stances
- D. a sense of inferiority and defence anxiety

Answer Key: C

Question 14 of 50

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

- A. Both sexes do not resolve their Oedipus conflicts.
- B. Females tend to have closer relationships with mothers.
- C. Males never resolve their envy of women being able to give birth.
- D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Question 15 of 50

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

Question 16 of 50

1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Question 17 of 50

1.0/ 1.0 Points

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- A. an approach to describe personality factors



- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Question 18 of 50

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

Question 19 of 50

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

Question 20 of 50

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

- A. psychodynamic
- B. cognitive
- C. trait
- D. behaviouristic

Answer Key: C

Question 21 of 50

Trait approaches explain healthy psychological adjustment according to \_\_\_\_\_.

- A. the influences of dysfunctional 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

Question 22 of 50

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Question 23 of 50

Maslow believes that people are motivated by \_\_\_\_\_. Frankl believes they are motivated by \_\_\_\_\_.

- A. flow experiences; peak experiences
- B. peak experiences; flow experiences
- C. growth needs; strive for meaning
- D. strive for meaning; growth needs

Answer Key: C

Question 24 of 50

\_\_\_\_\_ 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 25 of 50

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

Question 26 of 50

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 27 of 50

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

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

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 30 of 50

A \_\_\_\_\_ construct is receptive to change.

- A. permeable
- B. preverbal
- C. self
- D. pre-emptive

Answer Key: A

Question 31 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

Answer Key: B

Question 32 of 50

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

Question 33 of 50

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

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

Answer Key: C

Feedback: Section 18.2

Question 34 of 50

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

Question 35 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

Question 36 of 50

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

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

Answer Key: C

Question 37 of 50

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

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

Answer Key: C

Question 38 of 50

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

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

Answer Key: C

Question 39 of 50

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 40 of 50

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

Question 41 of 50

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

Answer Key: A

Feedback: Section 19.4.1

Question 42 of 50

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 43 of 50

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Question 44 of 50

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 schizotypal
- B. obsessive-compulsive, avoidant and dependent
- C. narcissistic, antisocial and paranoid
- D. antisocial, histrionic and borderline

Answer Key: A

Question 45 of 50

1.0/ 1.0 Points

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

Answer Key: A

Feedback: Section 20.3.4

Question 46 of 50

\_\_\_\_\_ disorders are characterised by persistent and recurrent episodes of sadness and gloom, without any occurrence or history of manic or elated mood states.

- A. Manic-depressive
- B. Major depressive
- C. Dysthymic depressive
- D. Bipolar affective

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.5

Question 47 of 50

\_\_\_\_\_ 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 48 of 50

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

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
- D. schizophrenic

Answer Key: D

Question 50 of 50

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

0.0/ 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

Question 2 of 50

1.0/ 1.0 Points

Object relations theory emphasises \_\_\_\_\_.

- A. behaviourism
- B. psychoanalytic theory
- Correct C. mature relationships
- D. positive ego-development

Answer Key: C

Question 3 of 50

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

Question 4 of 50

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Feedback: Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Part 2 of 14 - Chapter 13 Application 3.0/ 4.0 Points

Question 5 of 50

1.0/ 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
- Correct D. psychodynamic

Answer Key: D

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

Question 6 of 50

0.0/ 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 \_\_\_\_\_.

Incorrect 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 7 of 50

1.0/ 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

Correct 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

Question 8 of 50

1.0/ 1.0 Points

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

A. psychoanalytic

B. behaviourist

Correct 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

Part 3 of 14 - Chapter 14 Theory 2.0/ 4.0 Points

Question 9 of 50

1.0/ 1.0 Points

The archetype known as the persona can be defined as \_\_\_\_\_.

A. the masculine part of women

Correct B. the mask presented to society

C. the feminine part of men

D. the striving to wholeness

Answer Key: B

Question 10 of 50

0.0/ 1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

Incorrect A. unknown to the self and others

B. unknown to the self and others

C. known to the self and others

D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 11 of 50

0.0/ 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

Incorrect D. positive transference

Answer Key: C

Feedback: Section 14.8.2

Question 12 of 50

1.0/ 1.0 Points

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

A. shadow

B. persona

C. animus

Correct D. self

Answer Key: D

Part 4 of 14 - Chapter 14 Application 2.0/ 3.0 Points

Question 13 of 50

0.0/ 1.0 Points

According to certain psychodynamic perspectives, across their lives or in certain situations, people tend to either consider others in a positive or negative way or as combinations of these positive or negative perceptions. These behaviours are related to \_\_\_\_\_.

A. internal and external morality

B. fixation and archetypes

C. paranoid schizoid and depressive stances

Incorrect D. a sense of inferiority and defence anxiety

Answer Key: C

Feedback: Klein demonstrated that early development consists of two distinct, but overlapping, developmental positions, i.e. the paranoid-schizoid and depressive positions. The depression position involves incorporating images of the good and bad. When self-esteem is threatened, a person moves back to the paranoid-schizoid position. See section 14.6

Question 14 of 50

1.0/ 1.0 Points

Why, according to psychodynamic theory, do males and females differ in their work and job orientations, with males preferring more non-relationship positions, while women prefer more relationship-oriented jobs?

A. Both sexes do not resolve their Oedipus conflicts.

Correct B. Females tend to have closer relationships with mothers.

C. Males never resolve their envy of women being able to give birth.

D. Males prefer jobs closer to nature and in engineering sciences.

Answer Key: B

Feedback: Well done! Mothers and daughters see each other as extensions of themselves during infancy. However, mothers view their sons as dissimilar and do not experience the same feeling of “oneness” as they have with their daughters.

This prepares the two sexes for different roles:

- non-relationship activities for men, which would explain why they often choose occupations in the natural and engineering sciences
- relational activities for women, which would explain why women often choose occupations in the helping professions (the high number of female psychologists may be evidence of this). See section 14.7

Question 15 of 50

1.0/ 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/ 4.0 Points

Question 16 of 50

1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour

Correct D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Question 17 of 50

1.0/ 1.0 Points

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- Correct A. an approach to describe personality factors
- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

Question 18 of 50

1.0/ 1.0 Points

A personality style or type can best be described as \_\_\_\_\_.

- A. special temperamental traits
- B. traits determined by genetic factors
- Correct C. a combination of or multiple traits
- D. traits determined by learning only

Answer Key: C

Feedback: Ch 16, sects, 16.

Question 19 of 50

1.0/ 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
- Correct C. secondary
- D. common

Answer Key: C

Feedback: Chapter 16, textbook, section 16.6.2

Part 6 of 14 - Chapter 16 Application 2.0/ 3.0 Points

Question 20 of 50

1.0/ 1.0 Points

In the selection process, applicants are assessed, evaluated and chosen according to their strengths and

weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the \_\_\_\_\_ approach to personality.

A. psychodynamic

B. cognitive

Correct C. trait

D. behaviouristic

Answer Key: C

Question 21 of 50

1.0/ 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

Correct 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 22 of 50

0.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.

B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment

Incorrect C. It is due to differences in the way people have cognitively construed their world and themselves.

D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Part 7 of 14 - Chapter 17 Theory 2.0/ 4.0 Points

Question 23 of 50

0.0/ 1.0 Points

Maslow believes that people are motivated by \_\_\_\_\_. Frankl believes they are motivated by \_\_\_\_\_.



A. flow experiences; peak experiences

Incorrect B. peak experiences; flow experiences

C. growth needs; strive for meaning

D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Question 24 of 50

1.0/ 1.0 Points

\_\_\_\_\_ tends to influence how people act, think and feel about themselves and their job.

A. Self-awareness

B. Self-concept

Correct C. Self-esteem

D. Self-identity

Answer Key: C

Feedback: Section 17.4

Question 25 of 50

0.0/ 1.0 Points

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

A. commitment and satisfaction through the completion of tasks or processes

Incorrect B. feelings of excitement based on achieving or experiencing something

C. basic physiological and safety needs

D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

Question 26 of 50

1.0/ 1.0 Points

Self-actualising can be most accurately described as \_\_\_\_\_.

A. the belief that one can be successful in tasks

Correct 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

Part 8 of 14 - Chapter 17 Application 2.0/ 3.0 Points

Question 27 of 50

1.0/ 1.0 Points

Self-efficacy relates best to\_\_\_\_\_.

- A. an external locus of control
- B. expectancies of incompetence

Correct C. an internal locus of control

- D. a lack of self-regulation

Answer Key: C

Question 28 of 50

1.0/ 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

Correct D. a peak/flow experience

Answer Key: D

Question 29 of 50

0.0/ 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?

Incorrect 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)

Part 9 of 14 - Chapter 18 Theory 2.0/ 4.0 Points

Question 30 of 50

0.0/ 1.0 Points

A \_\_\_\_\_ construct is receptive to change.

A. permeable

B. preverbal

Incorrect C. self

D. pre-emptive

Answer Key: A

Question 31 of 50

0.0/ 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

Incorrect D. information processing

Answer Key: B

Question 32 of 50

1.0/ 1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

A. anticipating repetitions in events

B. the fact that people share similar meaning systems

Correct C. the ability to change and adapt meanings

D. conflicts between constructs

Answer Key: C

Feedback: Section 18.5

Question 33 of 50

1.0/ 1.0 Points

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

A. Psychological

B. Personality

Correct C. Personal

D. Cognitive

Answer Key: C

Feedback: Section 18.2

Part 10 of 14 - Chapter 18 Application 2.0/ 3.0 Points

Question 34 of 50

1.0/ 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/ 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.

Correct A. circumspection

B. pre-emption

C. control

D. choice

Answer Key: A

Feedback: Section 18.8.1

Question 36 of 50

0.0/ 1.0 Points

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

A. Collective differences of genetic influences which determine certain experiences.

Incorrect B. The fact that people in groups form certain pre-determined relationships which will influence meaning systems.

C. Meaning systems formed in peoples' collective personal and historical experiences.

D. The impact of macro political and socio-economic influences.

Answer Key: C

Feedback: Section 18.6

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50

1.0/ 1.0 Points

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

A. spirituality

B. love

Correct C. self-actualisation

D. friendship

Answer Key: C

Feedback: Section 19.3.3

Question 38 of 50

1.0/ 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

Correct C. narcissistic, antisocial and histrionic

D. paranoid, schizoid and shizotypal

Answer Key: C

Question 39 of 50

1.0/ 1.0 Points

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

A. transcendence

Correct B. temperance

C. humanity

D. justice

Answer Key: B

Feedback: Section 19.5.3

Question 40 of 50

1.0/ 1.0 Points

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

- Correct 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 2.0/ 3.0 Points

Question 41 of 50

1.0/ 1.0 Points

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.

- Correct A. sense of coherence
- B. self-efficacy
- C. potency
- D. optimism

Answer Key: A

Feedback: Section 19.4.1

Question 42 of 50

0.0/ 1.0 Points

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
- Incorrect D. the behaviourist principle of environmental determination

Answer Key: C

Question 43 of 50

1.0/ 1.0 Points

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- Correct A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning.

Section 19.4.3

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50

0.0/ 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 schizotypal
- B. obsessive-compulsive, avoidant and dependent
- Incorrect C. narcissistic, antisocial and paranoid
- D. antisocial, histrionic and borderline

Answer Key: A

Question 45 of 50

1.0/ 1.0 Points

In the theory related to stress models, the term “chronic stress” refers to \_\_\_\_\_.

- Correct A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: A

Feedback: Section 20.3.4

Question 46 of 50

1.0/ 1.0 Points

\_\_\_\_\_ disorders are characterised by persistent and recurrent episodes of sadness and gloom, without any occurrence or history of manic or elated mood states.

- A. Manic-depressive
- Correct B. Major depressive
- C. Dysthymic depressive
- D. Bipolar affective

Answer Key: B

Feedback: Chapter 20, textbook, section 20.5.5

Question 47 of 50

1.0/ 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

Correct D. Indigenous

Answer Key: D

Feedback: Section 20.3.5

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50

1.0/ 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?

Correct 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/ 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



Question 50 of 50

0.0/ 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.
- Incorrect D. Organisational health relates to employee health and organisational factors.

Answer Key: C

Feedback: Sections 20.2 and 20.3

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Part 1 of 14 - Chapter 13 Theory 3.0/ 4.0 Points

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 0.0/ 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 psychoanalytic

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 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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

Part 2 of 14 - Chapter 13 Application 4.0/ 4.0 Points

Question 5 of 50 1.0/ 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

Question 6 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

Question 8 of 50 1.0/ 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

Answer Key: B

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

Part 3 of 14 - Chapter 14 Theory 3.0/ 4.0 Points

Question 9 of 50 1.0/ 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

1.0/ 1.0 Points

Question 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Part 4 of 14 - Chapter 14 Application 3.0/ 3.0 Points

Question 13 of 50 1.0/ 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
- 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

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/ 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 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

Part 5 of 14 - Chapter 16 Theory 3.0/ 4.0 Points

Question 16 of 50 0.0/ 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 17 of 50 1.0/ 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 18 of 50 1.0/ 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 19 of 50 1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application 1.0/ 3.0 Points

Question 20 of 50 1.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 21 of 50 0.0/ 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 0.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 16.2

Part 7 of 14 - Chapter 17 Theory 3.0/ 4.0 Points

Question 23 of 50 0.0/ 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/ 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 25 of 50 1.0/ 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/ 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

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 2.0/ 3.0 Points

Question 27 of 50 0.0/ 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?

- 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 28 of 50 1.0/ 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/ 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
- 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 2.0/ 4.0 Points

Question 30 of 50 1.0/ 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).

Question 31 of 50 1.0/ 1.0 Points

Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

Question 32 of 50 0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 33 of 50 0.0/ 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

Part 10 of 14 - Chapter 18 Application 3.0/ 3.0 Points

Question 34 of 50 1.0/ 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 35 of 50 1.0/ 1.0 Points

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy

- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 36 of 50 1.0/ 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

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50 1.0/ 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 38 of 50 1.0/ 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

Question 39 of 50 1.0/ 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 40 of 50 1.0/ 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Part 12 of 14 - Chapter 19 Application 3.0/ 3.0 Points

Question 41 of 50 1.0/ 1.0 Points

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

Feedback: Section 19.5.5

Question 42 of 50 1.0/ 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

#### 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 43 of 50 1.0/ 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. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50 1.0/ 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 45 of 50 1.0/ 1.0 Points

A hallucination can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus
- C. having false beliefs and ideas
- D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 46 of 50 1.0/ 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 47 of 50 0.0/ 1.0 Points

In the theory related to stress models, the term “distress” refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50 0.0/ 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 49 of 50 1.0/ 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 50 of 50 1.0/ 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 schizotypal 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

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4 Assignment 04 660746

Part 1 of 14 - Chapter 13 Theory 3.0/ 4.0 Points

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 0.0/ 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 psychoanalytic

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 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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

Part 2 of 14 - Chapter 13 Application 4.0/ 4.0 Points

Question 5 of 50 1.0/ 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

Question 6 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history

of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

Question 8 of 50 1.0/ 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

Answer Key: B

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

Part 3 of 14 - Chapter 14 Theory 3.0/ 4.0 Points

Question 9 of 50 1.0/ 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

1.0/ 1.0 Points

Question 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the

following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Part 4 of 14 - Chapter 14 Application 3.0/ 3.0 Points

Question 13 of 50 1.0/ 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
- 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

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/ 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 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

Part 5 of 14 - Chapter 16 Theory 3.0/ 4.0 Points

Question 16 of 50 0.0/ 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 17 of 50 1.0/ 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 18 of 50 1.0/ 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 19 of 50 1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application 1.0/ 3.0 Points

Question 20 of 50 1.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 21 of 50 0.0/ 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 0.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 16.2

Part 7 of 14 - Chapter 17 Theory 3.0/ 4.0 Points

Question 23 of 50 0.0/ 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/ 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning

D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 25 of 50 1.0/ 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/ 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

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 2.0/ 3.0 Points

Question 27 of 50 0.0/ 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?

- 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 28 of 50 1.0/ 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/ 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
- 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 2.0/ 4.0 Points

Question 30 of 50 1.0/ 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).

Question 31 of 50 1.0/ 1.0 Points

Which South African developed multimodal behavioural therapy?

- A. Lazarus

- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

Question 32 of 50 0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 33 of 50 0.0/ 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

Part 10 of 14 - Chapter 18 Application 3.0/ 3.0 Points

Question 34 of 50 1.0/ 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 35 of 50 1.0/ 1.0 Points

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy
- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 36 of 50 1.0/ 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

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50 1.0/ 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 38 of 50 1.0/ 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

Question 39 of 50 1.0/ 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 40 of 50 1.0/ 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Part 12 of 14 - Chapter 19 Application 3.0/ 3.0 Points

Question 41 of 50 1.0/ 1.0 Points

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

Feedback: Section 19.5.5

Question 42 of 50 1.0/ 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
- 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 43 of 50 1.0/ 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. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50 1.0/ 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 45 of 50 1.0/ 1.0 Points

A hallucination can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus

- C. having false beliefs and ideas
- D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 46 of 50 1.0/ 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 47 of 50 0.0/ 1.0 Points

In the theory related to stress models, the term “distress” refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50 0.0/ 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 49 of 50 1.0/ 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 50 of 50 1.0/ 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 schizotypal 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

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4 Assignment 04 660746

Part 1 of 14 - Chapter 13 Theory 3.0/ 4.0 Points

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 0.0/ 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 psychoanalytic

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 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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

Part 2 of 14 - Chapter 13 Application 4.0/ 4.0 Points

Question 5 of 50 1.0/ 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

Question 6 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

Question 8 of 50 1.0/ 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

Answer Key: B

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

Part 3 of 14 - Chapter 14 Theory 3.0/ 4.0 Points

Question 9 of 50 1.0/ 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

1.0/ 1.0 Points

Question 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

A. unconscious, conscious and pre-conscious

B. super-ego, unconscious and conscious

C. archetypes, conscious and persona

D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

A. the id

B. the ego

C. unconsciousness

D. consciousness

Answer Key: D

Feedback: Section 14.3

Part 4 of 14 - Chapter 14 Application 3.0/ 3.0 Points

Question 13 of 50 1.0/ 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

B. fixations

C. sexual instincts

D. defence mechanisms

Answer Key: B

Question 14 of 50 1.0/ 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

Question 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

Part 5 of 14 - Chapter 16 Theory 3.0/ 4.0 Points

Question 16 of 50 0.0/ 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 17 of 50 1.0/ 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 18 of 50 1.0/ 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 19 of 50 1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application 1.0/ 3.0 Points

Question 20 of 50 1.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 21 of 50 0.0/ 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 0.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 16.2

Part 7 of 14 - Chapter 17 Theory 3.0/ 4.0 Points

Question 23 of 50 0.0/ 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/ 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 25 of 50 1.0/ 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/ 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

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 2.0/ 3.0 Points

Question 27 of 50 0.0/ 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?

- 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 28 of 50 1.0/ 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/ 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

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 2.0/ 4.0 Points

Question 30 of 50 1.0/ 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).

Question 31 of 50 1.0/ 1.0 Points

Which South African developed multimodal behavioural therapy?

A. Lazarus

B. Kelly

C. Chomsky



D. Miller

Answer Key: A

Feedback: Section 18.5

Question 32 of 50 0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 33 of 50 0.0/ 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

Part 10 of 14 - Chapter 18 Application 3.0/ 3.0 Points

Question 34 of 50 1.0/ 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 35 of 50 1.0/ 1.0 Points

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy
- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 36 of 50 1.0/ 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

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50 1.0/ 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 38 of 50 1.0/ 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

Question 39 of 50 1.0/ 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 40 of 50 1.0/ 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Part 12 of 14 - Chapter 19 Application 3.0/ 3.0 Points

Question 41 of 50 1.0/ 1.0 Points

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

Feedback: Section 19.5.5

Question 42 of 50 1.0/ 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
- 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 43 of 50 1.0/ 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. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50 1.0/ 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 45 of 50 1.0/ 1.0 Points

A hallucination can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus
- C. having false beliefs and ideas
- D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 46 of 50 1.0/ 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 47 of 50 0.0/ 1.0 Points

In the theory related to stress models, the term “distress” refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50 0.0/ 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 49 of 50 1.0/ 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 50 of 50 1.0/ 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 schizotypal 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

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Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 4.0/ 4.0 Points

Question 1 of 50

1.0/ 1.0 Points

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

Answer Key: A

Feedback: Good! In the work context, behaviourism is applied in training and motivation. Section 13.3.2

Question 2 of 50

1.0/ 1.0 Points

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- A. psychodynamic or psychoanalytic
- B. humanistic, phenomenological and existential
- C. cognitive and social cognitive
- D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Question 3 of 50

1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour described in concepts such as dispositions, dimensions, traits, factors and types. 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 4 of 50

1.0/ 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

Part 2 of 14 - Chapter 13 Application 2.0/ 4.0 Points

Question 5 of 50

1.0/ 1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial

Answer Key: C

Feedback: Well done! You can see that the approach considers a person's context - where they come from, their environmental and genetic influences, their beliefs and assumptions and the way they perceive life. Section 13.3.8

Question 6 of 50

0.0/ 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 selfcomparison.



See section 13.3.5

Question 7 of 50

0.0/ 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 8 of 50

1.0/ 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

Part 3 of 14 - Chapter 14 Theory 3.0/ 4.0 Points

Question 9 of 50

1.0/ 1.0 Points

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation

C. transference

D. anxiety

Answer Key: C

Feedback: Section 14.8.2

Question 10 of 50

1.0/ 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 11 of 50

1.0/ 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

0.0/ 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

A. the ego being subservient to the reality principle

B. the id being subservient to the pleasure function

C. the influence of id impulses

D. the influence of life and death instincts

Answer Key: A

Part 4 of 14 - Chapter 14 Application 1.0/ 3.0 Points

Question 13 of 50

0.0/ 1.0 Points

How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

- A. believes in the unconscious
- B. focuses on past experiences
- C. believes that the ego functions mostly at the unconscious level
- D. added the dimension of the collective unconscious

Answer Key: D

Feedback: Although Jung agreed with Freud's notion of the unconscious, he added the dimension of the collective unconscious. He distinguished between a personal unconscious, which is a blend between Freud's unconscious and preconscious, and the collective unconscious, which refers to culturally inherited predispositions and experiences. See section 14.4

Question 14 of 50

1.0/ 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 should guide each employee's behaviour, you realised that the supervisor is actually supporting a \_\_\_\_\_ model.

- A. five factor
- B. conflict
- C. classical conditioning
- D. operant conditioning

Answer Key: B

Question 15 of 50

0.0/ 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: 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

Part 5 of 14 - Chapter 16 Theory 3.0/ 4.0 Points

Question 16 of 50

1.0/ 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

Question 17 of 50

1.0/ 1.0 Points

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

- A. unique
- B. source
- C. cardinal
- D. common

Answer Key: C

Question 18 of 50

1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Question 19 of 50

0.0/ 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

Part 6 of 14 - Chapter 16 Application 2.0/ 3.0 Points

Question 20 of 50

1.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 21 of 50

1.0/ 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

Question 22 of 50

0.0/ 1.0 Points

The MD of a small factory where certain electronic components are manufactured on order and for specific delivery times, requests you as HR Manager to only select new recruits for possible appointments in the company have the best chance to be successful in training and in job performance based on their personality type. Which two groups of personality factors would you rather emphasise in your selection procedure? Consider the type of work and management's criteria.

A. Conscientiousness vs lack of direction & extroversion vs introversion

B. Agreeableness vs antagonism & openness to experience vs closedness

C. Integrating vs obliging & conscientiousness vs agreeableness

D. Dominance vs assertiveness & extroversion vs emotional stability

Answer Key: A

Feedback: Section 16.5

Part 7 of 14 - Chapter 17 Theory 3.0/ 4.0 Points

Question 23 of 50

1.0/ 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 24 of 50

1.0/ 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

D. behaviours and skills used to control events and behaviours

Answer Key: D

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

Question 25 of 50

0.0/ 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 26 of 50

1.0/ 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.

Part 8 of 14 - Chapter 17 Application 2.0/ 3.0 Points

Question 27 of 50

1.0/ 1.0 Points

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- A. behaviourism
- B. the cognitive perspective
- C. Gestalt psychology
- D. psychoanalysis

Answer Key: C

Question 28 of 50

0.0/ 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 29 of 50

1.0/ 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/ 4.0 Points

Question 30 of 50

1.0/ 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 31 of 50

1.0/ 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

Question 32 of 50



1.0/ 1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

Question 33 of 50

1.0/ 1.0 Points

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

- A. hostility
- B. anxiety
- C. a threat
- D. guilt

Answer Key: B

Feedback: Section 18.8.3

Part 10 of 14 - Chapter 18 Application 3.0/ 3.0 Points

Question 34 of 50

1.0/ 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 35 of 50

1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 18.8.3

Question 36 of 50

1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 18.8

Part 11 of 14 - Chapter 19 Theory 2.0/ 4.0 Points

Question 37 of 50

0.0/ 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
- D. expectancies for financial success

Answer Key: D

Question 38 of 50

1.0/ 1.0 Points

Benefit-finding is a specific characteristic of the \_\_\_\_\_ paradigm.

- A. salutogenic
- B. humanistic
- C. fortigenic
- D. behaviourism

Answer Key: C

Question 39 of 50

0.0/ 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 40 of 50

1.0/ 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

Part 12 of 14 - Chapter 19 Application 3.0/ 3.0 Points

Question 41 of 50

1.0/ 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/ 1.0 Points

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam.

Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond

his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Feedback: External locus of control (p 425 Section 19.5.4)

Question 43 of 50

1.0/ 1.0 Points

Which personality theory is considered as the foundation of positive psychology?

- A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

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

Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50

0.0/ 1.0 Points

An approach that emphasises the wholeness of organisations and people, and the interdependence of all factors, is the \_\_\_\_\_ perspective.

- A. person-environment-fit
- B. systems
- C. work-stress
- D. developmental

Answer Key: B

Feedback: Chapter 20, textbook, section 20.3.3

Question 45 of 50

1.0/ 1.0 Points

The Social Readjustment Rating Scale is utilised in assessment and research in order to \_\_\_\_\_.

- A. determine which hassles and uplifts are manifesting in people's daily lives
- B. acquire statistics on the acute and chronic nature of stress in work life
- C. obtain LCU-scores on the cumulative health and stress effects of certain life events

D. get an impression of people who are predisposed to certain psychological and physiological stressors

Answer Key: C

Feedback: Section 20.3.4

Question 46 of 50

1.0/ 1.0 Points

Stress can be positively related to physical illness because it decreases the ability of the \_\_\_\_\_ system.

A. lymphatic

B. melatonin

C. limbic

D. immune

Answer Key: D

Question 47 of 50

1.0/ 1.0 Points

Which type of depression is linked to women only?

A. Bipolar depression

B. Cyclothymic depression

C. Dysthymic depression

D. Postpartum depression

Answer Key: D

Feedback: This type of depression can occur after mothers give birth to their children. It is normally linked to a hormonal imbalance and can present itself in different ways (Bergh & Theron 2013, section 20.5.5).

Part 14 of 14 - Chapter 20 Application 3.0/ 3.0 Points

Question 48 of 50

1.0/ 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

Question 49 of 50

1.0/ 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 50 of 50

1.0/ 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

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Part 1 of 14 - Chapter 13 Theory 3.0/ 4.0 Points

Question 1 of 50 1.0/ 1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

- A. psychodynamic
- B. behaviouristic
- C. trait
- D. cognitive

Answer Key: C

Feedback: Good work! Human behaviour is characterised by enduring and consistent patterns behaviour

described in concepts such as dispositions, dimensions, traits, factors and types. 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 0.0/ 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 psychoanalytic

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 3 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

- A. psychodynamic
- B. behaviouristic
- C. humanistic
- D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 13.3.1

Question 4 of 50 1.0/ 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony
- 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

Part 2 of 14 - Chapter 13 Application 4.0/ 4.0 Points

Question 5 of 50 1.0/ 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

Question 6 of 50 1.0/ 1.0 Points

As a child, Sophy learned that crying would result in her father helping her. As a grown-up she replaced crying with withdrawing. She learned to be helpless and to rely on others. After counselling, she learned new behaviours because of other rewards. This description of Sophy relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: B

Feedback: Good! The behaviourist theory concentrates on learned responses, expectations and thoughts as a result of reinforcement (rewards and punishment), which is evident in this scenario. Section 13.3.2

Question 7 of 50 1.0/ 1.0 Points

If you were asked to explain how the concepts and assumptions related to the psychodynamic 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: A

Feedback: Well done! From a psychoanalysis viewpoint, the context of your country of origin and its history of conflict, as well as your demographics should be considered. Within you, there are many unconscious, or repressed, contents from your childhood that, if made more conscious, can contribute to a better understanding of yourself and others. Now, try to explain your own behaviour from all the different perspectives. See section 13.3.1

Question 8 of 50 1.0/ 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

Answer Key: B

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

Part 3 of 14 - Chapter 14 Theory 3.0/ 4.0 Points

Question 9 of 50 1.0/ 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

1.0/ 1.0 Points

Question 10 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 11 of 50 1.0/ 1.0 Points

According to Freud, the three levels of psychic awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

- A. unconscious, conscious and pre-conscious
- B. super-ego, unconscious and conscious
- C. archetypes, conscious and persona
- D. shadow, ego and unconscious

Answer Key: A

Feedback: Prescribed book, section 14.4

Question 12 of 50 0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Part 4 of 14 - Chapter 14 Application 3.0/ 3.0 Points

Question 13 of 50 1.0/ 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
- 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

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/ 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 15 of 50 1.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 14.7

Part 5 of 14 - Chapter 16 Theory 3.0/ 4.0 Points

Question 16 of 50 0.0/ 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 17 of 50 1.0/ 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 18 of 50 1.0/ 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 19 of 50 1.0/ 1.0 Points

In trait psychology, the term subsidiation refers to \_\_\_\_\_.

- A. emotional or mood expressions
- B. an approach to describe personality factors
- C. the innate energy underlying behaviour
- D. the predominance of certain types of behaviour over other types

Answer Key: D

Feedback: Section 16.8

Part 6 of 14 - Chapter 16 Application 1.0/ 3.0 Points

Question 20 of 50 1.0/ 1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world

and themselves.

D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 21 of 50 0.0/ 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 0.0/ 1.0 Points

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

A. all represent trait descriptions of personality

B. are concepts used to define personality development and adjustment

C. are dimensional or structural concepts used to describe what personality is

D. are used to describe factor or psychometric models of personality

Answer Key: C

Feedback: Section 16.2

Part 7 of 14 - Chapter 17 Theory 3.0/ 4.0 Points

Question 23 of 50 0.0/ 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/ 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 \_\_\_\_\_.

- A. self-transcendence
- B. self-actualisation
- C. will to meaning
- D. conditional positive regard

Answer Key: A

Feedback: Section 17.6.1

Question 25 of 50 1.0/ 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/ 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

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 2.0/ 3.0 Points

Question 27 of 50 0.0/ 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?

- 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 28 of 50 1.0/ 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/ 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

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 2.0/ 4.0 Points

Question 30 of 50 1.0/ 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).

Question 31 of 50 1.0/ 1.0 Points

Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

Question 32 of 50 0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 33 of 50 0.0/ 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

Part 10 of 14 - Chapter 18 Application 3.0/ 3.0 Points

Question 34 of 50 1.0/ 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 35 of 50 1.0/ 1.0 Points

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

A. the upwards shift of control in the hierarchy

B. general salary increases for all employees irrespective of performance

C. the upwards shift of decision-making in the hierarchy

D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 36 of 50 1.0/ 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

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50 1.0/ 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 38 of 50 1.0/ 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

Question 39 of 50 1.0/ 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 40 of 50 1.0/ 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Part 12 of 14 - Chapter 19 Application 3.0/ 3.0 Points

Question 41 of 50 1.0/ 1.0 Points

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

Feedback: Section 19.5.5

Question 42 of 50 1.0/ 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
- 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 43 of 50 1.0/ 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. Learned resourcefulness
- B. Personal hardiness
- C. Potency
- D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Part 13 of 14 - Chapter 20 Theory 3.0/ 4.0 Points

Question 44 of 50 1.0/ 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 45 of 50 1.0/ 1.0 Points

A hallucination can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus
- C. having false beliefs and ideas
- D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 46 of 50 1.0/ 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 47 of 50 0.0/ 1.0 Points

In the theory related to stress models, the term "distress" refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50 0.0/ 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 49 of 50 1.0/ 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 50 of 50 1.0/ 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 schizotypal 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 1 of 50 1.0/ 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

Question 2 of 50 1.0/ 1.0 Points As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- A. nomothetic; idiographic
- B. idiographic; nomothetic
- C. consistency; growth
- D. growth; consistency

Answer Key: B Feedback: Well done! Some aspects facilitate continuous discourse and controversies, examples being the impact of genetic and environmental factors, the consistency issue in personality study, whether personality is a Gestalt or dimensional concept and whether personality must be studied with the emphasis on the person or individual (ideographic) or emphasising general laws with regard to personality (nomothetic). Section 13.2.2

Question 3 of 50 0.0/ 1.0 Points The \_\_\_\_\_ approach utilises narrative analysis as a research technique. A. cognitive

- B. psychosocial
- C. trait
- D. biological

Answer Key: B Feedback: Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Question 4 of 50 0.0/ 1.0 Points \_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- A. Humanistic
- B. Cognitive
- C. Depth
- D. Gestalt

Answer Key: C Feedback: Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

Question 5 of 50 0.0/ 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

Answer Key: B Feedback: Social constructionism states that human behaviour and personality are based on people's interpretation of social situations and interactions. See section 13.3.

Question 6 of 50 1.0/ 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/ 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: Yes! 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 8 of 50 1.0/ 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: 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

Question 9 of 50 1.0/ 1.0 Points The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 10 of 50 1.0/ 1.0 Points In the word association test in psychodynamic 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 11 of 50 0.0/ 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
- D. unconscious

Answer Key: D Feedback: Section 14.3

Question 12 of 50 1.0/ 1.0 Points \_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

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

Answer Key: D Feedback: Yes! Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

Question 13 of 50 0.0/ 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..

Question 14 of 50 0.0/ 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/ 1.0 Points According to psychoanalysis, aggression can be explained by the \_\_\_\_\_ drive, while empowerment can be explained by the \_\_\_\_\_ drive.

A. life; death

B. reality; death

C. life; reality

D. death; life

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

Question 16 of 50 1.0/ 1.0 Point

s 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 17 of 50 1.0/ 1.0 Points In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

A. an approach to describe personality factors

B. an approach to describe emotional or mood expressions

C. an approach to measure personality type

D. an approach to describe the innate energy underlying behaviour

Answer Key: A Feedback: Section 16.5.1.3

Question 18 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality model is considered the most integrative.

A. 16PF

B. Eysenck

C. Five-Factor

D. MBTI

Answer Key: C

Question 19 of 50 0.0/ 1.0 Points The \_\_\_\_\_ concept, used by Cattell, indicates the reciprocal relationship between situation and personality.

- A. interactionism
- B. situationism
- C. consistency
- D. dynamism

Answer Key: A

Question 20 of 50 0.0/ 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
- B. trait/type
- C. behaviouristic
- D. evolutionary

Answer Key: A Feedback: Ch 13, sect 13.3.5, p 297

Question 21 of 50 1.0/ 1.0 Points Trait and style concepts are similar to concepts such as id, ego, super-ego, as well as selfconcepts 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 22 of 50 1.0/ 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

Question 23 of 50 0.0/ 1.0 Point

s In humanistic theory, the term "peak experience" 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: B Feedback: Section 17.6.2

Question 24 of 50 1.0/ 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 experiences
- D. peak experiences; flow experiences

Answer Key: B Feedback: Section 17.7

Question 25 of 50 0.0/ 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 Feedback: Whoops! Wrong theorist! 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.

Question 26 of 50 1.0/ 1.0 Points According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- A. corporate identity
- B. self-efficacy
- C. self-identity
- D. self-esteem

Answer Key: C Feedback: Section 17.4

Question 27 of 50 1.0/ 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 than 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 28 of 50 1.0/ 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

Question 29 of 50 1.0/ 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 30 of 50 1.0/ 1.0 Point

s Which description does Kelly use to describe the "self"?

- A. Peripheral construct

- B. Pre-emptive construct
- C. Propositional construct
- D. Core construct

Answer Key: D Feedback: Chapter 18, textbook, section 18.4.3

Question 31 of 50 1.0/ 1.0 Points

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

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

Answer Key: C Feedback: Section 18.4.3.2

Question 32 of 50 1.0/ 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/ 1.0 Points

The \_\_\_\_\_ corollary enables people to relate well to one another.

- 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).

Question 34 of 50 0.0/ 1.0 Points

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

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B Feedback: Section 18.5.3.8

Question 35 of 50 0.0/ 1.0 Point

s 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 36 of 50 0.0/ 1.0 Points One of your friends is implicated in a theft and you react by deciding not to make a judgement until enough information has been collected. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

- A. circumsppection
- B. pre-emption
- C. control
- D. choice

Answer Key: C Feedback: Section 18.8.1

Question 37 of 50 1.0/ 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 38 of 50 1.0/ 1.0 Point

s \_\_\_\_\_ 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 39 of 50 1.0/ 1.0 Point

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 40 of 50 0.0/ 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 41 of 50 1.0/ 1.0 Points Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformatory self-control, and experiential self-control?

A. Learned resourcefulness

B. Personal hardiness

C. Potency

D. Locus of control

Answer Key: A Feedback: Chapter 19, textbook , section 19.5.4

Question 42 of 50 1.0/ 1.0 Points Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

A. internal locus of control

B. external locus of control

C. manageability

D. meaningfulness

Answer Key: B Feedback: External locus of control (p 425 Section 19.5.4)

Question 43 of 50 0.0/ 1.0 Points

Which personality theory is considered as the foundation of positive psychology?

A. Behaviourism

B. Cognitive theory

C. Psychodynamic theory

D. Humanism

Answer Key: D Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

Question 44 of 50 1.0/ 1.0 Point

In the theory related to stress models, the term "acute stress" refers to \_\_\_\_\_.

A. stress manifesting continuously across time

- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: B Feedback: Section 20.3.4

Question 45 of 50 0.0/ 1.0 Point

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

Question 46 of 50 0.0/ 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 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: Section 20.2

Question 47 of 50 1.0/ 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 schizotypal
- B. obsessive-compulsive, avoidant and dependent
- C. narcissistic, antisocial and paranoid
- D. antisocial, histrionic and borderline

Answer Key: A

Question 48 of 50 1.0/ 1.0 Points

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

- A. Zar; Phambana
- B. Phambana; Zar
- C. Amok; Brain fog
- D. Brain fog; Amok

Answer Key: D Feedback: Section 20.5.12

Question 49 of 50 0.0/ 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 schizotypal 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/ 1.0 Points

In analysing organisational health, organisational pathology is \_\_\_\_\_.

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

Answer Key: A Feedback: Organisational pathology is determined largely by the context in which an organisation functions as well as organisational paradigms. (p. 464 Section 20.6.8)

Question 1 of 50

0.0/ 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

Incorrect C. positive psychological

D. cognitive learning

Answer Key: D

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 2 of 50

1.0/ 1.0 Points

In the work context, behaviourist theories are applied primarily to \_\_\_\_\_.

Correct A. motivate and train employees

B. understand and influence group dynamics

C. classify and assess individual differences

D. manage and understand diversity

Answer Key: A

Feedback: Good! In the work context, behaviourism is applied in training and motivation. Section 13.3.2

Question 3 of 50

1.0/ 1.0 Points

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

A. general systems

Correct B. psychosocial

C. humanistic

D. cognitive

Answer Key: B

Feedback: Good! 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 4 of 50

1.0/ 1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- Correct C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

Question 5 of 50

1.0/ 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
- Correct B. cognitive and social-cognitive
- C. biological and evolutionary
- D. psychosocial

Answer Key: B

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. Self-image is shaped through the forming and changing of cognitive and relational schemas and self-comparison. See section 13.3.5

Question 6 of 50

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an \_\_\_\_\_ approach to psychological research and assessment.

- Correct A. clinical
- B. statistical
- C. quantitative
- D. objective

Answer Key: A

Feedback: Good! The clinical approach emphasises an intensive analysis of the individual and the uniqueness of behaviour. This approach uses subjective means of assessment and relies strongly on qualitative sources of information (for example, projective techniques and narrative analysis). See section 13.5.5

Question 7 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality

- A. psychodynamic
- B. behaviourist
- C. humanist
- D. trait

Answer Key: A

Feedback: Yes! Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

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

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 9 of 50

\_\_\_\_\_ distinguished between organic and non-organic drives as the motivation for behaviour.

- A. Freud
- B. Adler
- C. Jung

Correct D. Fromm

Answer Key: D

Feedback: Yes! Fromm distinguished between organic and nonorganic drives as the motivation for behaviour. Organic drives refer to animal-like instincts such as thirst and sex. Nonorganic drives distinguish humans from animals and include the need for others, the need for transcendence and the need for identity. See section 14.6.

Question 10 of 50

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

Question 11 of 50

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

Correct D. Adler

Answer Key: D Feedback: Section 14.4

Question 12 of 50

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 13 of 50

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
- D. The shadow

Answer Key: D

Question 14 of 50

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

#### Question 15 of 50

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a gobetween or balance between biological needs.

A. an integrator

B. a motivator

Incorrect C. the conscience

D. a differentiator

Answer Key: A

Feedback: Section 14.8

#### Question 16 of 50

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also \_\_\_\_\_.

A. impulsive

B. prone to introspection

C. more quiet

D. more quiet

Answer Key: A

#### Question 17 of 50

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.



- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Question 18 of 50

1.0/ 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/ 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 - 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 20 of 50

0.0/ 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

Incorrect C. pro-social behaviour test

- D. mental ability test

Answer Key: D

Feedback: Ch 16, sect 16.5.2,

Question 21 of 50

1.0/ 1.0 Points

A person who is often willing to do more than his/her official job description demands possibly manifests a characteristic known as \_\_\_\_\_.

Correct A. organisational citizenship behaviour

- B. extroversion and introversion
- C. task and interpersonal behaviour
- D. team behaviours and team roles

Answer Key: A

Feedback: Chapter 16, textbook, section 16.5.2

Question 22 of 50

0.0/ 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

Incorrect B. behaviourist

C. cognitive

D. trait

Answer Key: D

Feedback: Section 16.11

Question 23 of 50

0.0/ 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

Incorrect C. Psychoanalysis

D. Humanism

Answer Key: D

Feedback: Section 17.2

Question 24 of 50

0.0/ 1.0 Points

In humanistic theory, the term phenomenology refers to \_\_\_\_\_.

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

Answer Key: D

Feedback: Section 17.2

Question 25 of 50

1.0/ 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 26 of 50

0.0/ 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 \_\_\_\_\_.

- Incorrect
- 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 27 of 50

1.0/ 1.0 Points

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard

Correct D. an external locus of control

Answer Key: D

Question 28 of 50

0.0/ 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

Incorrect 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

0.0/ 1.0 Points

The humanist perspective emphasises \_\_\_\_\_.

Incorrect 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 30 of 50

1.0/ 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

Correct D. anxiety, with an inability to accurately interpret situations



Answer Key: D

Feedback: Section 18.8

Question 31 of 50

1.0/ 1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

Question 32 of 50

1.0/ 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

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

Answer Key: D

Question 33 of 50

0.0/ 1.0 Points

A schemata is defined as \_\_\_\_\_.

- A. a plan for the future

Incorrect B. cognitive congruence

- C. reaction formation

- D. a basic structure of the mind

Answer Key: D

Feedback: Section 18.5

Question 34 of 50

0.0/ 1.0 Points

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

Incorrect 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

0.0/ 1.0 Points

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

Incorrect A. circumspection

B. pre-emption

C. control

D. choice

Answer Key: C

Feedback: Section 18.8.1

Question 36 of 50

0.0/ 1.0 Points

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

A. development

B. structure

Incorrect C. motivation

D. adjustment

Answer Key: B

Question 37 of 50

0.0/ 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

Incorrect D. self-efficacy

Answer Key: C

Question 38 of 50

0.0/ 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

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

D. enduring confidence to cope

Answer Key: D

Question 39 of 50

0.0/ 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

Incorrect C. transcendence

D. self-efficacy

Answer Key: D

Feedback: Section 19.5.3

Question 40 of 50

0.0/ 1.0 Points

In the theory on psychological well-being, the term "potency" refers to \_\_\_\_\_.

Incorrect 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: C

Feedback: Section 19.5.4

Question 41 of 50

1.0/ 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

Correct D. self-acceptance

Answer Key: D

Question 42 of 50

0.0/ 1.0 Points

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

A. rigid; risks

Incorrect B. flexible; risks

C. flexible; action

D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

Question 43 of 50

1.0/ 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

Correct 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 44 of 50

1.0/ 1.0 Points

The Social Readjustment Rating Scale is utilised in assessment and research in order to \_\_\_\_\_.

- A. determine which hassles and uplifts are manifesting in people's daily lives
- B. acquire statistics on the acute and chronic nature of stress in work life
- Correct C. obtain LCU-scores on the cumulative health and stress effects of certain life events
- D. get an impression of people who are predisposed to certain psychological and physiological stressors

Answer Key: C

Feedback: Section 20.3.4

Question 45 of 50



0.0/ 1.0 Points

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

Incorrect A. Diagnostic Statistical Model

B. General Adaptation Syndrome

C. Diathesis Stress Model

D. Conservation of Resources Model

Answer Key: B

Question 46 of 50

1.0/ 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

Correct 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/ 1.0 Points

In the theory related to stress models, the term “hassle” refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- Correct C. factors causing stress perceptions
- D. stress associated with negative consequences

Answer Key: C

Feedback: Section 20.3.4

Question 48 of 50

0.0/ 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 \_\_\_\_\_.

Incorrect 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/ 1.0 Points

Undercommitment is often the result of \_\_\_\_\_.

- A. fear of failure
- B. fear of success
- C. misdirected anger at authority
- Correct D. all of the above

Answer Key: D

Question 50 of 50

1.0/ 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

Correct 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 1 of 50

0.0/ 1.0 Points

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

A. Survival of the best and fittest and controlling nature

B. Survival of the tribe and unity with nature

C. Competition, individual rights and separateness

D. Individuality, uniqueness and differences

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

Question 2 of 50

0.0/ 1.0 Points

The \_\_\_\_\_ approach stresses the self as a core dimension of personality and personality development.

A. general systems

B. psychosocial

C. humanistic

D. cognitive

Answer Key: B

Feedback: 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 3 of 50

1.0/ 1.0 Points

The \_\_\_\_\_ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function.

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

Answer Key: B

Feedback: The behaviouristic personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function. See section 13.3.2 in the prescribed book.

Question 4 of 50

1.0/ 1.0 Points

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic

Answer Key: D

Feedback: Good! 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. See section 13.3.3

Question 5 of 50

1.0/ 1.0 Points

If you consider African and Asian explanations for personality in a research project, which of the following statements will NOT form part of your approach?

- A. Emphasis on personality as an individual-related phenomenon.
- B. The individual personality as a communal and group concept.
- C. People are spiritually connected to the cosmos and all other things.
- D. The past and ancestral history form part of the individual and society.

Answer Key: A

Feedback: Good! 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 6 of 50

0.0/ 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

0.0/ 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: The words "meaning in life" should immediately alert you to think of humanism. See section 13.3.3

Question 8 of 50

0.0/ 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 emphasizing 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

0.0/ 1.0 Points

Freud compared \_\_\_\_\_ to the tip of an iceberg.

- A. the id
- B. the ego
- C. unconsciousness
- D. consciousness

Answer Key: D

Feedback: Section 14.3

Question 10 of 50

0.0/ 1.0 Points

\_\_\_\_\_ viewed neurosis as any deviation from normal behaviour and not necessarily pathological behaviour.

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

Answer Key: C

Feedback: Section 14.8.2

Question 11 of 50

0.0/ 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 12 of 50

0.0/ 1.0 Points

Freud stated that the \_\_\_\_\_ level of awareness contains sex and aggressive instincts.

- A. preconscious
- B. conscious
- C. collective unconscious
- D. unconscious

Answer Key: D

Feedback: Section 14.4

Question 13 of 50

0.0/ 1.0 Points

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

Question 14 of 50

0.0/ 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: 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

0.0/ 1.0 Points

In the psychodynamic theories of Klein, Jung, Erikson and Hartman, a key factor in progressive personality development seems to be that children or young people \_\_\_\_\_.

- A. follow the examples of either the father or the mother.
- 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 born as the only or the youngest child

Answer Key: C

Feedback: Sections 14.6 and 14.7

Part 5 of 14 - Chapter 16 Theory 2.0/ 4.0 Points

Question 16 of 50

0.0/ 1.0 Points

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Question 17 of 50

1.0/ 1.0 Points

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- C. Five-Factor
- D. MBTI

Answer Key: C

Question 18 of 50

1.0/ 1.0 Points

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

0.0/ 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 20 of 50

0.0/ 1.0 Points

Which one of the following explanations is probably the best and most important motivator for psychologists to utilise personality measurement as a predictor of work performance?

- A. The fact that personality traits differ across situations.
- B. The fact that many personality traits are specific to certain situations.
- C. The fact that certain personality traits are consistent in people.
- D. The fact that people have the ability to adapt their behaviour in order to change certain outcomes.

Answer Key: C

Feedback: Ch 16, sect 16. 10, pp 369-371

Question 21 of 50

1.0/ 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

Question 22 of 50

1.0/ 1.0 Points

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/n \_\_\_\_\_ type personality.

- A. A-
- B. endomorph
- C. dominating
- D. mesomorph

Answer Key: D

Feedback: Ch 16, sect 16.5.3, p 363

Question 23 of 50

1.0/ 1.0 Points

Phenomenology refers to a person's \_\_\_\_\_.

- A. unique subjective experiences
- B. unconscious feelings and needs
- C. striving to survive
- D. need to be accepted by others

Answer Key: A

Question 24 of 50

1.0/ 1.0 Points

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 25 of 50

1.0/ 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 26 of 50

0.0/ 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

Part 8 of 14 - Chapter 17 Application 1.0/ 3.0 Points

Question 27 of 50

1.0/ 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

0.0/ 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: Humanism uses self and cognitive theorists call this a construct. Section 17.7

Question 29 of 50

0.0/ 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
- B. The self-schema
- C. The bodily self
- D. The real self

Answer Key: C

Feedback: Section 17.4

Part 9 of 14 - Chapter 18 Theory 1.0/ 4.0 Points

Question 30 of 50

0.0/ 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 31 of 50

0.0/ 1.0 Points

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

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

Answer Key: A

Feedback: Section 18.5

Question 32 of 50

1.0/ 1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

Question 33 of 50

0.0/ 1.0 Points

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

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

Answer Key: C

Feedback: Section 18.2

Question 34 of 50

1.0/ 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 35 of 50

0.0/ 1.0 Points

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme
- C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 36 of 50

0.0/ 1.0 Points

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

- A. rigid
- B. permeable
- C. habitual



D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Part 11 of 14 - Chapter 19 Theory 4.0/ 4.0 Points

Question 37 of 50

1.0/ 1.0 Points

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding
- C. manageability and control
- D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 38 of 50

1.0/ 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 39 of 50

1.0/ 1.0 Points

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

A. the enduring confidence to cope

B. positive, absorbed commitment

C. protected use of strengths

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

Answer Key: C

Feedback: Section 19.5.3

Question 40 of 50

1.0/ 1.0 Points

With regard to psychological and social well-being, the term "purpose in life" 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: B

Feedback: Section 19.3.1

Part 12 of 14 - Chapter 19 Application 1.0/ 3.0 Points

Question 41 of 50

0.0/ 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 42 of 50

1.0/ 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

0.0/ 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

Part 13 of 14 - Chapter 20 Theory 4.0/ 4.0 Points

Question 44 of 50

1.0/ 1.0 Points

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

Question 45 of 50

1.0/ 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 \_\_\_\_\_.

- 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 46 of 50

1.0/ 1.0 Points

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

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

Answer Key: D

Feedback: Burnout is referred to as the loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments. (p. 459 Section 20.6.3)

Question 47 of 50

1.0/ 1.0 Points

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

- A. Mood
- B. Schizophrenic
- C. Dissociative
- D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Part 14 of 14 - Chapter 20 Application 2.0/ 3.0 Points

Question 48 of 50

1.0/ 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 49 of 50

1.0/ 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

0.0/ 1.0 Points

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involve cultural and spiritual contents as in specific group
- D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

Question 1 of 25

1.0 Points

What concept does Rogers use to describe a person that continuously strives towards using his/her full potential?

- A. The whole fully functioning person
- B. The proprium
- C. Learned helplessness
- D. The self-transcendent person

Answer Key: A

Feedback: Good work! Rogers described people as basically good and positive and able to realise their potential to be fully functioning persons. See section 17.6.2

Question 2 of 25

1.0 Points

What is the fundamental postulate in cognitive construction?

- A. The core construct
- B. Personality is formed by the constructs that people develop throughout their life.
- C. People construct events in different ways.
- D. All human behaviour is aimed at predicting events.

Answer Key: D

Feedback: Yes! According to Kelly, all human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See your prescribed book section 18.5.2

Question 3 of 25

1.0 Points

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

- A. Wisdom
- B. Courage
- C. Self-efficacy
- D. Justice

Answer Key: C

Feedback: Yes! Self-efficacy does not form part of the VIA Classification System. See your prescribed book section 19.5.3

Question 4 of 25

1.0 Points

The \_\_\_\_\_ explains why some people are more prone to stress than others.

- A. Systems-Interactional Model
- B. Hassles-and-uplifts approach
- C. Diathesis Stress Model
- D. Social Readjustment Rating Scale

Answer Key: C

Feedback: Well done! The Diathesis Stress Model proposes that certain people might be predisposed (a tendency for) to maladjustment if certain biological or other related stressors are present. See section 20.3.4 in your prescribed book.

Question 5 of 25

1.0 Points

The \_\_\_\_\_ is used to identify psychological disorders.

- A. DSM
- B. VIA Classification System
- C. Systems-Interactional Model
- D. General Systems Theory

Answer Key: A

Feedback: Yes, the DSM or the Diagnostic Statistical Manual of Mental Disorders is used to identify and diagnose psychological disorders, with very specific criteria. See section 20.5 in your prescribed book.

Part 2 of 5 - Chapter 17 Case Study 5.0 Points Read the Case Study in the attached document and answer the questions that follow. You can also find the case study in Additional Resources on this site. The case study has 5 questions which you need to answer on this self-assessment tool. Attachments Chapter 17 Case Study for Assignment 03 (Part 2 of self-assessment).docx 12 KB

Question 6 of 25

1.0 Points

Based on the humanistic approach and especially Frankl's theory, at this stage, Phumeza is allowing the situation to dominate her; when she should be \_\_\_\_\_ it so that she can find meaning in life.

- A. embracing
- B. transcending
- C. ignoring
- D. enjoying

Answer Key: B

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.

Question 7 of 25

1.0 Points

By focusing on things like earnings, Phumeza is focusing on \_\_\_\_\_ needs, which indicate that she is not selfactualising.

- A. deficiency/primary



- B. growth/secondary
- C. higher level
- D. spiritual

Answer Key: A

Feedback: Yes! From what we see, she is regressing by focusing on primary, or deficiency, needs. She still has a need to grow and develop, but because she feels frustrated, it hampers her self-actualisation and self-esteem needs. See prescribed book section 17.6.2

Question 8 of 25

1.0 Points

Phumeza displays a/an \_\_\_\_\_ by blaming external things for her frustrations and problems.

- A. internal locus of control
- B. self-efficacy
- C. external locus of control
- D. sense of coherence

Answer Key: C

Feedback: Well done! By blaming external factors for her problems, Phumeza is using an external locus of control. See prescribed book section 17.3.5

Question 9 of 25

1.0 Points

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

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

Answer Key: D

Feedback: Good work! The humanists explain motivation in terms of finding meaning in life and achieving selfactualisation, optimal functioning, and well-being. At this stage, Phumeza is allowing the situation to dominate her; she is not transcending it. See prescribed book section 17.6

Question 10 of 25

1.0 Points

Based on Rogers' theory, Phumeze should seek support from others, so that she can grow and develop in an atmosphere of \_\_\_\_\_.

- A. competitiveness
- B. unconditional positive regard
- C. conditional positive regard
- D. stress

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 3 of 5 - Chapter 18 Case Study 5.0 Points Read the Case Study in the attached document and answer the questions that follow. You can also find the case study in Additional Resources on this site. The case study has 5 questions which you need to answer on this self-assessment tool. Attachments

Chapter 18 Case Study for Assignment 03 (Part 3 of self-assessment).docx 14 KB

Question 11 of 25

1.0 Points

Agnes observes that the group members are older than her, and then adds that they might be boring, conservative, and uptight. In terms of the cognitive theory, this is an example of \_\_\_\_\_.

- A. a pre-emptive construct
- B. a propositional construct
- C. a fundamental postulate
- D. a constellatory construct

Answer Key: D

Feedback: Yes! 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 12 of 25

1.0 Points

Agnes uses \_\_\_\_\_ when she decides that she might become friends with the group members.

- A. a pre-emptive construct
- B. a constellatory construct

- C. a propositional construct
- D. the fundamental postulate

Answer Key: C

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 considers what happened in her aerobics class and attaches this information to the new social situation experienced. See prescribed book section 18.5.1

#### Question 13 of 25

1.0 Points

If we were to explain Agnes's cognitions by means of the fundamental postulate, we would describe it as follows:\_\_\_\_\_.

- A. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.
- B. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.
- C. Agnes' experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.
- D. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

Answer Key: D

Feedback: Whoops! The fundamental postulate states that All human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See prescribed book section 18.5.2

#### Question 14 of 25

1.0 Points

If we were to explain Agnes's cognitions by means of the construction corollary, we would describe it as follows:\_\_\_\_\_.

- A. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.

B. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

C. Agnes' experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.

D. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.

Answer Key: A

Feedback: Yes! The construction corollary points to the similarities in repeated events and the conservative nature of human beings, reflected in the universal need to be able to predict what the future will hold and rule out uncertainty. Make sure you understand the differences between the corollaries as indicated in your prescribed book's section 18.5.3

Question 15 of 25

1.0 Points

If we were to explain Agnes's cognitions by means of the experience corollary, we would describe it as follows:\_\_\_\_\_.

A. All human behaviour is aimed at predicting events. Agnes is trying to predict how her association with the group and its members will turn out.

B. Joining a book club is a new experience for Agnes, and provides an opportunity to revisit old constructs and develop new ones.

C. Agnes's experience is unique to her. Another person would construe the event differently, perhaps by being more interested in the books than the people present.

D. Agnes compares her current experience in the book club with a previous experience at the gym. She finds similarities between the two situations that help her predict her behaviour, the behaviour of others and events.

Answer Key: B

Feedback: Well done! The experience corollary points to exposure to new experiences, like Agnes joining the book club. Make sure you understand all the corollaries as described in section 18.5.3 of your prescribed book.

Part 4 of 5 - Chapter 19 Case Study 5.0 Points Read the Case Study in the attached document and answer the questions that follow. You can also find the case study

Question 16 of 25

1.0 Points

Kabelo and his wife are experiencing positive human functioning. They have accepted their situation and taken responsibility for it by applying \_\_\_\_\_.

- A. self-control
- B. learned helplessness
- C. an external locus of control
- D. hedonism

Answer Key: A

Feedback: Well done! Kabelo and his wife are experiencing positive human functioning. They have accepted their situation and taken responsibility for it by applying self-control. See section 19.4.3.2 in your prescribed book. The social-cognitive learning theorists and the cognitive theorists, stress self-regulation as a mechanism through which people can have more control over their influencing environment and their own behaviours. The concepts of locus of control, self-efficacy, and learned resourcefulness have become part of the positive-psychological emphasis on resources that people can use to have more self-control. Note that Kabelo and his wife apply an internal locus of control, which is why option C is incorrect.

Question 17 of 25

1.0 Points

Instead of blaming others and demonstrating learned helplessness, they demonstrated self-regulation (based on the \_\_\_\_\_ perspective).

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

Answer Key: B

Feedback: Well done! Self-regulation was introduced in the cognitive theory. Consider all the previous and new contributions to positive psychology as indicated in section 19.4.3.2 of your prescribed book.

Question 18 of 25

1.0 Points

Instead of blaming others and demonstrating learned helplessness, they made choices about their reaction to their situation, which is a contribution from the \_\_\_\_\_ perspective to positive psychology.

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

Answer Key: A

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

#### Question 19 of 25

1.0 Points

When you consider the sources of the strengths that Kabelo used to improve his own and other people's functioning, which of the following descriptions refer to artefactual resources?

- A. Being physically fit and well, so as to be able to deal with physical demands.
- B. Money to start the business; selling of butter and eggs.
- C. Obtaining the necessary knowledge and skills.
- D. Relationship with the NGO, marital relationship between husband and wife, and relationship with the community (customers).

Answer Key: B

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 20 of 25

1.0 Points

When you consider the sources of the strengths that Kabelo used to improve his own and other people's functioning, which of the following descriptions refer to relational resources?

- A. Being physically fit and well, so as to be able to deal with physical demands.
- B. Money to start the business; selling of butter and eggs.
- C. Obtaining the necessary knowledge and skills.
- D. Relationship with the NGO, marital relationship between husband and wife, and relationship with the community (customers).

Answer Key: D

Feedback: Yes! Interpersonal or relational resources refer to things such as social support and relationships with colleagues. See section 19.4.1 of your prescribed book.

Part 5 of 5 - Chapter 20 Case Study 5.0 Points Read the Case Study in the attached document and answer the questions that follow. You can also find the case study in Additional Resources on this site. The case study has 5 questions which you need to answer on this self-assessment tool. Attachments

Chapter 20 Case Study for Assignment 03 (Part 5 of self-assessment).docx 14 KB

Question 21 of 25

1.0 Points

The psychodynamic approach, would explain Mr Y's behaviour as follows:

- A. The behaviour is an expression of aggression from the id (unconscious factors).
- B. The behaviour is the result of an illness or a chemical imbalance in the body.
- C. The behaviour is the consequence of a midlife crisis (stagnation), and the inability to fulfil various life roles.
- D. The behaviour is the result of the fact that all information is interpreted as negative and personal.

Answer Key: A

Feedback: Yes, we are referring to the psychodynamic approach when he look at the functioning of the id. You will see that in the basic foundations of each assumption, an explanation is provided of how maladjustment will manifest. You need to understand this in order to understand how chapter 20 fits into the theory. See section 14.8 and 20.4

Question 22 of 25

1.0 Points

In Mr Y's case, his emotional problems can be seen as \_\_\_\_\_, his lack of coping behaviours as \_\_\_\_\_ and his interpersonal conflict as a \_\_\_\_\_ of the stress experienced in his situation.

- A. consequence; cause; moderators
- B. moderators; cause; consequence
- C. causes; moderators; consequence
- D. consequence; moderators; causes

Answer Key: C

Feedback: Incorrect. In Mr Y's case, his emotional problems can be seen as causes, his lack of coping behaviours as moderators and his interpersonal conflict as a consequence of the stress experienced in his situation. See Figure 20.2 for the various influences and consequences of job stress.

Question 23 of 25

1.0 Points

If we describe Mr Y's behaviour as; the behaviour is the result of the fact that all information is interpreted as negative and personal, we are using the \_\_\_\_\_ approach.

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

Answer Key: B

Feedback: Yes, we are referring to the cognitive approach when considering the processing of information. You will see that in the basic foundations of each assumption, an explanation is provided of how maladjustment will manifest. You need to understand this in order to understand how chapter 20 fits into the theory. See section 18.8 and 20.4

Question 24 of 25

1.0 Points

From the case study, it appears that Mr Y has an \_\_\_\_\_ personality, which presents as \_\_\_\_\_.

- A. anti-social; reacting emotionally in everyday situations that other people typically find mildly irritating
- B. narcissistic; reacting emotionally in everyday situations that other people typically find mildly irritating
- C. narcissistic; manipulating and aggressive behaviour without remorse
- D. anti-social; manipulating and aggressive behaviour without remorse

Answer Key: D

Feedback: Nope. Only one combination is correct, which describes the antisocial personality disorder as manipulating and aggressive behaviour without remorse. See section 20.5.3 in your prescribed book.

Question 25 of 25

1.0 Points

How would the behaviouristic approach describe Mr Y's behaviour?

- A. The behaviour is the result of an illness or a chemical imbalance in the body.
- B. Mr Y never learned that certain behaviours are unacceptable.
- C. Mr Y could not find meaning in life/work and was not able to transcend his circumstances.
- D. The behaviour is the consequence of a midlife crisis (stagnation), and the inability to fulfil various life roles.

Answer Key: B



Feedback: Yes, the behaviouristic approach looks at actions and consequences. You will see that in the basic foundations of each assumption, an explanation is provided of how maladjustment will manifest. You need to understand this in order to understand how chapter 20 fits into the theory. See section 15.7 and 20.4

Question 1 of 15

1.0 Points

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic

Answer Key: D

Feedback: Good! 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. See section 13.3.3

Question 2 of 15

1.0 Points

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

Question 3 of 15

1.0 Points

What other term is used to describe psychodynamic theories?

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

Answer Key: C

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

Question 4 of 15

1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

- A. Behaviourist
- 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

Question 5 of 15

1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

## Part 2 of 3 - Chapter 13 Application and Insight 5.0 Points

### Question 6 of 15

1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial

Answer Key: C

Feedback: Well done! You can see that the approach considers a person's context - where they come from, their environmental and genetic influences, their beliefs and assumptions and the way they perceive life. Section 13.3.8

### Question 7 of 15

1.0 Points

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

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

Answer Key: B

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

### Question 8 of 15

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: Yes! 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 9 of 15

1.0 Points

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

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

Answer Key: D

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

Question 10 of 15

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
- 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 3 - Chapter 13 Case Study 5.0 Points Read this case study and answer the questions that follows based on your understanding of the case study and the theory.

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

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

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

Question 11 of 15

1.0 Points

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

- A. Psychodynamic
- B. Behaviourist or learning
- C. Humanistic
- D. Trait

Answer Key: A

Feedback: Yes! When you see the words "subconsciously", "rebel", "authority" ... you should immediately think of the

psychodynamic theory, as it relates to Freud's theory of the unconscious.

#### Question 12 of 15

1.0 Points

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

- A. Psychodynamic theories
- B. Psychosocial
- C. Biological and evolutionary
- D. Behaviourist or learning theories

Answer Key: D

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

#### Question 13 of 15

1.0 Points

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and selfactualisation. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

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

Answer Key: B

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

#### Question 14 of 15

1.0 Points

Julius seems to be uninformed about requirements utilised in a more Western and modern world of work. He generalises his community work to more formal workplaces, and has false expectations of being able to do any work. His discourse suggests characteristics that could cause some difficulties in the workplace: these may be a lack of

insight, rebelliousness, anger, rigidity, possible submissiveness in certain situations, and not being open to information, other experiences, and the ideas of other people. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

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

Answer Key: C

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

Question 15 of 15

1.0 Points

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

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

Answer Key: D

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

Question 1 of 15

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 2 of 15

1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 3 of 15

1.0 Points

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- A. regression
- B. fixation
- C. projection
- D. transference

Answer Key: D

Feedback: Section 14.8.2

Question 4 of 15

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 5 of 15

1.0 Points

In the word association test in psychodynamic 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

Part 2 of 3 - Chapter 14 Application and Insight 5.0 Points

Question 6 of 15

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: 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 7 of 15

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 8 of 15

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 9 of 15

1.0 Points

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Feedback: Yes! People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

Question 10 of 15

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 3 of 3 - Chapter 14 Case Study 5.0 Points Vuyu and Rupert Vuyu approaches his manager, Rupert, about a salary increase as he thinks an increase and a promotion is overdue. He tries to hide his anger and frustration, and carefully explains that he has achieved all his goals set for the year and excelled at a number of them. It is important to him to enjoy, become his whole self, and be creative.

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

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

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

Question 11 of 15

1.0 Points

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

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

Answer Key: A

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

Question 12 of 15

1.0 Points

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

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

Answer Key: C

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

Question 13 of 15

1.0 Points

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

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

Answer Key: D

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

Question 14 of 15

1.0 Points

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

- A. control; oral

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

Answer Key: D

Feedback: No, Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

Question 15 of 15

1.0 Points

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

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

Answer Key: B

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

Question 1 of 15

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 2 of 15

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 3 of 15

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 4 of 15

1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.4.2

Question 5 of 15

1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

Part 2 of 3 - Chapter 18 Application and Insight 5.0 Points

Question 6 of 15

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 7 of 15

1.0 Points

A person may be intolerant towards people speaking a different language, or having a different religion, or not following certain customs. However, as that person grows older, he/she realises that people have more

commonalities than differences, and becomes more accepting or understanding of the forces in a situation, and adjusts his/her construct accordingly. This is an example of a construct becoming \_\_\_\_\_.

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B

Feedback: Section 18.5.3.8

Question 8 of 15

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 9 of 15

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 10 of 15

1.0 Points



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

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

Answer Key: C

Feedback: Section 18.8.1

### Part 3 of 3 - Chapter 18 Case Study 5.0 Points

Read the following case study, considering it from the cognitive perspective and answer the questions that follow.

Sue has just moved into a new security complex. She is going to work from home. Initially Sue thinks that it is very cosy. She tells herself that this will be her home, because, for the first time, she will own her own place. No more paying rent to someone else and having to put up with all the owner's complaints.

However, some things happen that she does not expect. On the day that Sue moves in, an older man, whom she now knows is her next-door neighbour Mr Hillbilly, tells her about a burglary the previous night, and asks Sue not to park in a particular space close to her front door. Sue wonders where her work associates will park. Mr Hillbilly talks about the management committee of the complex not doing their work, and being prejudiced towards him and others on Sue's side of the complex. Sue thinks that she must avoid Mr Hillbilly. Maybe he is nosy, bossy, and an unhappy person? Sue has also been told that the complex is safe, and that unmarked open parking places are available to all residents and visitors.

Two days later, on a Friday after midnight, Sue is rudely awakened by excessively loud music from a neighbouring complex, which lasts for at least two hours. At first Sue wants to throw something, or shout in the direction of the noise, but something keeps her from doing it.

Fortunately, the next morning something good happens: Mr Hillbilly and his wife bring Sue a surprise breakfast, which she really appreciates, even if it is seven o'clock on a Saturday morning. When they leave, the Hillbillies say that they will not see her again. Sue thinks that perhaps they are not that bad after all. At the door Sue asks the Hillbillies what her other next-door neighbour does, because she cannot understand why this neighbour carries such a big bag and heavy books every day.

Sue is now wondering whether she did the right thing to move in here. She would like to have friends here, but she does not want problems, and she must be able to do her work.

### Question 11 of 15

1.0 Points

If Sue decides that the complex is indeed a strange place, she might only absorb negative information about the complex. In this regard, she would be using a \_\_\_\_\_ construct.

- A. constellatory
- B. propositional

- C. pre-emptive
- D. rigid

Answer Key: A

Feedback: Nope, that's not correct. The term “constellatory construct” refers to a construct that rigidly determines the way in which other constructs apply to its elements, as in stereotypical thinking. If Sue decides the complex is a bad place, she will only take in negative information about the complex and its residents. See Section 18.5.1 in your prescribed book.

#### Question 12 of 15

1.0 Points

According to the fundamental postulate, Sue will try to predict future events by testing new information against her current constructs. She can use the different corollaries to do this. For example, she can focus more on strange behaviour than behaviour that is not strange (\_\_\_\_\_ corollary).

- A. construction
- B. dichotomy
- C. choice
- D. sociality

Answer Key: C

Feedback: Nope. This points to the choice corollary, where Sue decides that the people in her complex are strange and she then chooses to only see strange behaviour. See section 18.5.3.5 in your prescribed book.

#### Question 13 of 15

1.0 Points

Sue might have an odd feeling about the neighbour with the bag, but is not be sure why. She does not track the origin of her feelings. This refers to the \_\_\_\_\_ construct.

- A. suspended
- B. submerged
- C. pre-emptive
- D. propositional

Answer Key: A

Feedback: Incorrect. The term “suspended 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. Sue might have an odd feeling about the neighbour with the bag, but may not be sure why. She does not track the origin of her feelings. See section 18.4.3.3 in your prescribed book.

Question 14 of 15

1.0 Points

Sue might like her neighbours, but she might not. Her mind is not made up, and can be changed. This points to the \_\_\_\_\_ construct.

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

Answer Key: D

Feedback: Yes! Well done - The term “propositional construct” refers to a construct that leaves elements open to alternative constructions. It allows room for flexibility. Sue might like her neighbours, but she might not. Her mind is not made up, and can be changed. See section 18.5.1 in your prescribed book.

Question 15 of 15

1.0 Points

Sue assumes that the people who make the noise are intentionally disruptive. Her mind is made up even before the information is verified. This refers to the \_\_\_\_\_ construct.

- A. suspended
- B. submerged
- C. pre-emptive
- D. propositional

Answer Key: C

Question 1 of 15

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

Question 2 of 15

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

#### Question 3 of 15

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

#### Question 4 of 15

1.0 Points

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

- A. happiness
- B. hope and optimism
- C. virtues
- D. wisdom

Answer Key: A

#### Question 5 of 15

1.0 Points

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 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

#### Part 2 of 3 - Chapter 19 Application and Insight 5.0 Points

##### Question 6 of 15

1.0 Points

An older woman, who was trained as a community developer, dedicated her life to caring for those who were povertystricken in a South African township. In contrast, a young man, who has just had his first successful music album released, is interested in attending several parties in Johannesburg and in being noticed in the company of established celebrities. Based on the scenario and considering happiness as explained in positive psychology, the old woman is experiencing \_\_\_\_\_ and the young man is experiencing \_\_\_\_\_.

- A. hedonism; eudaimonia
- B. short term satisfaction; long term satisfaction
- C. eudaimonia; hedonism
- D. no satisfaction; eudaimonia

Answer Key: C

##### Question 7 of 15

1.0 Points

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

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

Answer Key: B

Question 8 of 15

1.0 Points

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Question 9 of 15

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
- B. superiority
- C. inferiority
- D. rewards

Answer Key: B

Question 10 of 15

1.0 Points

Eudaimonia as a concept refers to \_\_\_\_\_ satisfaction, whilst hedonism refers to \_\_\_\_\_ satisfaction.

- A. internal, long term; external, short term
- B. external, short term: internal, long term
- C. internal, short term; external, long term
- D. a lack of; a high amount of

Answer Key: A

Part 3 of 3 - Chapter 19 Case Study 5.0 Points Read the following case study focusing on the psychological well-being and positive psychological aspects and then answer the questions that follow.

In the movie *About a Boy*, Will Freeman (played by Hugh Grant) plays the role of a womaniser who does not have to work, because he lives off the generous royalties from a Christmas jingle that his late father composed. He lives in a modern apartment in London, which is equipped with the best of everything. He is free to do what he wants to do and spends most of his time (when not chasing women), eating, watching TV and videos and playing billiards. It looks like the perfect life.

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

Question 11 of 15

1.0 Points

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

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

Answer Key: B

Question 12 of 15

1.0 Points

Will obviously lacks wisdom as a virtue, because \_\_\_\_\_.

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

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

Answer Key: D

Question 13 of 15

1.0 Points

Will does not have transcendence as a virtue, because \_\_\_\_\_.

- A. he is not curious and does not exercise critical thinking.
- B. despite his means, he is not involved in his community nor does he demonstrate leadership potential.
- C. he is caught up in his situation and does not have peak experiences, flow, or a sense of purpose or faith.
- D. he is a loner who does not have a high regard for others – especially for women.

Answer Key: C

Question 14 of 15

1.0 Points

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

True

False

Answer Key: False

Question 15 of 15

1.0 Points

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

True

False

Answer Key: True



Question 1 of 15

1.0 Points

The Social Readjustment Rating Scale is utilised in assessment and research in order to \_\_\_\_\_.

- A. determine which hassles and uplifts are manifesting in people's daily lives
- B. acquire statistics on the acute and chronic nature of stress in work life
- C. obtain LCU-scores on the cumulative health and stress effects of certain life events
- D. get an impression of people who are predisposed to certain psychological and physiological stressors

Answer Key: C

Feedback: Section 20.3.4

Question 2 of 15

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

Question 3 of 15

1.0 Points

In the theory related to stress models, the term "distress" refers to \_\_\_\_\_.

- A. factors causing stress perceptions

- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Question 4 of 15

1.0 Points

In the theory related to stress models, the term “acute stress” refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: B

Feedback: Section 20.3.4

Question 5 of 15

1.0 Points

In the theory related to stress models, the term “eustress” refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: D

Feedback: Section 20.3.4

Part 2 of 3 - Chapter 20 Application and Insight 5.0 Points

Question 6 of 15

1.0 Points

A delusion occurs when a person \_\_\_\_\_.

- A. perceives objects that don't actually exist
- B. develops illnesses as a result of stress
- C. develops an irrational fear that others want to harm him/her
- D. experiences memory loss

Answer Key: C

Question 7 of 15

1.0 Points

The symptoms of \_\_\_\_\_ disorders predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory, and the causes are biological in nature.

- A. anxiety
- B. cognitive
- C. mood
- D. personality

Answer Key: B

Feedback: Chapter 20, Textbook, section 20.6.3 - aspects of thinking and memory all relate to cognitive functioning, hence a cognitive disorder.

Question 8 of 15

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 9 of 15

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
- D. schizophrenic

Answer Key: D

Question 10 of 15

1.0 Points

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

Part 3 of 3 - Chapter 20 Case Study 5.0 Points Read this case study, considering it from the perspective of psychological disorders and work dysfunctions and answer the questions that follow.

John had been with a company for three years working as a technician. He often worked overtime without pay in order to fix machinery as fast as possible. It was a challenge to him to solve problems as economically as possible. He was very proud of his work and wanted to be the best technician in the section. He studied technical books in his own time and subscribed to technical magazines. He often won the “Wow” award, a quarterly award allocated to the most outstanding employee.

Five months ago John was promoted to supervisor. He was delighted at the news, because it was the next step to becoming a manager. To impress his superiors, he decided he would ensure that everything in his department ran smoothly. He was determined that his section would become the best managed and most productive of all.

As a supervisor, John often jumped in and did some of the work himself when he thought the section would not reach its targets. He took all administrative work home, so that he would be more available during the day to solve employees' problems. He was a perfectionist, and gave attention to the smallest details. He became unhappy if the workplace was not kept organised and clean. Everything had to be done as fast as possible. He expected employees to work during lunch times in order to please customers.

After a few months, things were getting the better of John. He started shouting at employees for being incompetent and having bad attitudes. He threw objects around and ordered employees to pick them up. He acted rudely towards people from other sections. He withdrew from his old friends and spent more time hiding in his office. He started smoking heavily. A secretary heard him fighting with his wife on the phone. He developed a bad chest and was booked off sick for a week. Directly after the medical consultation he returned back to work.

#### Question 11 of 15

1.0 Points

Various work dysfunctions are evident in the case study. Which description below relates to overcommitment?

- A. John is stressed especially with regard to his job as a supervisor. He is struggling to adjust to his new position.
- B. John has problem with control. He is a perfectionist and demanding.
- C. John has always been an extremely hard-working employee. In his previous position, he voluntarily worked overtime. It was not a problem then; however as a supervisor, he tries to do his own work and the work of his employees.
- D. John is a perfectionist, and when under stress he becomes aggressive. He also withdraws from others, and lives an imbalanced lifestyle.

Answer Key: C

Feedback: John's intense commitment and drive to work so hard and to even do other people's work, in spite of his relationship troubles and his ill health, point to overcommitment, which used to be awarded at his previous job. See section 20.6.3

#### Question 12 of 15

1.0 Points

What type of personality does John display?

- A. Type A
- B. Type B
- C. Type C
- D. Type D

Answer Key: A

Feedback:

Nope... John is definitely an A-type personality, based on the following aspects:

- John has high aspirations. He wants to become a manager.
- He has an irresistible tendency towards urgency. He places high demands on his employees to finish tasks as fast as possible.
- He shows a lack of empathy with others and shouts at his employees and his wife.
- He is already showing signs of physical problems associated with the Type-A personality

See section 20.6.3

Question 13 of 15

1.0 Points

Various kinds of work dysfunctions are evident in the above situation. Anxiety would be explained as follows: \_\_\_\_\_.

A. John is stressed especially with regard to his job as a supervisor. He is struggling to adjust to his new position.

B. John has problem with control. He is a perfectionist and demanding, but does not see himself as part of the problem.

C. John is a perfectionist, and when under stress he becomes aggressive. He has a Type-A personality. He also withdraws from others, and lives an imbalanced lifestyle.

D. John's frustration is affecting his relationship with his wife and friends.

Answer Key: B

Feedback: Incorrect. The main characteristics of anxiety disorders are consciously experiencing anxiety, panic and fear, and unsuccessful and misplaced attempts to control these emotions, which often only exacerbates it and leads to unresolved problems. In contrast to people with personality disorders, people with anxiety disorders do not see their problem as part of themselves (egodystonic) and therefore most willingly seek help. See section 20.5.2 in your prescribed book.

Question 14 of 15

1.0 Points

Various work dysfunctions are evident in the case study. Which description below relates to role conflicts?

A. John is stressed especially with regard to his job as a supervisor. He is struggling to adjust to his new position.

B. In his previous position, he voluntarily worked overtime. It was not a problem then; however as a supervisor, he tries to do his own work and the work of his employees (lack of boundaries).

C. John is a perfectionist, and when under stress he becomes aggressive. He has a Type-A personality. He also withdraws from others, and lives an imbalanced lifestyle.

D. John's frustration is affecting his relationship with his wife and friends.

Answer Key: D

Feedback: Nope. John's work and home life are unbalanced and this upsets his wife; his main focus is on his role as employee, not as husband. See section 20.6.6 in your prescribed book.

Question 15 of 15

1.0 Points

How would the cognitive perspective explain John's behaviour?

- A. The behaviour is the result of the fact that all information is interpreted as negative and personal.
- B. The behaviour is an expression of aggression from the id.
- C. The behaviour is the consequence of a midlife crisis (stagnation), and the inability to fulfil various life roles.
- D. The behaviour is the result of an illness or a chemical imbalance in the body.

Answer Key: A

Feedback: Nope. The cognitive perspective focuses on information processing; they would postulate that John somehow misinterpreted information as negative and personal and this lead to his work dysfunctions. By now you should understand how the various approaches view maladjustment. See sections 20.4 and 20.5 in your prescribed book.

Question 1 of 15

1.0 Points

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also \_\_\_\_\_.

- A. impulsive
- B. prone to introspection
- C. more quiet
- D. more quiet

Answer Key: A

Question 2 of 15

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

Question 3 of 15

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 4 of 15

1.0 Points

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- A. Temperament
- B. Ergs
- C. Ectomorph
- D. Subsidiation

Answer Key: D

Question 5 of 15

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

Question 6 of 15

1.0 Points

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. inherited; crystallised intelligence

Answer Key: B

Question 7 of 15

1.0 Points

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on appropriate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- A. functional autonomy
- B. deficiency needs
- C. ability traits
- D. teleological principle

Answer Key: D

Question 8 of 15

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
- C. cardinal
- D. source

Answer Key: C

Question 9 of 15

1.0 Points

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

- A. behaviourist
- B. cognitive
- C. psychodynamic
- D. trait

Answer Key: D

Question 10 of 15

1.0 Points

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

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

Answer Key: C

Question 11 of 15

1.0 Points

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

Introverted, perfectionist (not impulsive), obsessive

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

Answer Key: B

Question 12 of 15

1.0 Points

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

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

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

Answer Key: D

Question 13 of 15

1.0 Points

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

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

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

Answer Key: C

Question 14 of 15

1.0 Points

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

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

Answer Key: C

Question 15 of 15

1.0 Points

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

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

Answer Key: B

Question 1 of 15

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

Incorrect B. is provided with regular feedback sessions

C. has responsibility in the job

D. only does routine tasks

Answer Key: D

Question 2 of 15

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

A. responsive

B. rational

C. emotional

D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 3 of 15

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 4 of 15

1.0 Points

Rogers defined self-actualisation as\_\_\_\_\_.

- A. having spiritual experiences
- Correct B. becoming a fully functioning person
- C. having social experiences
- D. optimising health and resilience

Answer Key: B

Question 5 of 15

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
- Incorrect C. personality structure
- D. the total individual

Answer Key: D

Feedback: Section 17.4

Question 6 of 15

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

- A. irrational
- B. emotional
- C. rational
- D. social

Answer Key: C

Question 7 of 15

A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive
- C. Gestalt
- D. behaviourist

Answer Key: C

Question 8 of 15

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

Question 9 of 15

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
- C. sense of coherence
- D. learned resourcefulness

Answer Key: C

Question 10 of 15

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 11 of 15

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

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

Answer Key: B

#### Question 12 of 15

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

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

Answer Key: A

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

#### Question 13 of 15

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

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

Answer Key: C

#### Question 14 of 15

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

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

Answer Key: C

#### Question 15 of 15

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

- A. fixated

- B. independent
- C. selfless
- D. self-regulated

Answer Key: D

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

Question 1 of 15

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic Reset Selection

Question 2 of 15

1.0 Points

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences Reset Selection

Question 3 of 15

1.0 Points

What other term is used to describe psychodynamic theories?

- A. Gestalt psychology
- B. Third force
- C. Depth psychology
- D. Genetic psychology Reset Selection

Question 4 of 15

1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

- A. Behaviourist
- B. Cognitive
- C. Psychodynamic



D. Trait Reset Selection

Question 5 of 15

1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees Reset Selection

Question 6 of 15

1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial Reset Selection

Question 7 of 15

1.0 Points

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

- A. cognitive
- B. trait
- C. psycho-social
- D. humanistic Reset Selection

Question 8 of 15

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 Reset Selection

Question 9 of 15

1.0 Points

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

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

Reset Selection

Question 10 of 15

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
- C. psycho-social

D. social constructionist

Reset Selection Part 3 of 3 - Chapter 13 Case Study Read this case study and answer the questions that follows based on your understanding of the case study and the theory.

Question 11 of 15

1.0 Points

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

- A. Psychodynamic
- B. Behaviourist or learning
- C. Humanistic
- D. Trait

Reset Selection

Question 12 of 15

1.0 Points

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

- A. Psychodynamic theories
- B. Psychosocial

C. Biological and evolutionary

D. Behaviourist or learning theories Reset Selection

Question 13 of 15

1.0 Points

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and selfactualisation. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

A. Trait

B. Humanistic

C. Psychodynamic

D. Cognitive or social-cognitive Reset Selection

Question 14 of 15

1.0 Points

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

A. Psychodynamic

B. Humanistic

C. Trait

D. Biological or evolutionary Reset Selection

Question 15 of 15

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

A. Humanistic

B. Psychosocial

C. Biological or evolutionary

D. Cognitive or social-cognitive

Answers

Question 1 of 15

1.0 Points

According to the \_\_\_\_\_ approach, human behaviour is understood by the potential for growth.

- A. behaviourist
- B. psychodynamic
- C. cognitive
- D. humanistic

Answer Key: D

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. See section 13.3.3

Question 2 of 15

1.0 Points

Nobles (1991:299) differentiates the African world view from the Western view as basic orientations that facilitate differences in how people explain such things as nature, human behavior, personality, self, management styles, work and time orientations as well as how to solve conflict. Which one of the following ethos would explain the African view?

- A. Survival of the best and fittest and controlling nature
- B. Survival of the tribe and unity with nature
- C. Competition, individual rights and separateness
- D. Individuality, uniqueness and differences

Answer Key: B

Feedback: African psychology explains personality and personality development as purposeful behaviour, a unitary concept of interdependent physical, mental and spiritual dimensions in harmony with the values of history, ecology, nature and the laws of life. The basic natural ingredient of the human personality is spiritual. Section 13.3.9

Question 3 of 15

1.0 Points

What other term is used to describe psychodynamic theories?

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

Answer Key: C

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

Question 4 of 15

1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

- 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 5 of 15

1.0 Points

More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

- A. selecting the right candidate for a certain position
- B. correcting negative behaviour through reinforcement
- C. understanding and influencing group dynamics
- D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

Part 2 of 3 - Chapter 13 Application and Insight 5.0 Points

Question 6 of 15

1.0 Points

As part of an assessment programme at work you have decided to include biographical information, interviews and personality tests. You did this in order to identify those aspects which employees see as possible reasons why they effectively cope in life and which could assist in maintaining and facilitating psychological health. This strategy best explains assumptions of the \_\_\_\_\_ psychological approach/es on personality.

- A. trait and type
- B. humanistic
- C. contextual
- D. psychosocial

Answer Key: C

Feedback: You can see that the approach considers a person's context - where they come from, their environmental and genetic influences, their beliefs and assumptions and the way they perceive life. Section 13.3.8

#### Question 7 of 15

1.0 Points

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

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

Answer Key: B

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

#### Question 8 of 15

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 9 of 15

1.0 Points

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

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

Answer Key: D

Feedback: 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 10 of 15

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
- 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

Part 3 of 3 - Chapter 13 Case Study 5.0 Points Read this case study and answer the questions that follows based on your understanding of the case study and the theory.

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

"I am now forced to do administrative work in the building section, a job which I did not apply for, but was placed in a year ago after having applied unsuccessfully for a position as a project manager in the building section. There were many applicants across gender and race lines to fill two positions as building project managers. I do not understand what the HR people mean when they talk about the "right attributes and competencies", which I should possess in order

to fulfil the job requirements in a project manager's position. They tried to explain to me some scores and indications, which they got from certain tests and questionnaires, which did not make a lot of sense. I am sure that I am the right person for such a managerial job. In my rural community, others tell me that I am ready to lead and direct people, because I am old enough, and have been appointed to be a leader in various areas of the community. During the selection by the HR-department, they did not ask me about my background and experience.

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

#### Question 11 of 15

1.0 Points

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

- A. Psychodynamic
- B. Behaviourist or learning
- C. Humanistic
- D. Trait

Answer Key: A

Feedback: When you see the words "subconsciously", "rebel", "authority" ... you should immediately think of the psychodynamic theory, as it relates to Freud's theory of the unconscious. Study section 13.3.1 to understand why this description should have reminded you of psychodynamic theory.

#### Question 12 of 15

1.0 Points

It seems as if Julius is used to, or has acquired, certain attitudes and behaviours, for example, with regard to authority of younger persons, and doing things according to community influences. It seems that his work ethic may



differ from practices in other environments, for example, one can't be late or absent for any reason. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Psychodynamic theories
- B. Psychosocial
- C. Biological and evolutionary
- D. Behaviourist or learning theories

Answer Key: D

Feedback: This description explains learned behaviours for certain situations, which relates to behaviourist and learning theories. He has learned to act in certain ways with certain people and in certain environments. Study section 13.3.2 to understand why this description should have reminded you of the behaviourist and learning theories.

#### Question 13 of 15

1.0 Points

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and selfactualisation. This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

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

Answer Key: B

Feedback: The words "unique experiences", "uniqueness", "self-determination" and "self-actualisation" should have reminded you of humanism and its core assumptions. Remember to read the questions for key words such as these which will alert you to the relevant theory. Study section 13.3.3 to understand why this description should have reminded you of humanism.

#### Question 14 of 15

1.0 Points

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

- A. Psychodynamic
- B. Humanistic

- C. Trait
- D. Biological or evolutionary

Answer Key: C

Feedback: The word "characteristics" and the listed aspects related to his character should have alerted you to the trait theory, which is used to describe people based on certain behaviours or inherent "traits". Study section 13.3.4 to understand why this description should have reminded you of trait theory.

Question 15 of 15

1.0 Points

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

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

Answer Key: D

Feedback: Here the words "personal construct", "positive construct" and "internal dispositions" should have reminded you of the cognitive theory. Study section 13.3.5 to understand why this description should have reminded you of cognitive theory.

Part 1 of 3 - Chapter 14 Theory 5.0 Points

Question 1 of 15

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 2 of 15

1.0 Points

The Johari-window (a technique for improved understanding of the self and communication), states that the best situation is when all or a lot is \_\_\_\_\_.

- A. unknown to the self and others
- B. unknown to the self and others
- C. known to the self and others
- D. known to others, unknown to the self

Answer Key: C

Feedback: Ch 14, sect 14.4

Question 3 of 15

1.0 Points

In psychodynamic therapy, \_\_\_\_\_ occurs when the patient transfers negative or positive emotional attitudes experienced towards important persons as a child to the therapist.

- A. regression
- B. fixation
- C. projection
- D. transference

Answer Key: D

Feedback: Section 14.8.2

Question 4 of 15

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 5 of 15

1.0 Points

In the word association test in psychodynamic 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

Part 2 of 3 - Chapter 14 Application and Insight 5.0 Points

Question 6 of 15

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: 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 7 of 15

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 8 of 15

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: 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 9 of 15

1.0 Points

When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Feedback: People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

Question 10 of 15

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

Question 11 of 15

1.0 Points

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

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

Answer Key: A

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

Question 12 of 15

1.0 Points

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

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

Answer Key: C

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

Question 13 of 15

1.0 Points

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

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

Answer Key: D

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

Question 14 of 15

1.0 Points

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

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

Answer Key: D

Feedback: No, Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

Question 15 of 15

1.0 Points

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

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

Answer Key: B

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

Question 1 of 15

1.0 Points

In some behaviourist terms human behaviour on a level of "unawareness" or "non-consciousness" is rather explained by \_\_\_\_\_.

- A. repression
- B. parallel processing
- C. secondary processes
- D. sequential processing

Answer Key: B

Feedback: Prescribed book, section 15.3.5

Question 2 of 15

1.0 Points

Habituation occurs when people \_\_\_\_\_.

- A. constantly forget where they have placed their keys
- B. learn new behaviours
- C. get used to situations that occur frequently
- D. struggle to cope in a new environment
- E. stop bad habits, such as biting their nails

Answer Key: C

Question 3 of 15

1.0 Points

\_\_\_\_\_ is the tendency in people to grow and develop continually.

- A. Heterostasis
- B. Conditioning
- C. Habituation
- D. Reinforcement



Answer Key: A

Feedback: Heterostasis is the tendency in people to grow and develop continually and this cannot be fully explained by drives as activators (Bergh & Geldenhuys, 2013, section 15.5.3).

Question 4 of 15

1.0 Points

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

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

Answer Key: A

Question 5 of 15

1.0 Points

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

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

Answer Key: D

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

Part 2 of 3 - Chapter 15 Insight & Application 5.0 Points

Question 6 of 15

1.0 Points

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

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

Answer Key: A

Feedback: Prescribed book, section 15.7

Question 7 of 15

1.0 Points

In behaviourist terms one will look for a consistent personality profile in people by considering or analysing \_\_\_\_\_.

- A. the level of physical maturity
- B. general and specific behaviour contingencies
- C. habits and habituation in people
- D. levels of life-long learning

Answer Key: B

Feedback: Ch 15, sect 15.6

Question 8 of 15

1.0 Points

A secretary complained that employees were unfriendly towards her. Her manager urged the secretary to always greet her colleagues and other supervisors in a friendly manner. This became a habit in her work behaviour, and she now enjoys the recognition from her coworkers and other supervisors. Which mechanism played the most important role in the forming and maintenance of the secretary's habit or habituation to be friendly at the office?

- A. Reinforcement
- B. The S-O-R principle
- C. Self-control
- D. Drive reduction

Answer Key: D

Feedback: Prescribed book, section 15.5

Question 9 of 15

1.0 Points

Maggie used to nag her co-workers constantly to help her with her administrative work. However, because nobody paid any attention to her, she has stopped nagging them. Which process is evident in this scenario?

- A. Partial reinforcement
- B. Extinguishing
- C. Situational influences
- D. Habituation
- E. Drive reduction

Answer Key: B

Question 10 of 15

1.0 Points

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

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

Answer Key: A

Feedback: Ch 15, sect 15.5

Question 11 of 15

1.0 Points

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

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

Answer Key: A

Question 12 of 15

1.0 Points

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

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

Answer Key: B

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

Question 13 of 15

1.0 Points

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

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

Answer Key: D

Question 14 of 15

1.0 Points

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

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

Answer Key: C

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

Question 15 of 15

1.0 Points

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

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

Answer Key: B

Question 1 of 15

1.0 Points

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also \_\_\_\_\_.

- A. impulsive
- B. prone to introspection
- C. more quiet
- D. more quiet

Answer Key: A

Question 2 of 15

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

Question 3 of 15

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 4 of 15

1.0 Points

\_\_\_\_\_ is a term which refers to the predominance of certain behaviours over others.

- A. Temperament
- B. Ergs
- C. Ectomorph
- D. Subsidiation

Answer Key: D

Question 5 of 15

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

Part 2 of 3 - Chapter 16 Application and Insight 5.0 Points

Question 6 of 15

1.0 Points

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. inherited; crystallised intelligence

Answer Key: B

Question 7 of 15

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- A. functional autonomy
- B. deficiency needs
- C. ability traits
- D. teleological principle

Answer Key: D

Question 8 of 15

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
- C. cardinal
- D. source

Answer Key: C

Question 9 of 15

1.0 Points

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

- A. behaviourist
- B. cognitive
- C. psychodynamic

D. trait

Answer Key: D

Question 10 of 15

1.0 Points

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

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

Answer Key: C

Question 11 of 15

1.0 Points

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

Introverted, perfectionist (not impulsive), obsessive

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

Answer Key: B

Question 12 of 15

1.0 Points

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

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

- A. Amos
- B. Barney



- C. Enoch
- D. Lorna

Answer Key: D

Question 13 of 15

1.0 Points

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

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

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

Answer Key: C

Question 14 of 15

1.0 Points

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

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

Answer Key: C

Question 15 of 15

1.0 Points

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

- A. Open
- B. Closed
- C. I have no idea

D. He is both

Answer Key: B

Question 1 of 50

1.0/ 1.0 Points

There is a complex relationship between personality and work related variables and this is influenced by many factors. The \_\_\_\_\_ variables are traits that are unique to the individual, or more general traits that will be predictable in most situations.

- A. personal moderator
- B. situational moderator
- C. dependent
- D. independent

Answer Key: A

Feedback: Yes! The personal moderator variables are traits that are unique to the individual, or more general traits that will be predictable in most situations. See section 13.7

Question 2 of 50

1.0/ 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 3 of 50

0.0/ 1.0 Points

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

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

Answer Key: D

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

Question 4 of 50

0.0/ 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

Part 2 of 14 - Chapter 13 Application

2.0/ 4.0 Points

Question 5 of 50

1.0/ 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
- D. biological

Answer Key: D

Feedback: Well done! This scenario focuses on biological factors. See section 13.3.6

Question 6 of 50

0.0/ 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 7 of 50

1.0/ 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

Question 8 of 50

0.0/ 1.0 Points

The concepts "trait", "construct", "self" and "response" are mostly used to refer to \_\_\_\_\_.

- A. personality structure
- B. mental health
- C. behaviour dynamics
- D. personality development

Answer Key: A

Feedback: These concepts are the building blocks of personality structure from the various perspectives. See section 13.6.1

Part 3 of 14 - Chapter 14 Theory

0.0/ 4.0 Points

Question 9 of 50

0.0/ 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 10 of 50

0.0/ 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

Question 11 of 50

0.0/ 1.0 Points

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

- A. collective unconscious; teleological
- B. pre-conscious; pleasure
- C. collective unconscious; reality
- D. pre-conscious; morality

Answer Key: A

Feedback: CH 14, sects 14.4, 14.6

Question 12 of 50

0.0/ 1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority
- B. latency
- C. fixation
- D. individuation

Answer Key: D

Feedback: Section 14.7

Part 4 of 14 - Chapter 14 Application

1.0/ 3.0 Points

Question 13 of 50

1.0/ 1.0 Points

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female

D. anal-retentive

Answer Key: B

Feedback: Yes! Kate is an anal-expulsive type, which is characterised by the words destructive, impulsive, cruel, disorderly, sees others as objects to be possessed. See section 14.7 and Table 14.3

Question 14 of 50

0.0/ 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: 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

0.0/ 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

Part 5 of 14 - Chapter 16 Theory

1.0/ 4.0 Points

Question 16 of 50

0.0/ 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

Question 17 of 50

1.0/ 1.0 Points

The MBTI is a scale which measures \_\_\_\_\_.

- A. numerical ability
- B. personality type
- C. emotions
- D. verbal reasoning ability

Answer Key: B

Feedback: Ch 16.5.3. p361

Question 18 of 50

0.0/ 1.0 Points

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

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

Answer Key: B

Feedback: Chapter 16, textbook, section 16.6.1

Question 19 of 50

0.0/ 1.0 Points

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Part 6 of 14 - Chapter 16 Application

2.0/ 3.0 Points

Question 20 of 50

1.0/ 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

Question 21 of 50

1.0/ 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
- B. trait/type
- C. behaviouristic
- D. evolutionary

Answer Key: A

Feedback: Ch 13, sect 13.3.5, p 297

Question 22 of 50

0.0/ 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

0.0/ 4.0 Points

Question 23 of 50

0.0/ 1.0 Points

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 24 of 50

0.0/ 1.0 Points

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

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

Answer Key: B

Question 25 of 50

0.0/ 1.0 Points

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

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

Answer Key: B

Question 26 of 50

0.0/ 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
- D. enduring perceptions of the self which reflect in behaviour

Answer Key: D

Feedback: Section 17.4

Part 8 of 14 - Chapter 17 Application

0.0/ 3.0 Points

Question 27 of 50

0.0/ 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 28 of 50

0.0/ 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? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

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

Answer Key: B

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

Question 29 of 50

0.0/ 1.0 Points

What does humanism and positive psychology have in common?

- A. Both emphasise the role of the environment in developing behaviour.
- B. Both consider the role of the unconscious in personality development.
- C. Both focus on childhood experiences as the foundation of personality development.
- D. Both look at positive human traits, such as creativity and health.

Answer Key: D

Feedback: Both look at positive human traits, such as creativity and health. Section 18.7

Part 9 of 14 - Chapter 18 Theory

2.0/ 4.0 Points

Question 30 of 50

0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self

D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

Question 31 of 50

1.0/ 1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

Question 32 of 50

1.0/ 1.0 Points

Which description does Kelly use to describe the "self"?

- A. Peripheral construct
- B. Pre-emptive construct
- C. Propositional construct
- D. Core construct

Answer Key: D

Feedback: Chapter 18, textbook, section 18.4.3

Question 33 of 50

0.0/ 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

Part 10 of 14 - Chapter 18 Application

2.0/ 3.0 Points

Question 34 of 50

1.0/ 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

0.0/ 1.0 Points

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

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

Answer Key: D

Feedback: Section 18.8

Question 36 of 50

1.0/ 1.0 Points

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

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

Answer Key: B

Feedback: Section 18.5

Part 11 of 14 - Chapter 19 Theory

3.0/ 4.0 Points

Question 37 of 50

1.0/ 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

Question 38 of 50

1.0/ 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 39 of 50

0.0/ 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

Question 40 of 50

1.0/ 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

1.0/ 3.0 Points

Question 41 of 50

1.0/ 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 42 of 50

0.0/ 1.0 Points

Which one of the following aspects is NOT indicated as an area of study and research with regard to psychological wellness and positive emotions?

- A. positive psychology
- B. salutogenesis
- C. fortigenesis
- D. psychopathology

Answer Key: D

Feedback: Section 19.3.2

Question 43 of 50

0.0/ 1.0 Points

Which aspects of psychological health and employee well-being do positive psychologists focus on?

- A. Positive and problematic
- B. Problematic
- C. Positive
- D. Pathological

Answer Key: A

Feedback: Through positive psychology, psychologists can focus their attention on both the positive and the problematic (pathological) aspects of psychological health and employee well-being. In this way a balanced view (using both points of view) of psychological well-being can be developed, allowing psychologists to utilise positive resources and strengths towards the ideal of optimal human functioning. Section 19.4.3

Part 13 of 14 - Chapter 20 Theory

0.0/ 4.0 Points

Question 44 of 50

0.0/ 1.0 Points

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

- A. Mood
- B. Schizophrenic
- C. Dissociative
- D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Question 45 of 50

0.0/ 1.0 Points

An approach that emphasises the wholeness of organisations and people, and the interdependence of all factors, is the \_\_\_\_\_ perspective.

- A. person-environment-fit
- B. systems
- C. work-stress
- D. developmental

Answer Key: B

Feedback: Chapter 20, textbook, section 20.3.3

Question 46 of 50

0.0/ 1.0 Points

In the theory related to stress models, the term “acute stress” refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: B

Feedback: Section 20.3.4

Question 47 of 50

0.0/ 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

1.0/ 3.0 Points

Question 48 of 50

0.0/ 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

0.0/ 1.0 Points

If you want to write an article on causality or aetiology in psychological health and maladjustment, which one of the following guidelines will give you the most complete and accepted approach?

- A. The assumption that genetic and biological factors underpin all problems.
- B. An emphasis on genetic and work-related factors because much of human behaviour is genetically determined.
- C. An interactional model in which you emphasise all personal, biological, psychological, social and work influences.
- D. A model which includes genetic, psychological, cultural and external factors.

Answer Key: C

Feedback: Section 20.4

Question 50 of 50

1.0/ 1.0 Points

Leslie has continually refused offers of promotion in his company, while Tebogog has an intense need for promotion. Leslie is displaying behaviour linked to \_\_\_\_\_ and Tebogog is displaying behaviour linked to \_\_\_\_\_.

- A. undercommitment; overcommitment
- B. overcommitment; undercommitment
- C. undercommitment; B type personality
- D. A type personality; undercommitment

Answer Key: A

Switch to Full View

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Return to Assessment List

Part 1 of 14 - Chapter 13 Theory 3.0/ 4.0 Points

Question 1 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive



- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Question 2 of 50 1.0/ 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: 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

Question 3 of 50 0.0/ 1.0 Points

When we refer to psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

- A. humanistic
- B. social-cognitive
- C. biological
- D. trait

Answer Key: B

Feedback: Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

Question 4 of 50 1.0/ 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: Good! Human personality and self image are best understood by their subjective existence in, and unique experiences of, reality, as well as the striving towards selfactualisation to realise internal potential across time. See section 13.3.3

Part 2 of 14 - Chapter 13 Application 2.0/ 4.0 Points

Question 5 of 50 0.0/ 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

Question 6 of 50 1.0/ 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

- A. psychodynamic
- B. behaviourist
- C. humanistic
- D. trait

Answer Key: C

Feedback: Good! The description relates to humanism. See section 13.3.3

Question 7 of 50 0.0/ 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

Question 8 of 50 1.0/ 1.0 Points

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

Part 3 of 14 - Chapter 14 Theory 2.0/ 4.0 Points

Question 9 of 50 1.0/ 1.0 Points

Freud viewed \_\_\_\_\_ as an important tool in curing neurosis.

- A. behaviour change
- B. fixation
- C. transference
- D. anxiety

Answer Key: C

Feedback: Section 14.8.2

Question 10 of 50 0.0/ 1.0 Points

According to Jung's theory, which two of the following concepts do NOT fit his description

of the functions which generally develop in all peoples' personalities?

- A. introversion and sensing
- B. feeling and thinking
- C. openness and conscientiousness
- D. introversion and extroversion

Answer Key: C

Feedback: Ch 14, sect 14.7

Question 11 of 50 0.0/ 1.0 Points

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

Question 12 of 50 1.0/ 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

Part 4 of 14 - Chapter 14 Application 2.0/ 3.0 Points

Question 13 of 50 1.0/ 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
- 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 0.0/ 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: 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/ 1.0 Points

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

Part 5 of 14 - Chapter 16 Theory 4.0/ 4.0 Points

Question 16 of 50 1.0/ 1.0 Points

The \_\_\_\_\_ personality model is considered the most integrative.

- A. 16PF
- B. Eysenck
- C. Five-Factor
- D. MBTI

Answer Key: C

Question 17 of 50 1.0/ 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/ 1.0 Points

Cattell's personality theory consists of \_\_\_\_\_ factors.

- A. three
- B. sixteen
- C. five
- D. thirteen

Answer Key: B

Question 19 of 50 1.0/ 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

Part 6 of 14 - Chapter 16 Application 2.0/ 3.0 Points

Question 20 of 50 1.0/ 1.0 Points

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection
- D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

Question 21 of 50 1.0/ 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

Question 22 of 50 0.0/ 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 3.0/ 4.0 Points

Question 23 of 50 0.0/ 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 24 of 50 1.0/ 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 experiences
- C. growth needs; strive for meaning
- D. strive for meaning; growth needs

Answer Key: C

Feedback: Section 17.6

Question 25 of 50 1.0/ 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 26 of 50 1.0/ 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 2.0/ 3.0 Points

Question 27 of 50 0.0/ 1.0 Points

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- A. behaviourism
- B. the cognitive perspective
- C. Gestalt psychology
- D. psychoanalysis

Answer Key: C

Question 28 of 50 1.0/ 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 than 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/ 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
- 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 0.0/ 4.0 Points

Question 30 of 50 0.0/ 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
- D. cognitive dissonance

Answer Key: D

Question 31 of 50 0.0/ 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section

18.8.3).

Question 32 of 50 0.0/ 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 33 of 50 0.0/ 1.0 Points

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

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

Answer Key: A

Feedback: Chapter 18, textbook, section 18.5.1

Part 10 of 14 - Chapter 18 Application 1.0/ 3.0 Points

Question 34 of 50 0.0/ 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

Question 35 of 50 1.0/ 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 0.0/ 1.0 Points

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

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

Answer Key: B

Feedback: Section 18.5

Part 11 of 14 - Chapter 19 Theory 2.0/ 4.0 Points

Question 37 of 50 0.0/ 1.0 Points

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

- A. happiness
- B. hope and optimism
- C. virtues
- D. wisdom

Answer Key: A

Feedback: Happiness (p.423 Section 19.5.1)

Question 38 of 50 1.0/ 1.0 Points

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 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 39 of 50 0.0/ 1.0 Points

With regard to psychological and social well-being, the term "autonomy" 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. a sense of direction towards specific goals

Answer Key: A

Feedback: Section 19.3.1

Question 40 of 50 1.0/ 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 1.0/ 3.0 Points

Question 41 of 50 1.0/ 1.0 Points

Which personality theory is considered as the foundation of positive psychology?

- A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology.

## Section 19.2

Question 42 of 50 0.0/ 1.0 Points

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

- 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 43 of 50 0.0/ 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
- 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

Part 13 of 14 - Chapter 20 Theory 1.0/ 4.0 Points

Question 44 of 50 1.0/ 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

Question 45 of 50 0.0/ 1.0 Points

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- A. General Adaptation Syndrome
- B. Diagnostic Statistical Model

C. Conservation of Resources Model

D. Diathesis Stress Model

Answer Key: C

Question 46 of 50 0.0/ 1.0 Points

A hallucination can be defined as \_\_\_\_\_.

A. an accurate observation without the existence of a corresponding stimulus

B. an inaccurate observation without the existence of a corresponding stimulus

C. having false beliefs and ideas

D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 47 of 50 0.0/ 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 schizotypal

B. obsessive-compulsive, avoidant and dependent

C. narcissistic, antisocial and paranoid

D. antisocial, histrionic and borderline

Answer Key: A

Part 14 of 14 - Chapter 20 Application 1.0/ 3.0 Points

Question 48 of 50 1.0/ 1.0 Points

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

A. Zar; Phambana

B. Phambana; Zar

C. Amok; Brain fog

D. Brain fog; Amok

Answer Key: D

Feedback: Section 20.5.12

Question 49 of 50 0.0/ 1.0 Points

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, all of which can influence employee and organisational health. In this scenario the mentioned pressure group as a powerful influence in systems theory, is referred to as a \_\_\_\_\_ while the ways of doing things and expected behaviours in an organisation are collectively referred to as \_\_\_\_\_.

- A. coalition; organisational climate
- B. organisational climate; coalition
- C. coalition; context
- D. context; coalition

Answer Key: A

Feedback: Section 20.3.3

Question 50 of 50 0.0/ 1.0 Points

Which one of the following four statements is the LEAST acceptable aspect used to describe psychological maladjustment?

- A. Diagnosed psychological symptoms which cause “pain” and impair personality functioning across specific or various areas.
- B. Deviant behaviour as in criminal acts and societal conflicts, unless so defined.
- C. Emotional symptoms may involves cultural and spiritual contents as in specific group
- D. Emotional distress and impaired behaviour which may include loss of reality testing

Answer Key: B

Feedback: Section 20.2

Question 1 of 50

0.0/ 1.0 Points

Twin and adoption studies were primarily used by the \_\_\_\_\_ perspectives to study behaviour.

A. cognitive and social-cognitive

B. biological or evolutionary

C. trait and type

D. behaviourist or learning

Answer Key: B

Feedback: In behaviourism, individual differences and behaviour is strongly influenced by genetic factors, which is why twin studies were used to determine the effect of nature versus nurture. Section 13.3.6

Question 2 of 50

1.0/ 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 3 of 50

1.0/ 1.0 Points

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements. A. psychodynamic or psychoanalytic

B. humanistic, phenomenological and existential



C. cognitive and social cognitive

D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Question 4 of 50

1.0/ 1.0 Points

The \_\_\_\_\_ theory emphasises mature relationships.

A. cognitive

B. psychoanalytic

C. Object Relations

D. positive ego-development

Answer Key: C

Feedback: Well done! The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

Part 2 of 14 - Chapter 13 Application 2.0/ 4.0 Points

Question 5 of 50

0.0/ 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

Question 6 of 50

1.0/ 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.
- 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 7 of 50

1.0/ 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: 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

Question 8 of 50

0.0/ 1.0 Points

If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards selfactualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

A. psychodynamic

B. behaviourist

C. humanistic

D. trait

Answer Key: C

Feedback: The description relates to humanism. See section 13.3.3

Part 3 of 14 - Chapter 14 Theory 4.0/ 4.0 Points

Question 9 of 50

1.0/ 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 10 of 50

1.0/ 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/ 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: Good work! 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 12 of 50

1.0/ 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

D. introversion/extraversion

Answer Key: D

Feedback: Section 14.7

Part 4 of 14 - Chapter 14 Application 2.0/ 3.0 Points

Question 13 of 50

1.0/ 1.0 Points

Michael cannot understand why Bernard keeps singing the praises of his manager at every meeting when Bernard told Michael in confidence that he does not like his manager and wants to take over his position. What defence mechanism is Bernard displaying?

A. Repression

B. Projection

C. Reaction formation

D. Overcompensation

Answer Key: C

Feedback: Good work! Reaction formation is correct as Bernard is behaving in a manner exactly opposite to his true feelings harbouring negative feelings towards his manager. See section 14.3, Table 14.1

Question 14 of 50

0.0/ 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

Question 15 of 50

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

A. Displacement

B. Rationalisation

C. Denial

D. Regression

Answer Key: A

Feedback: Good! Displacement is directing negative emotions or attitudes away from their original source (work) to a substitute person or object (family). See section 14.3 and Table 14.1

Question 16 of 50

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 17 of 50

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- A. Interactionism
- B. Trait consistency
- C. Situationism
- D. Individualism

Answer Key: A

Feedback: Chapter 16, textbook, section 16.10.3

Question 18 of 50

In trait theory, the Five Factor Model can be described as \_\_\_\_\_.

- A. an approach to describe personality factors
- B. an approach to describe emotional or mood expressions
- C. an approach to measure personality type
- D. an approach to describe the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.5.1.3

Question 19 of 50

In trait psychology, the term temperament refers to \_\_\_\_\_.

- A. an emotional or mood expression
- B. an approach to describe personality factors
- C. the predominance of certain types behaviour over other types
- D. the innate energy underlying behaviour

Answer Key: A

Feedback: Section 16.9

Question 20 of 50

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 21 of 50

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

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



Question 23 of 50

In humanistic theory, the term "peak experience" 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: B

Feedback: Section 17.6.2

Question 24 of 50

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

answer Key: A

Feedback: Section 17.6.2

Question 25 of 50

\_\_\_\_\_ 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 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

Question 27 of 50

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

Question 28 of 50

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

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 30 of 50

\_\_\_\_\_ 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

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

A. unconscious

B. conscious

C. motivation

D. ego

Answer Key: B

Feedback: Section 18.4.2

Question 32 of 50

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

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 34 of 50

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 35 of 50

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 36 of 50

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

Question 37 of 50

0.0/ 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 38 of 50

Tellegen used the term \_\_\_\_\_, which is a personality trait that forms the superstructure of positive emotional experiences

- A. cognitive broadening
- B. undoing hypothesis
- C. positive emotionality
- D. cognitive flexibility

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.2

Question 39 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

Question 40 of 50

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

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

Answer Key: C

Question 41 of 50

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 42 of 50

A supervisor in your work group, when compared to his past work behaviour, is not performing up to expected standards and his work behaviour in general is not satisfactory with some complaints from colleagues and subordinates. You are aware that the supervisor was not diagnosed with any physical or psychological condition, and when asked he tells you that he has some minor worries with finances, at home and with some friends, and does not feel good or happy about these issues. According to the VIA-diagnostic system used in your company, the clinical psychologist informs you about his provisional diagnosis of the supervisor, however, also tells you that he must still do further assessments. Which option in the following four represents the psychologist's provisional diagnosis? The supervisor is \_\_\_\_\_.

- A. languishing
- B. struggling
- C. flourishing
- D. floundering

Answer Key: A

Feedback: Section 19.6.2.1

Question 43 of 50

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

Question 44 of 50

In the theory related to stress models, the term "distress" refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Question 45 of 50

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 46 of 50

Axis II of the DSM-diagnostic system relates to \_\_\_\_\_.

- A. personality disorders and mental retardation
- B. clinical disorders and related clinical conditions
- C. general medical or physical problems
- D. psychosocial and environmental problems

Answer Key: A

Question 47 of 50

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 48 of 50

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: Nope, sorry! The correct option is C, as the other options have limited scope. 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

A student is experiencing symptoms of various physical problems such as asthma, migraines and cancer after these illnesses were discussed in class, even though the student does not suffer from any of these. This is an example of a type of \_\_\_\_\_ disorder.

- A. somatoform
- B. psychotic
- C. mood
- D. substance-related

Answer Key: A

Feedback: Chapter 20, textbook, section 20.5.6

#### Question 50 of 50

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 1 of 50

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: 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

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

#### Question 3 of 50

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

#### Question 4 of 50

\_\_\_\_\_ 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: 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 5 of 50

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

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 7 of 50

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
- 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

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; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

Question 9 of 50

The ego is modified by the \_\_\_\_\_ principle.

- A. adjustment
- B. pleasure
- C. reality
- D. morality

Answer Key: C

Feedback: Chapter 14, textbook, section 14.5

Question 10 of 50

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 11 of 50

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

In the word association test in psychodynamic 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 13 of 50

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

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: Well done! 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.

#### Question 15 of 50

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 16 of 50

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

The trait descriptor in the Five Factor Model that best describes the openness to experience factor is \_\_\_\_\_.

- A. Values
- B. Anger
- C. Competence
- D. Altruism

Answer Key: A

Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)

Question 18 of 50

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

Question 19 of 50

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 20 of 50

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

Question 21 of 50

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

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

Question 23 of 50

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

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 25 of 50

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 26 of 50

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 27 of 50

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 than 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 28 of 50

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

Question 29 of 50

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

Answer Key: A

Feedback: Personal hardiness (p. 389 Section 17.8)

Question 30 of 50

A \_\_\_\_\_ construct is receptive to change.

A. permeable

B. preverbal

C. self

D. pre-emptive

Answer Key: A

Question 31 of 50

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 32 of 50

0.0/ 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 33 of 50

Festinger sees basic motivation as an attempt to reduce \_\_\_\_\_.

- A. cognitive dissonance
- B. inner harmony
- C. self-consistency
- D. meaning systems

Answer Key: A

Feedback: Cognitive dissonance means that knowledge or different aspects or sources of knowledge about something may differ and thus create uncertainty or disequilibrium in people and their opinions, decisions and choices (Bergh & Theron 2013, section 18.4.3.2). Festinger sees basic motivation as an attempt to reduce cognitive dissonance. Basic motivation is the need to maintain unity or self-consistency. Individuals have the need to maintain unity (compare the concept of homeostasis) and not reduce it, as the question implies.

Question 34 of 50

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 35 of 50

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

Question 36 of 50

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy
- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 37 of 50

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding
- C. manageability and control
- D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 38 of 50

Tellegen used the term \_\_\_\_\_, which is a personality trait that forms the superstructure of positive emotional experiences

- A. cognitive broadening
- B. undoing hypothesis
- C. positive emotionality
- D. cognitive flexibility

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.2

Question 39 of 50

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

Question 40 of 50

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 41 of 50

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

Feedback: Section 19.3.1

Question 42 of 50

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
- B. the good life
- C. Eudaimonic happiness
- D. hope and optimism

Answer Key: C

Feedback: Section 19.5

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? "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 44 of 50

The Social Readjustment Rating Scale is utilised in assessment and research in order to \_\_\_\_\_.

- A. determine which hassles and uplifts are manifesting in people's daily lives
- B. acquire statistics on the acute and chronic nature of stress in work life
- C. obtain LCU-scores on the cumulative health and stress effects of certain life events
- D. get an impression of people who are predisposed to certain psychological and physiological stressors

Answer Key: C

Feedback: Section 20.3.4

Question 45 of 50

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

An approach or model which describes stress as a response to the possibility of loss or an actual loss is known as the \_\_\_\_\_.

- A. General Adaptation Syndrome
- B. Diagnostic Statistical Model
- C. Conservation of Resources Model
- D. Diathesis Stress Model

Answer Key: C

Question 47 of 50

\_\_\_\_\_ disorder refers to a psychotic condition that can develop in various stages and that has various causes.

- A. Mood
- B. Schizophrenic
- C. Dissociative
- D. Cognitive

Answer Key: B

Feedback: Chapter 20, textbook , section 20.5.7 - schizophrenic disorders are psychotic conditions, which develops in stages and has various causes.

Question 48 of 50

With regard to the CBS-concept in the explanation of psychological disorders or related symptoms, in West Africa people may refer to problems of thinking as \_\_\_\_\_ while in Malaysia identity diffusion and aggressive behaviours may be indicated by the concept of \_\_\_\_\_.

- A. Zar; Phambana
- B. Phambana; Zar
- C. Amok; Brain fog
- D. Brain fog; Amok

Answer Key: D

Feedback: Section 20.5.12

Question 49 of 50

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

Question 50 of 50

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

Question1 of 50

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

AnswerKey:D

Feedback:Good!In trait theory,human behavior is characterized by enduring and consistent patterns behavior described in concepts such as dispositions,dimensions,traits,factors and types.See section 13.3.4

Question2of50

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

AnswerKey:B

Question 3 of 50

The behaviouristic or learning 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

AnswerKey:B

Feedback: Inbehaviourism, 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 4of 50

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

AnswerKey:D

See section13.3.8

Question 5 of 50

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday.The environmental influence being displayed here is \_\_\_\_\_.

A.social affiliations outside the family

B.cultural membership

C.coresponding personality traits

D.learned competitiveness

Answer Key:A

Question 6 of 50

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

AnswerKey:C

Question7 of 50

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.workpersonality

D.temperament

Answer Key:C

Question 8 of 50

Mike experiences distortion in his mental, physical and spiritual domains. This description of Mike refers to the \_\_\_\_\_ perspective on personality.

A.Psychoanalytic

B.African

C.Biological

D.Contextual

AnswerKey:B

Question 9 of 50

The\_\_\_\_\_is the most important archetype,as it holds all the others together.

A.shadow

B.persona

C.animus

D.self

AnswerKey: D

Question10 of 50

Although Jung agreed with Freud's notion of the unconscious, headed another important dimension,called the\_\_\_\_\_.

A.unconscious

B.conscious

C.preconscious

D.collective unconscious

AnswerKey: D

Question 11 of 50

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

AnswerKey: C

Question 12 of 50

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as\_\_\_\_\_.

A.the ego being subservient to the reality principle

B.the id being subservient to the pleasure function

C.the influence of id impulses

D.the influence of life and death instincts

AnswerKey:A

Question13of50

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the\_\_\_\_\_ to overcome feelings of inferiority.

A.will to meaning

B.will to power

C.death drive

D.sexual drive

AnswerKey:B

Question14of50

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 criticizes 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.pschoanalytic

D.cognitive

AnswerKey:C

Question 15 of 50

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

AnswerKey:A

Question 16 of 50

The Five Factor model of personality describes extroversion as\_\_\_\_\_

A.Warmth,assertiveness,excitement

B.Trust,altruism,compliance

C.Order,competence,striving

D.Relaxed,calm,stable

AnswerKey:A

Question 17 of 50

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 workgroups?

A.Diverger



B.Converger

C.Initiator

D.Assimilator

AnswerKey:C

Feedback:The initiator(p.364Section16.5.3)

Question 18 of 50

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

AnswerKey:B

Question 19 of 50

The trait descriptor in the FiveFactor Model that best describes the openness to experience factor is\_\_\_\_\_.

A.Values

B.Anger

C.Competence

D.Altruism

AnswerKey:A

Question 20 of 50

Trait and style concepts are similar to concepts such as id,ego,superego,aswell as selfconcepts 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.

AnswerKey:C

Question 21 of 50

A person who is often willing to do more than his/her official job description demands possibly manifests a characteristic known as\_\_\_\_\_.

- A. organisational citizenship behaviour
- B. extroversion and introversion
- C. task and interpersonal behaviour
- D. team behaviours and team roles

AnswerKey:A

Question 34 of 50

Why is the REP Test valuable in cognitive research?

- A. Its findings can assist people to form and understand new constructs in their lives.
- B. People's constructs can be determined by comparing and contrasting different aspects of meaning systems in and between people.

C.It can be used to measure the level of accommodation and assimilation in people's

cognitive structures.

D.It is especially valuable in determining the structure of cognition in personality.

Answer Key: B

Feedback: Section 18.6

Question 35 of 50

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 36 of 50

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

AnswerKey:C

Feedback:Chapter18,textbook,section18.2

Question 37 of 50

In the theory on psychological wellbeing, the term "potency" refers to\_\_\_\_\_.

- A.positive, absorbed commitment
- B.protected use of strengths
- C.confidence in capacities to achieve,like self-efficacy
- D.strengths to reachout,beyond oneself

AnswerKey:C

Feedback:Section19.5.4

Question 38 of 50

In the theory on psychological wellbeing, 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

AnswerKey:A

Feedback:Section19.5.5

Question 39 of 50

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

- A.Self efficacy
- B.Locus of control
- C.Personal hardiness
- D.Learned resourcefulness

Answer Key: D

Feedback:Chapter19,textbook,section19.5.4

Question 40 of 50

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: p.415Section19.3.1)

Question41of50

Andrew has a history of troubled relationships and impulsive behaviour. However, he is adamant that he is experiencing highlevels of well-being. According to the Complete State Model, Andrew can be described as \_\_\_\_\_.

- A.languishing
- B.flourishing
- C.floundering
- D.struggling

AnswerKey:D

Question 42 of 50

Which one of the following aspects is NOT indicated as an area of study and research with regard to psychological wellness and positive emotions?

- A.positivepsychology
- B.salutogenesis
- C.fortigenesis
- D.psychopathology

AnswerKey:D

Feedback: Section 19.3.2

Question 43 of 50

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

- A. languishing
- B. struggling
- C. floundering
- D. flourishing

AnswerKey: B

Feedback: Chapter 19, textbook, section 19.6.2.1

Question 44 of 50

In the theory related to stress models, the term "acute stress" refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

AnswerKey: B

Feedback: Section 20.3.4

Question 45 of 50

Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to \_\_\_\_\_ disorders.

- A. anxiety-based
- B. dissociative

C.schizophrenic

D.mood

Answer Key: C

Feedback:Chapter20,textbook,section20.5.7

Question 46 of 50

Which of the following is mostly associated with the anti Social personality?

A.Feeling offended when others do not immediately respond to one's needs.

B.Reacting very emotionally in everyday situations that other people typically find mildly irritating.

C.Low confidence,thus relying on others to make decisions.

D.Manipulating and aggressive behavior without remorse.

AnswerKey:D

Question 47 of 50

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

AnswerKey:D

Question 48 of 50

Work dysfunction or impaired work behaviour is sometimes seen as a defect in the development of \_\_\_\_\_ and maybe 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

AnswerKey:B

Feedback:Section20.2

Question49of50

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

AnswerKey:A

Question 50 of 50

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 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.



AnswerKey:D

Question 1 of 50

\_\_\_\_\_ psychology is often criticised for poor research evidence and sexist ideas.

- A. Humanistic
- B. Cognitive
- C. Depth
- D. Gestalt

Answer Key: C

Feedback: Measurement and research utilise techniques to tap into the unconscious in human behaviour, thus depth psychology does not contribute much to knowledge regarding individual differences and objective psychometric measurement in psychology. See section 13.3.1

Question 2 of 50

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

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 4 of 50

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
- 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 5 of 50

If you have to classify or associate Furnham's work-related personality research model with an approach on personality which you know from your prescribed book you would probably identify it as a \_\_\_\_\_ model.

- A. systems
- B. behaviourist
- C. trait
- D. psycho-social

Answer Key: A

#### Question 6 of 50

A. Mike has unresolved conflicts with his father, which might still influence his behaviour and his perception of authority.

B. Mike did not receive enough praise and recognition as a child (rewards versus punishment). Therefore, he has not learned to achieve high goals. To avoid punishment as a child, he probably learned to keep a low profile, something he is still doing today.

C. Mike does not experience meaning in life.

D. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

Answer Key: A

#### Question 7 of 50

The cognitive and social-cognitive theories are related to the \_\_\_\_\_ perspective in the sense that people develop a mental construct of themselves within a specific cultural environment.

- A. Western
- B. biological
- C. humanistic
- D. African

Answer Key: D

Question 8 of 50

Personality may not be as consistent across time as indicated by some theorists because psychologically specific situations may influence people in different ways. This assumption has been postulated by the \_\_\_\_\_ perspective on personality.

- A. cognitive
- B. trait/type
- C. behaviourist
- D. humanist

Answer Key: A

Feedback: Psychologically specific situations relate to the cognitive theory. See section 13.3.5

Part 3 of 14 - Chapter 14 Theory

2.0/ 4.0 Points

Question 9 of 50

1.0/ 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/ 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

0.0/ 1.0 Points

\_\_\_\_\_ 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).

Question 12 of 50

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

Question 13 of 50

In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?

- A. Clashes between unconscious forces and societal norms.
- B. Cognitive schemas developed during childhood which clash with societal norms.
- C. Biological energy which continuously threatens homeostasis.
- D. Conflict in peoples' perceptions of what is right and wrong.

Answer Key: A

Feedback: Chapter 14, textbook, section 14.3

Question 14 of 50

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- A. Reaction-formation
- B. Rationalisation

C. Projection

D. Intellectualisation

Answer Key: B

Feedback: Yes! Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

Question 15 of 50

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 16 of 50

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

A. unique

B. surface

C. personal disposition

D. secondary

Answer Key: C

Feedback: Ch 16, sect 16.6.2, p 365

Question 17 of 50

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also \_\_\_\_\_.

A. impulsive

B. prone to introspection

C. more quiet

D. more quiet

Answer Key: A

Question 18 of 50

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

Question 19 of 50

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

- A. Propriate needs
- B. Dynamic traits
- C. Preservative functional autonomy
- D. Propriate functional autonomy

Answer Key: D

Question 20 of 50

The MD of a small factory where certain electronic components are manufactured on order and for specific delivery times, requests you as HR Manager to only select new recruits for possible appointments in the company have the best chance to be successful in training and in job performance based on their personality type. Which two groups of personality factors would you rather emphasise in your selection procedure? Consider the type of work and management's criteria.

- A. Conscientiousness vs lack of direction & extroversion vs introversion
- B. Agreeableness vs antagonism & openness to experience vs closedness
- C. Integrating vs obliging & conscientiousness vs agreeableness
- D. Dominance vs assertiveness & extroversion vs emotional stability

Answer Key: A

Feedback: Section 16.5

Question 21 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

Question 22 of 50

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection

D. impulsive

Answer Key: D

Question 23 of 50

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 24 of 50

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

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 26 of 50

1.0/ 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

Part 8 of 14 - Chapter 17 Application

1.0/ 3.0 Points

Question 27 of 50

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

When the employees of Delphi Corporation went for their yearend 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 psychologists who were called in to conduct debriefing and counselling sessions, worked from different perspectives in the sessions. 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 the \_\_\_\_\_ approach.

- A. psychoanalytic
- B. learning
- C. humanistic
- D. constructive alternativist

Answer Key: C

Question 29 of 50

1.0/ 1.0 Points

According to Rogers, which concept denotes repressible, but indestructible innate and acquired forces in people that give direction to and energise all striving behaviours in people?

- A. Growth needs
- B. Self-actualisation
- C. Actualising tendency
- D. Self-esteem

Answer Key: C

Feedback: Section 17.6.2

Question 30 of 50

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

- A. hostility
- B. anxiety
- C. a threat



D. guilt

Answer Key: B

Feedback: Section 18.8.3

Question 31 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

Answer Key: A

Feedback: Section 18.4.3

Question 32 of 50

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 33 of 50

1.0/ 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.

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

Answer Key: A

Question 34 of 50

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

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

Question 36 of 50

Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of control in the hierarchy
- B. general salary increases for all employees irrespective of performance
- C. the upwards shift of decision-making in the hierarchy
- D. moving control and decision-making down in the hierarchy

Answer Key: D

Question 37 of 50

Which of the following are characteristics of fortological thinking?

- A. self-control and wellness
- B. emphasis on agency and benefit-finding
- C. manageability and control
- D. virtues and character strengths

Answer Key: B

Feedback: Section 19.5.5

Question 38 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 39 of 50

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

Question 40 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 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 41 of 50

Which personality theory is considered as the foundation of positive psychology?

- A. Behaviourism
- B. Cognitive theory
- C. Psychodynamic theory
- D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

Question 42 of 50

Thomas experiences his life as a continuous process of development, because he is open to new experiences and he wants to develop his own potential. This is a facet of psychological well-being known as \_\_\_\_\_.

- A. self-acceptance

- B. personal growth
- C. purpose in life
- D. autonomy

Answer Key: B

Feedback: Chapter 19, textbook, section 19.3.1

Question 43 of 50

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

Question 44 of 50

A hallucination can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus
- C. having false beliefs and ideas
- D. having false reactions and behaviour

Answer Key: B

Feedback: A hallucination is defined as an inaccurate observation without the existence of a corresponding stimulus (Bergh & Theron 2013, section 20.5.7).

Question 45 of 50

In the theory related to stress models, the term “eustress” refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: D

Feedback: Section 20.3.4

Question 46 of 50

A delusion can be defined as \_\_\_\_\_.

- A. an accurate observation without the existence of a corresponding stimulus
- B. an inaccurate observation without the existence of a corresponding stimulus
- C. having false beliefs and ideas

D. having false reactions and behaviour

Answer Key: C

Feedback: A delusion is seen as having false beliefs (for example, of persecution) (Bergh & Theron 2013, section 20.5.7).

Question 47 of 50

The symptoms of \_\_\_\_\_ disorders predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory and the causes are biological in nature.

A. dissociative and somatic

B. cognitive

C. personality

D. mood

Answer Key: B

Feedback: Cognitive disorders differ from anxiety disorders and psychoses in that the symptoms predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory, and the causes are biological in nature.

Cognitive disorders are the result of some or other impairment of brain functioning, such as injuries, intoxication, congenital brain dysfunctions and the influence of age determination (Bergh & Geldenhuys, 2013, section 20.5.8).

Question 48 of 50

Read the following passage and choose the correct combination from the options below. Sashi is well loved by all her colleagues and she tends to work in a calm, relaxed manner. Andrea, however, is seen as hostile and aggressive at times when she is rushing to complete her tasks, with a general lack of caring for others. Sashi probably has a Type \_\_\_\_\_ personality, whereas Andrea probably has a Type \_\_\_\_\_ personality.

A. A; C

B. C; A

C. A; B

D. B; A

Answer Key: D

Question 49 of 50

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

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

Question 1 of 50

When we refer to psychologically important situations, which have different influences on different people, we are referring to an aspect of the \_\_\_\_\_ theory.

- A. humanistic
- B. social-cognitive
- C. biological
- D. trait

Answer Key: B

Feedback: Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

Question 2 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

Answer Key: D

Feedback: The study of personality is aimed at explaining the differences between people. It

looks at what personality is, why people behave in certain ways, how their personalities develop,

and how personality can be studied and assessed (human behaviour). See section 13.1

Question 3 of 50

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

AnswerKey:D

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

Question 4 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

☐ A. T-data

☐ B. L-data

☐ C. P-data

☐ D. O-data

AnswerKey:B

Feedback: L-data or life data is information from a person's personal history. See section 13.7

Question 5 of 50

Susan perceives herself as a hardworker 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 of personality.

A. trait

B. cognitive and social-cognitive

C. biological and evolutionary

D. psychosocial

AnswerKey: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 power 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

Question 6 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she "beats" the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective of personality.

☐ A. psychodynamic

☐ B. behaviourist

☐ C. humanist

☐ D. trait

AnswerKey:A

Feedback:Rebellionandauthorityissueshouldremindyouofpsychoanalysis.Seesection

13.3.1

Question7of50

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their Parents reading. Recently however, Precious has been skipping these afternoons to join her Friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

☐ A. family influences

☐ B. cultural and ethnic membership

☐ C. socio-economic and political circumstances

☐ D. social affiliations outside of the family

AnswerKey:D

Feedback: This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him

Question 1 of 50

When were fertile psychologically important situations, which have different influences on different people, we are referring to aspects of the \_\_\_\_\_ theory.

A. humanistic

B. social-cognitive

C. biological

D. trait

AnswerKey: B

Feedback: Social-cognitive theories refer to psychologically important situations, which have different influences on different people. See section 13.3.5

Question 2 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

AnswerKey:D



Feedback: The study of personality is aimed at explaining the differences between people. It looks at what personality is, why people behave in certain ways, how their personalities develop, and how personality can be studied and assessed (human behaviour). See section 13.1

Question 3 of 50

0.0/1.0 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 of behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4

Question 4 of 50

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

- ☐ A. T-data
- ☐ B. L-data
- ☐ C. P-data
- ☐ D. O-data

Answer Key: B

Feedback: L-data or life data is information from a person's personal history. See section 13.7

Question 5 of 50

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/son 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 power 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

Question 6 of 50

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

☐ A. psychodynamic

☐ B. behaviourist

☐ C. humanist

☐ D. trait

Answer Key: A

Feedback: Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

Question 7 of 50

0.0/1.0 Points

Two sisters, Anne and Precious, love spending quiet Sunday afternoons at home with their parents reading. Recently, however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

☐ A. family influences

☐ B. cultural and ethnic membership

☐ C. socio-economic and political circumstances

☐ D. social affiliations outside of the family

Answer Key: D

Feedback: This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him

Question 1 of 25

1.0 Points

\_\_\_\_\_ describes personality as “the dynamic organisation within the individual of those psychophysical systems that determine his/her characteristic behaviour and thought”.

A. Mischel

B. Allport

C. Cattell

D. Meyer

Answer Key: B

Feedback: This definition was conceptualised by Allport. See section 13.4 in the prescribed book.

Question 2 of 25

1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

A. trait

B. behaviouristic

C. psychodynamic

D. cognitive

Answer Key: A

Feedback: Good work! According to trait and type theories, human behaviour is characterised by distinguishable, enduring and consistent attributes and patterns of behaviour described in concepts such as dispositions, dimensions, traits, factors and types. See section 13.3.4 of your prescribed book.

Question 3 of 25

1.0 Points

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

A. L-data

B. O-data

C. P-data

D. T-data

Answer Key: A

Feedback: Yes! L-data or life data is information from someone's personal history, such as in archival studies. Chapter 13, textbook, section 13.7

Question 4 of 25

1.0 Points

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 in all its dimensions, which would you consider as relevant aspects 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

Answer Key: B

Feedback: Good! The motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour See section 13.6.2

Question 5 of 25

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. psychoanalytical
- B. behaviourist

C. humanist

D. trait

Answer Key: A

Feedback: Can you identify from the words in the scenario why the psychoanalytical approach is relevant here? Yes, of course, the phrases “pasts”, “traumatic experiences” and the clincher – “non-conscious.” All these concepts point to the role of the unconscious and unresolved childhood trauma which affects current behaviour, which of course then relates to the psychoanalytical theory and Freud specifically. You need to understand how the theory will play out in practice, as with this scenario. Do you understand how the assumptions of psychoanalysis will play out in real life? There are some case studies in Additional Resources on myUnisa which can further broaden your understanding of the practical implications of the theory. See section 13.3.1

Question 6 of 25

1.0 Points

\_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ are three of the criteria that can be used to evaluate the scientific value of personality theory.

A. Comprehensiveness, parsimony, empirical support

B. Uniqueness, integration, complex theory

C. Exclusivity, uniqueness, integration

D. Complex theory, heuristic value, exclusivity

Answer Key: A

Feedback: In Section 13.2.2 the criteria against which personality theories and concepts can be compared and evaluated are explained as comprehensiveness, parsimony (simplicity or complexity), heuristic value, testability and empirical support.

Question 7 of 25

1.0 Points

Jung's concept of the \_\_\_\_\_ emphasises the role of culturally inherited predispositions and experiences in all people. It is an extension of Freud's \_\_\_\_\_.

A. collective unconscious; unconscious

B. pre-conscious; ego

C. ego; unconscious

D. personal unconscious; ego

Answer Key: A

Feedback: The collective unconscious is an extension of Freud's unconscious. Jung believed the collective unconscious contained archetypes, which are culturally inherited predispositions to perceive, act or think in a certain way. See prescribed book section 14.5

Question 8 of 25

1.0 Points

\_\_\_\_\_ anxiety represents conflict between the ego and the superego.

A.

Moral

B. Reality

C. Neurotic

D. Surreal

Answer Key: A

Feedback: In psychodynamic theory, moral anxiety occurs when you feel that your personal values are about to be compromised, which creates a fear of guilt (self-punishment for compromising your values) and this is a function of the superego. Your ego seeks to reduce this anxiety or fear of punishment by utilising defence mechanisms to distort or deny reality. See section 14.8.2 in the prescribed book.

Question 9 of 25

1.0 Points

According to Freud, the three levels of awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

A. unconscious, conscious and pre-conscious

B. super-ego, unconscious and conscious

C. archetypes, conscious and persona



D. shadow, ego and unconscious

Answer Key: A

Feedback: Good work! Freud believed that the human mind is organised into three levels of awareness (unconscious, conscious and pre-conscious). This is often referred to as the topographical model of the mind. Prescribed book, see section 14.4

Question 10 of 25

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.

Question 11 of 25

1.0 Points

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly and flirtatious. Ashely probably has a/an \_\_\_\_\_ fixation.

A. oral

B. latent

C. genital

D. phallic

Answer Key: D

Feedback: Good work! The signs of a phallic fixation in a female is identified by flirtatious, seductive and naïve behaviour. See textbook, section 14.7

Question 12 of 25

1.0 Points

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

A. will to meaning

B. will to power

C. death drive

D. sexual drive

Answer Key: B

Feedback: Yes! Adler describes the will to power as a means to overcome feelings of inferiority. He saw this as the main motivation behind all human behaviour. See sections 14.6 and 14.7 of the prescribed book.

Question 13 of 25

1.0 Points

Behaviourists perceive maladjustment as the result of \_\_\_\_\_.

A. faulty learning

B. inappropriate reinforcement

C. the negative influence of the environment

D. inadequate role models

E. all of the above

Answer Key: E

Feedback: All these aspects that are listed are seen as reasons for maladjustment in behaviourism. See section 15.7. You won't normally get a question with five alternatives, but this one was used to help you understand the reasons for maladjustment seen through this specific lense.

Question 14 of 25

1.0 Points

According to the behaviourist perspective \_\_\_\_\_.

- A. behaviour should be studied objectively
- B. behaviour is a factor of the environment
- C. personality is not inborn but shaped through rewards and punishment
- D. people can shape their own personalities
- E. all of the above

Answer Key: E

Feedback: Good! All four options listed relate to the main assumptions in behaviourism. You need to understand chapter 15 in order to answer this question correctly. Chapter 15 will not form part of the examination, which is why you are tested on the overall assumptions of this chapter in this assignment.

Question 15 of 25

1.0 Points

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

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

Answer Key: A

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

Question 16 of 25

1.0 Points

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

- A. Classical; automatic
- B. Classical; learned

C. Operant; learned

D. Operant; automatic

Answer Key: A

Feedback: Classical or respondent conditioning occurs when a specific stimulus triggers a certain response which is usually something that you cannot really control. For example, when someone claps their hands next to your ear, you will probably jump with fright. However, you will now watch that person closely and if they suddenly move their hands, you will flinch in anticipation of the sound. You have been conditioned to expect the fright based on the noise, so that even a sudden movement of their hands cause you to expect the fright. Section 15.5.4

Question 17 of 25

1.0 Points

People who suffer from post-traumatic stress often get a fright when they hear sounds similar to those in the traumatic situation they were exposed to. This is a case of \_\_\_\_\_.

A. operant conditioning

B. instrumental conditioning

C. reward learning

D. classical conditioning

Answer Key: D

Feedback: This question should now make more sense to you based on the discussion in the previous question. Imagine someone was involved in a very serious car crash. Right before this crash, an ice cream truck drove next to their car with the tune playing. Now every time that person hears an ice cream truck's tune, they start sweating and experience anxiety because they connect that sound with the accident. Section 15.5.4

Question 18 of 25

Vicarious learning implies \_\_\_\_\_.

A. a lack of self-control

B. continuous learning

C. learning from observing others

D. forgetting

Answer Key: C

Feedback: Yes! Vicarious learning is seen as learning which follows modelled behaviour and which causes an emotional reaction in the learner. For example, a teacher praises a child who shares her toys with others during break time, and a child who observed the situation experiences positive feelings. This child has learned through vicarious learning that sharing is positive. See section 15.5.5.1

Question 19 of 25

Cattell believed cognitive or ability traits of mental alertness or intelligence are mostly inherited and he referred to this as \_\_\_\_\_ general intelligence.

A. learned

B. fluid

C. crystallised

D. modified

Answer Key: B

Feedback: Cattell believed that general intelligence is mostly inherited, and he referred to it as general fluid intelligence, as described at the bottom of page 367 in section 16.8. What he is saying here, is that we are all born with a certain level of intelligence, which we inherit from our parents. Crystallised or learned general ability, however is something we acquire throughout life by means of education, training and practical experiences. Your fluid intelligence will in most cases determine how easily and quickly you acquire crystallised intelligence.

Question 20 of 25

If a person scores high on conscientiousness and low on extroversion, high on neuroticism and low on agreeableness, they probably suffer from a/an \_\_\_\_\_ personality disorder based on the Five Factor Model.

A. narcissistic

B. optimal

C. compulsive

D. neurotic

Answer Key: C

Feedback: See Section 16.9. Some interesting information regarding this disorder: Note that there is a difference between Obsessive Compulsive Disorder (OCD) and Obsessive Compulsive Personality Disorder (OCPD). People with OCD know that they have problems, that their thoughts are not reasonable and that their actions could harm others. However, people with OCPD think that they are always right and they are not aware of the consequences of their actions and thoughts. They usually do not see the need to change unless their family or relations host an intervention demanding change (<http://www.ocfoundation.org>).

#### Question 21 of 25

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. neuroticism vs emotional stability
- B. antagonism vs agreeableness
- C. relaxed vs tension
- D. extroversion vs introversion

Answer Key: A

Feedback:

In this scenario, we see a person who experiences mood swings, anger, anxiety and lack of self-confidence. In general, the behaviour described seems neurotic and therefore, we will measure this aspect on the neuroticism/emotional stability descriptor. See section 16.5.1.3. For some self-development, you can access a study for an international personality item pool for the FFM via this link <http://www.personalitytest.org.uk/>. You will also get feedback on your own personality type once you submit.

#### Question 22 of 25

In trait theory, \_\_\_\_\_ occurs in adults when they direct their behaviour towards their life goals and intentions, rather than being motivated by external factors and childhood motives.

- A. cognitive dissonance
- B. interactionism
- C. conscientiousness
- D. functional autonomy

Answer Key: D

feedback: Trait theorists believe that people can influence the development of their own personalities; therefore, influence their own motivation. Functional autonomy for example, occurs when you decide to continue with behaviour even if you have achieved the original goal which it was intended for. For example, say you started jogging in order to lose weight. After three months, you have reached your goal weight. However, you decide to continue jogging because you enjoy it and it keeps you healthy. You have applied functional autonomy. Section 16.8

#### Question 23 of 25

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/n \_\_\_\_\_ type personality.

- A. A-
- B. B-



C. endomorph

D. mesomorph

Answer Key: D

Feedback: This scenario describes someone who is a mesomorph, as she is active, muscular and assertive.

Personally, I have always found Sheldon's type theory very interesting. Read section 16.5.3, the last section on page 361 regarding this theory and look at the images at the bottom of the page. Then turn the page and read the descriptions on page 363 at the top. Which type are you? And do you think that the descriptors applicable to your type apply to you?

Question 24 of 25

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

A. Trait consistency

B. Individualism

C. Interactionism

D. Situationism

Answer Key: C

Feedback: Interactionism is the correct answer here, as explained in section 16.10.3. The answer is evident from the question, which relates to interaction between personality, the situation and the behaviours which result from the combination of these factors. For example, imagine you are sitting in traffic and a car comes rushing past you at great speed. The speed limit for that section is 80km/h and this car is travelling in the yellow lane going at least 100km/h. At first, you would think that the car is breaking the speed limit and the traffic rules by driving in the yellow lane. However, a minute later an ambulance siren is heard and the ambulance follows the car. When you look again, you see that the first car is an emergency response vehicle. You now interpret the behaviour as acceptable given the fact the vehicles are probably responding to an emergency.

Question 25 of 25

In terms of gradueness, as \_\_\_\_\_ graduates should be leaders in the production of new knowledge and understanding through inquiry, critique and synthesis. They should be able to apply their knowledge to solve consequential and complex problems, and they should be able to communicate their knowledge confidently and effectively.

A. scholars

B. global citizens

C. lifelong learners

D. employees

Answer Key: A

Feedback: See Tutorial Letter 101, page 10 in section 4.4 or the Learning Units. As scholars, graduates should be leaders in the production of new knowledge and understanding through inquiry, critique and synthesis. They should be able to apply their knowledge to solve consequential and complex problems, and they should be able to communicate their knowledge confidently and effectively.

Question 1 of 50

1.0 Points

A psychologist applies an intensive qualitative analysis of an individual and uses a subjective means of assessment. The approach being used here is called the \_\_\_\_\_ approach.

A. clinical

B. statistical

C. experimental

D. objective

Answer Key: A

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

Question 2 of 50

1.0 Points

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

A. nomothetic; idiographic

B. idiographic; nomothetic

C. consistency; growth

D. growth; consistency

Answer Key: B

Feedback: Well done! Some aspects facilitate continuous discourse and controversies, examples being the impact of genetic and environmental factors, the consistency issue in personality study, whether personality is a Gestalt or dimensional concept and whether personality must be studied with the emphasis on the person or individual (ideographic) or emphasising general laws with regard to personality (nomothetic). Section 13.2.2

Question 3 of 50

1.0 Points

The \_\_\_\_\_ personality theory focuses on people's experience of conflict because of internal biological drives, unconscious motives, past events and the norms of society.

A. psychodynamic

B. behaviouristic

C. humanistic

D. trait

Answer Key: A

Feedback: Good! The psychodynamic 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 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

4.0 Points

Question 5 of 50

1.0 Points

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

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

Answer Key: A

Feedback: Sections 13.3.3 and 13.3.9

Question 6 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

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

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

Part 3 of 14 - Chapter 14 Theory

4.0 Points

Question 9 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

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).

Question 10 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 11 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

D. evaluative agent

Answer Key: A

Feedback: Section 14.5

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

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

A. humanistic

B. behaviouristic

C. psychoanalytic

D. cognitive

Answer Key: C

Feedback: Section 14.7

Question 14 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

Question 15 of 50

1.0 Points

People laugh behind John's back at his lack of social finesse and etiquette. The Johari-window describes this as reflective of John's \_\_\_\_\_ self.

A. open

B. blind

C. known

D. hidden

Answer Key: D

Feedback: Well done! John is unaware of these issues and this is part of his hidden self. The concept of unconscious factors motivating behaviour has been applied in the work situation through the Johari-window. The Johari-window provides a model for feedback on self-knowledge and personal and interpersonal behaviour. The Johari-window works with two dimensions, feedback to the self and exposure to others. The ideal situation to strive for in the work situation is one in which few elements are unknown to the self and others. See section 14.4

Part 5 of 14 - Chapter 16 Theory

4.0 Points

Question 16 of 50

1.0 Points

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- A. self-sentiment
- B. functional autonomy
- C. propiate functional autonomy
- D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 17 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

Question 18 of 50

1.0 Points

Which temperament is associated with a person who has a tendency to be irritable and angry?

A. Melancholic

B. Phlegmatic

C. Choleric

D. Sanguine

Answer Key: C

Question 19 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

C. Initiator

D. Assimilator

Answer Key: C

Feedback: The initiator (p. 364 Section 16.5.3)

Part 6 of 14 - Chapter 16 Application

3.0 Points

Question 20 of 50

1.0 Points

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

A. functional autonomy

B. deficiency needs

C. ability traits

D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propiate strivings. (P.367 Section 16.8)

Question 21 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

Question 22 of 50

1.0 Points



Tanya often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions. She often becomes angry or anxious and has very 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

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

A. responsive

B. rational

C. emotional

D. demonstrative

Answer Key: B

Feedback: Section 17.2

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

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 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

Part 8 of 14 - Chapter 17 Application

3.0 Points

Question 27 of 50

1.0 Points

According to Rogers, which concept denotes repressible, but indestructible innate and acquired forces in people that give direction to and energise all striving behaviours in people?

A. Growth needs

B. Self-actualisation

C. Actualising tendency

D. Self-esteem

Answer Key: C

Feedback: Section 17.6.2

Question 28 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 29 of 50

1.0 Points

Learned helplessness is similar to \_\_\_\_\_.

- A. self-efficacy
- B. an internal locus of control
- C. unconditional positive regard

D. an external locus of control

Answer Key: D

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

D. cognitive dissonance

Answer Key: D

Question 31 of 50

1.0 Points

Kelly's idea of constructs, especially the self-construct,

is also an example of \_\_\_\_\_ (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect).

- A. behaviourism
- B. response tendencies
- C. constructivism
- D. will to meaning

Answer Key: C

Feedback: Yes! Kelly's idea of constructs, especially the self-construct, is also an example of constructivism (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect). See section 18.4.3.1 of your prescribed book.

Question 32 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: Yes! 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 33 of 50

1.0 Points

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.



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

Question 35 of 50

1.0 Points

If we were to explain a person's cognitions by means of the fundamental postulate, we would describe it as follows: \_\_\_\_\_.

A. Each person's experience is unique to them.

B. All human behaviour is aimed at predicting events.

C. Engaging in a new experience provides an opportunity to revisit old constructs and develop new ones.

D. All people experience events in the same manner.

Answer Key: B

Feedback: Great work! The fundamental postulate states that All human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See prescribed book section 18.5.2

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.

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

Question 37 of 50

1.0 Points

According to \_\_\_\_\_ the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude.

A. Seligman

B. Strümpfer

C. Frederickson

D. Tellegen

Answer Key: B

Feedback: Yes! According to Strümpfer (2006) the three variables or constructs that contribute to positive emotions are humour (laughter), optimism and gratitude. See prescribed book section 19.3.2

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

Who is the the founder of salutogenesis?

A. Seligman

B. Strümpfer

C. Antonovsky

D. Tellegen

Answer Key: C

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 40 of 50

1.0 Points

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)

Part 12 of 14 - Chapter 19 Application

3.0 Points

Question 41 of 50

1.0 Points

A supervisor in your work group, when compared to his past work behaviour, is not performing up to expected standards and his work behaviour in general is not satisfactory with some complaints from colleagues and subordinates. You are aware that the supervisor was not diagnosed with any physical or psychological condition, and when asked he tells you that he has some minor worries with finances, at home and with some friends, and does not feel good or happy about these issues. According to the VIA-diagnostic system used in your company, the clinical psychologist informs you about his provisional diagnosis of the supervisor, however, also tells you that he must still do further assessments. Which option in the following four represents the psychologist's provisional diagnosis? The supervisor is \_\_\_\_\_.

A. languishing

B. struggling

C. flourishing

D. floundering

Answer Key: A

Feedback: Section 19.6.2.1

Question 42 of 50

1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as \_\_\_\_\_.

A. struggling

B. floundering

C. flourishing

D. languishing

Answer Key: D

Question 43 of 50

1.0 Points

Thomas experiences his life as a continuous process of development, because he is open to new experiences and he wants to develop his own potential. This is a facet of psychological well-being known as \_\_\_\_\_.

A. self-acceptance

B. personal growth

C. purpose in life

D. autonomy

Answer Key: B

Feedback: Chapter 19, textbook, section 19.3.1

Question 44 of 50

In the theory related to stress models, the term “distress” refers to \_\_\_\_\_.

- A. factors causing stress perceptions
- B. sudden, serious stress experiences
- C. stress perceived positively
- D. stress associated with negative consequences

Answer Key: D

Feedback: Section 20.3.4

Question 45 of 50

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

Axis II of the DSM-diagnostic system relates to \_\_\_\_\_.



- A. personality disorders and mental retardation
- B. clinical disorders and related clinical conditions
- C. general medical or physical problems
- D. psychosocial and environmental problems

Answer Key: A

Question 47 of 50

This aspect of subjective well-being that positive psychologists refer to as social well-being includes \_\_\_\_\_.

- A. interpersonal relationships and social support
- B. self-acceptance and personal growth
- C. happiness and life satisfaction
- D. self-acceptance and personal growth

Answer Key: A

Feedback: Yes! Social well-being includes interpersonal relationships and social support. See prescribed book section 20.5

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

If you want to write an article on causality or aetiology in psychological health and maladjustment, which one of the following guidelines will give you the most complete and accepted approach?

- A. The assumption that genetic and biological factors underpin all problems.
- B. An emphasis on genetic and work-related factors because much of human behaviour is genetically determined.
- C. An interactional model in which you emphasise all personal, biological, psychological, social and work influences.
- D. A model which includes genetic, psychological, cultural and external factors.

Answer Key: C

Feedback: Section 20.4

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

Question 1 of 50 1.0 Points

In personality study the concept of "nature" 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: D

Feedback: Section 13.2.2

Question 2 of 50 1.0 Points

Which collection of theories contributed the most to the development of psychometric questionnaires?

- A. Cognitive and social-cognitive theories
- B. Behaviourist or learning theories
- C. Biological or evolutionary theories
- D. Trait and type theories

Answer Key: D Feedback: Yes! Trait and type theories contributed the most to the development of psychometric questionnaires. See section 13.3.4

Question 3 of 50 1.0 Points

The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

- A. comprehensiveness
- B. parsimony

- C. individuality
- D. testability

Answer Key: C

Feedback: See section 13.2.2

Question 4 of 50 1.0 Points

Personality study provides knowledge and a framework for dealing with \_\_\_\_\_ in various contexts.

- A. financial management
- B. maladjustment
- C. cognitive deficiencies
- D. human behaviour

Answer Key: D

Feedback: Good! The study of personality is aimed at explaining the differences between people. It looks at what personality is, why people behave in certain ways, how their personalities develop, and how personality can be studied and assessed (human behaviour). See section 13.1

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

Susan subconsciously rebels against authority. However, she knows that it is not acceptable to challenge authority. Subconsciously she “beats” the authority by not wearing shoes, and by not coming to work on time. This description of Susan relates to the \_\_\_\_\_ perspective on personality.

- A. psychodynamic

- B. behaviourist
- C. humanist
- D. trait

Answer Key: A

Feedback: Yes! Rebellion and authority issues should remind you of psychoanalysis. See section 13.3.1

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

Answer Key: B

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

Two sisters, Anne and Precious love spending quiet Sunday afternoons at home with their parents reading. Recently however, Precious has been skipping these afternoons to join her friends and go skydiving. The environmental influence being displayed here is \_\_\_\_\_

- A. family influences
- B. cultural and ethnic membership
- C. socio-economic and political circumstances
- D. social affiliations outside of the family

Answer Key: D

Feedback: Good work! This scenario relates to social affiliations outside the family, where important people, such as friends, often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. See section 13.5.2

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?

- 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

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

Question 11 of 50 1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

Question 12 of 50 1.0 Points

Which one of the following theorists made significant findings with regard to how early child experiences can significantly influence adult behaviour and perceptions of what is good and bad in life?

- A. Freud
- B. Jung
- C. Adler
- D. Klein

Answer Key: D

Feedback: Ch 14, sect 14.4

#### 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

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

- A. Reaction-formation
- B. Rationalisation
- C. Projection
- D. Intellectualisation

Answer Key: B

Feedback: Yes! Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

Question 15 of 50 1.0 Points

Our realistic perceptions that paying taxes to the government is not necessarily a negative action, but also advantageous because government must also be enabled to perform their duties, is evidence of \_\_\_\_\_.

- A. the moralistic principle
- B. the reality principle
- C. whole object relation
- D. part object relation

Answer Key: C

Feedback: When we realise that government has its negative aspects but also accept that without taxes, no services can be provided, we operate from the whole object relations theory. See section 14.4

Question 16 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 17 of 50 1.0 Points

Cattell's personality theory consists of \_\_\_\_\_ factors.

- A. three
- B. sixteen
- C. five
- D. thirteen

Answer Key: B



Question 18 of 50 1.0 Points

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.

Question 19 of 50 1.0 Points

The MBTI is a scale which measures \_\_\_\_\_.

- A. numerical ability
- B. personality type
- C. emotions
- D. verbal reasoning ability

Answer Key: B

Feedback: Ch 16.5.3. p361

Question 20 of 50 1.0 Points

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

Question 21 of 50 1.0 Points

Allport, Jung and Adler agree on the idea of \_\_\_\_\_ which proposes that motivation is based on propiate strivings, namely behaviour initiated by the individual's future life goals and intentions.

- A. functional autonomy
- B. deficiency needs
- C. ability traits
- D. teleological principle

Answer Key: D

Feedback: Allport, Jung and Adler agree on the teleological principle that motivation is based on propiate strivings. (P.367 Section 16.8)

#### Question 22 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

#### Question 23 of 50 1.0 Points

According Erikson, knowing who you are and where you belong defines your \_\_\_\_\_.

- A. corporate identity
- B. self-efficacy
- C. self-identity
- D. self-esteem

Answer Key: C

Feedback: Section 17.4

Question 24 of 50 1.0 Points

\_\_\_\_\_ proposed a humanistic view on the uniqueness of personality through the idea of constructs to describe personality structure.

- A. James
- B. Rogers
- C. Kelly
- D. Allport

Answer Key: C

Feedback: Kelly describes the uniqueness of personality through the idea of constructs. (P382 Section 17.4)

Question 25 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 26 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: Yes! Focus on primary or deficiency needs is not related to self-actualisation. See prescribed book section 17.6.2

Question 27 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 28 of 50 1.0 Points

According to Rogers, which concept denotes repressible, but indestructible innate and acquired forces in people that give direction to and energise all striving behaviours in people?

- A. Growth needs
- B. Self-actualisation
- C. Actualising tendency
- D. Self-esteem

Answer Key: C

Feedback: Section 17.6.2

#### Question 29 of 50 1.0 Points

The humanistic perspective emphasises principles similar to those of \_\_\_\_\_.

- A. behaviourism
- B. the cognitive perspective
- C. Gestalt psychology
- D. psychoanalysis

Answer Key: C

#### Question 30 of 50 1.0 Points

\_\_\_\_\_ are those constructs that are so basic to a person's functioning that they can only be changed with serious consequences for the rest of the construct system.

- A. Core roles
- B. Peripheral constructs
- C. Core constructs
- D. Self-constructs

Answer Key: C

Feedback: Good! Core constructs are those constructs that are so basic to a person's functioning that they can only be changed with serious consequences for the rest of the construct system. See section 18.4.3.1 in your prescribed book.

Question 31 of 50 1.0 Points

Which description does Kelly use to describe the "self"?

- A. Peripheral construct
- B. Pre-emptive construct
- C. Propositional construct
- D. Core construct

Answer Key: D

Feedback: Chapter 18, textbook, section 18.4.3

Question 32 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: Good! 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 33 of 50 1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

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

Answer Key: B

Feedback: Section 18.5

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

See Chapter 18, textbook, section 18.5

Question 35 of 50 1.0

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

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

Answer Key: B

Feedback: Section 18.5

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

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

Question 38 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 39 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
- D. expectancies for financial success

Answer Key: D

Question 40 of 50 1.0 Points

In the theory on psychological well-being, the term "temperance" refers to \_\_\_\_\_.

- A. the enduring confidence to cope
- B. positive, absorbed commitment
- C. protected use of strengths

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

Answer Key: C

Feedback: Section 19.5.3

Question 41 of 50 1.0 Points

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

Feedback: Section 19.5.5

Question 42 of 50 1.0 Points

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

Answer Key: A

Feedback: Section 19.4.1

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 \_\_\_\_\_.

- 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 DSM-equivalent of the Culture-bound syndrome known as "iukuphuthelwa" is \_\_\_\_\_

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

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "iukuphuthelwa" is major depression. See section 20.5.12, Table 20.3 in your prescribed book.

Question 45 of 50 1.0 Points

\_\_\_\_\_ refers to depression of mothers after the birth of children.

- A. Dysthymic depressive disorder
- B. Major depressive disorder
- C. Bipolar affective disorder
- D. Postpartum depression

Answer Key: D

Feedback: Yes. Postpartum depression refers to depression of mothers after the birth of children. See prescribed book section 20.5.5

Question 46 of 50 1.0 Points

In the theory related to stress models, the term "eustress" refers to \_\_\_\_\_.

- A. stress manifesting continuously across time
- B. sudden, serious stress experiences
- C. stress associated with negative consequences
- D. stress perceived positively

Answer Key: D Feedback: Section 20.3.4

Question 47 of 50 1.0 Points

The symptoms of \_\_\_\_\_ disorders predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory and the causes are biological in nature.

- A. dissociative and somatic
- B. cognitive
- C. personality
- D. mood

Answer Key: B Feedback: Cognitive disorders differ from anxiety disorders and psychoses in that the symptoms predominantly involve a marked change in prior functioning, especially with regard to orientation, thinking and memory, and the causes are biological in nature. Cognitive disorders are the result of some or other impairment of brain functioning, such as injuries, intoxication, congenital brain dysfunctions and the influence of age determination (Bergh & Geldenhuys, 2013, section 20.5.8).

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

A student is experiencing symptoms of various physical problems such as asthma, migraines and cancer after these illnesses were discussed in class, even though the student does not suffer from any of these. This is an example of a type of \_\_\_\_\_ disorder.

- A. somatoform
- B. psychotic
- C. mood
- D. substance-related

Answer Key: A Feedback: Chapter 20, textbook, section 20.5.6

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

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

Question 2 of 50 1.0 Points

What other term is used to describe psychodynamic theories?

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

Answer Key: C

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

Question 3 of 50 1.0 Points

In the \_\_\_\_\_ perspectives personality is expressed in social relationship with others and participation in and with the community.

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

Answer Key: D

Question 4 of 50 1.0 Points

Twin and adoption studies were primarily used by the \_\_\_\_\_ perspectives to study behaviour.

- A. cognitive and social-cognitive

- B. biological or evolutionary
- C. trait and type
- D. behaviourist or learning

Answer Key: B

Question 5 of 50      1.0 Points

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; social-cognitive
- C. trait; African
- D. humanistic; African

Answer Key: C

Feedback: Sections 13.3.4 and 13.3.9

Question 6 of 50      1.0 Points

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

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

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

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

The \_\_\_\_, which is regulated by the \_\_\_\_ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours.

- A. ego; reality
- B. id; morality
- C. ego; pleasure
- D. id; reality

Answer Key: B

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
- B. conflict
- C. morality
- D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, 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

Question 13 of 50      1.0 Points

In your work group you have noticed two colleagues, a male and female, who often lose concentration, because they are continuously flirting and trying to be the centre of attention. In terms of Freud's psychosexual development theory their behaviour belongs to the \_\_\_\_\_ phase.

- A. genital
- B. oral dependent
- C. latent
- D. phallic

Answer Key: D

Feedback: Good! The phallic stage is identified by flirting and trying to win others over and attention seeking. See section 14.7

Question 14 of 50      1.0 Points

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

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

Answer Key: D

Question 15 of 50      1.0 Points



When people try to minimise the emotional impact of anxiety or stressors on their daily functioning, they may utilise \_\_\_\_\_ in healthy or unhealthy ways.

- A. identification and displacement
- B. fantasy and regression
- C. repression and projection
- D. defence mechanisms

Answer Key: D

Feedback: Yes! People learn to adapt to reality and the anxieties of life by using defence mechanisms. See section 14.3 and Table 14.1

#### Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 of 50 1.0 Points

Personality which is demonstrated by the way people act in specific situations is a definition of personality proposed by \_\_\_\_\_.

- A. Allport
- B. Eysenck
- C. Costa & McCrae
- D. Cattell

Answer Key: D

Feedback: Ch 16, sect 16.4

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

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

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

Answer Key: B

Part 6 of 14 - Chapter 16 Application      3.0 Points

Question 20 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

Question 21 of 50      1.0 Points

In terms of Eysenck's research on extroversion and introversion, extroverts are more sociable, but also more \_\_\_\_\_.

- A. reserved
- B. quiet
- C. prone to introspection
- D. impulsive

Answer Key: D

Feedback: Chapter 16, textbook, section 16.5.1.1

Question 22 of 50      1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a "stirrer". In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck's Three-Factor Model as a guide, identify the traits which Lorna 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: C

Feedback: Section 16.5

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50 1.0 Points

Blaming external things for frustrations and problems is considered as displaying \_\_\_\_\_.

- 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 24 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 25 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 26 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

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

When the employees of Delphi Corporation went for their yearend 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 psychologists who were called in to conduct debriefing and counselling sessions, worked from different perspectives in the sessions. 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 the \_\_\_\_\_ approach.

- A. psychoanalytic
- B. learning
- C. humanistic
- D. constructive alternativist

Answer Key: C

Question 29 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 30 of 50      1.0 Points

Kelly's idea of constructs, especially the self-construct,

is also an example of \_\_\_\_\_ (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect).

- A. behaviourism
- B. response tendencies
- C. constructivism
- D. will to meaning

Answer Key: C

Feedback: Nope. Kelly's idea of constructs, especially the self-construct, is also an example of constructivism (how people use cognition in self-organising processes to create order from what could be chaos if they did not have personal control through knowing what to expect). 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

Feedback: Section 18.5

Question 32 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: Good! 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.

Question 33 of 50 1.0 Points

Which South African developed multimodal behavioural therapy?

- A. Lazarus
- B. Kelly
- C. Chomsky
- D. Miller

Answer Key: A

Feedback: Section 18.5

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

"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 36 of 50 1.0 Points

The top management of a company wants to establish a new performance management programme. According to cognitive perspectives a prerequisite for the success of such a programme will be \_\_\_\_\_.

- A. the upwards shift of decision-making in the hierarchy
- B. low levels of challenge for all role players in the programme
- C. that all employees "buy into" the system and participate in decision-making
- D. the upwards shift of control in the hierarchy

Answer Key: C

Feedback: Chapter 18, textbook, section 18.7

Question 37 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 38 of 50      1.0 Points

In the theory on psychological well-being, the term "potency" 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: C

Feedback: Section 19.5.4

Question 39 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

Question 40 of 50      1.0 Points

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

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

Answer Key: C

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

Andrew has a history of troubled relationships and impulsive behaviour. However, he is adamant that he is experiencing high levels of well-being. According to the Complete State Model, Andrew can be described as \_\_\_\_\_.

- A. languishing
- B. flourishing
- C. floundering
- D. struggling

Answer Key: D

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 \_\_\_\_\_.

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

Answer Key: A

Feedback: Section 19.5.4

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 "phambana" is \_\_\_\_\_

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

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "phambana" is psychotic disorder. See section 20.5.12, Table 20.3 in your prescribed book.

Question 45 of 50 1.0 Points

Axis IV of the DSM refers to:

- A. any clinical disorder and other related clinical conditions (which are stressful and impair social and occupational functioning).
- B. on a rating scale from 1 to 100, a global assessment of the person's general functioning in various life roles and in leisure.
- C. psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders.
- D. possible general medical or physical problems that may influence psychological functioning.

Answer Key: C

Feedback: Incorrect. Axis IV: psychosocial and environmental problems that may affect diagnosis, treatment and prognosis (healing) of psychological disorders. See section 20.5 in your prescribed book.

Question 46 of 50      1.0 Points

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 avoid possible withdrawal effects.

- A. Stage 1
- B. Stage 2
- C. Stage 3
- D. Stage 4

Answer Key: C

Feedback: The description refers to stage 3, see prescribed book section 20.5.4, Figure 20.5

Question 47 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

D. a stress

Answer Key: B

Feedback: Well done! 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.

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

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
- D. schizophrenic

Answer Key: D

Question 50 of 50 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
- D. borderline

Answer Key: B

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

There are a number of theories and frameworks, or paradigms that account for personality. The \_\_\_\_\_ theories/approaches postulate that the structures and functioning of personality are determined by unconscious forces and based on both primitive or irrational and sophisticated elements.

- A. psychodynamic or psychoanalytic
- B. humanistic, phenomenological and existential
- C. cognitive and social cognitive
- D. behaviourist or learning

Answer Key: A

Feedback: Yes! This description relates to the psychodynamic or psychoanalytical theories. See section 13.3.1

Question 3 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
- 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

Question 4 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: Yes! 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.

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 \_\_\_\_\_.

- 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 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

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: Good work! 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

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

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
- B. will to power
- C. will to self-actualisation
- D. will to financial success

Answer Key: B

Feedback: Section 14.6

Question 10 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 11 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 12 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

Part 4 of 14 - Chapter 14 Application 3.0 Points

Question 13 of 50 1.0 Points

Michael cannot understand why Bernard keeps singing the praises of his manager at every meeting when Bernard told Michael in confidence that he does not like his manager and wants to take over his position. What defence mechanism is Bernard displaying?

- A. Repression
- B. Projection
- C. Reaction formation
- D. Overcompensation

Answer Key: C

Feedback: Good work! Reaction formation is correct as Bernard is behaving in a manner exactly opposite to his true feelings harbouring negative feelings towards his manager. See section 14.3, Table 14.1

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

In terms of psychological health, the self can be viewed as \_\_\_\_\_ in personality, because it is a go-between or balance between biological needs.

A. an integrator

B. a motivator

C. the conscience

D. a differentiator

Answer Key: A

Feedback: Section 14.8

Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 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 17 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 18 of 50      1.0 Points

The fact that adults may outgrow their initial childlike and biological needs and develop more mature and adapted behaviours is referred to as \_\_\_\_\_ by Allport.

- A. self-sentiment
- B. functional autonomy
- C. propiate functional autonomy
- D. dynamic traits

Answer Key: B

Feedback: Section 16.8

Question 19 of 50      1.0 Points

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

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 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

Question 21 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 \_\_\_\_\_.

- A. Eysenck's Three-Factor Model
- B. the MBTI
- C. the Five-Factor Model
- D. the 16PF

Answer Key: D

Feedback: Well done! 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 22 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

Part 7 of 14 - Chapter 17 Theory 4.0 Points

Question 23 of 50      1.0 Points

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

- A. Psychodynamic

B. Humanistic

C. Cognitive

D. Trait

Answer Key: B

Feedback: Section 17.2

Question 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: 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:

Question 25 of 50      1.0 Points

In humanistic theory, the term "flow experience" refers to \_\_\_\_\_.

- A. commitment and satisfaction through the completion of tasks or processes
- B. feelings of excitement based on achieving or experiencing something
- C. basic physiological and safety needs
- D. motivation because of living or being

Answer Key: A

Feedback: Section 17.6.2

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

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

Question 27 of 50 1.0 Points

What does humanism and positive psychology have in common?

- A. Both emphasise the role of the environment in developing behaviour.
- B. Both consider the role of the unconscious in personality development.
- C. Both focus on childhood experiences as the foundation of personality development.
- D. Both look at positive human traits, such as creativity and health.

Answer Key: D

Feedback: Both look at positive human traits, such as creativity and health. Section 18.7

Question 28 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

Question 29 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

Question 30 of 50      1.0 Points

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

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

Answer Key: C

Feedback: Section 18.2

Question 31 of 50      1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

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

Answer Key: C

Feedback: Section 18.5

Question 32 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

Question 33 of 50      1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.



A. unconscious

B. conscious

C. motivation

D. ego

Answer Key: B

Feedback: Section 18.4.2

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

If we were to explain a person's cognitions by means of the fundamental postulate, we would describe it as follows:

\_\_\_\_\_.

- A. Each person's experience is unique to them.
- B. All human behaviour is aimed at predicting events.
- C. Engaging in a new experience provides an opportunity to revisit old constructs and develop new ones.
- D. All people experience events in the same manner.

Answer Key: B

Feedback: Great work! The fundamental postulate states that All human behaviour (including thoughts and actions) is aimed at predicting events. Predictions are made by forming personal constructs. See prescribed book section 18.5.2

Question 36 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

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

With regard to psychological and social well-being, the term "purpose in life" 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: B

Feedback: Section 19.3.1

Question 39 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 40 of 50      1.0 Points

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

Question 41 of 50 1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as \_\_\_\_\_.

- A. struggling
- B. floundering
- C. flourishing
- D. languishing

Answer Key: D

Question 42 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 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

\_\_\_\_\_ is characterised by a chronic or continuous mood disturbance with numerous fluctuations between manic and depressive episodes.

- A. Cyclothymic depressive disorder
- B. Major depressive disorder
- C. Endogenous depressive disorder
- D. Dysthymic depressive disorder

Answer Key: A

Feedback: Yes, this description refers to Cyclothymic depressive disorder. See section 20.5.5 of your prescribed book.

Question 45 of 50      1.0 Points

The \_\_\_\_\_ Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present.

- A. Diathesis-Stress
- B. hassles and uplifts
- C. Systems-Interactional
- D. person-environment-fit

Answer Key: A

Feedback: The Diathesis-Stress Model is used particularly in psychiatric and medical practice, and proposes that certain people might be predisposed to maladjustment if certain biological or other related stressors are present. See prescribed book section 20.3.4

Question 46 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.

Question 47 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 48 of 50 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

D. borderline

Answer Key: B

Question 49 of 50 1.0 Points

What is the difference between psychophysical and somatic disorders? In somatic disorders \_\_\_\_\_.

A. complaints are often related to the person feeling threatened by other people

B. complaints are related to identity confusion and delusions

C. complaints are related to sudden changes in feelings, differing between joy and sadness

D. complaints are artificial and fake with no logical or medical explanations

Answer Key: D

Feedback: Well done! Somatic disorders, like hypochondria, have no real medical basis for the symptoms experienced. See Chapter 20, textbook, section 20.5.6

Question 50 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 1 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

Question 2 of 50      1.0 Points

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

A. cognitive

B. psychosocial

C. trait

D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Question 3 of 50      1.0 Points

The \_\_\_\_\_ theory emphasises mature relationships.

A. cognitive

B. psychoanalytic

C. Object Relations

D. positive ego-development

Answer Key: C

Feedback: Well done! The Object Relations theory emphasises the development of more mature relationships to solve problematic behaviour laid down in childhood which could otherwise damage current relationships. See section 13.3.1

Question 4 of 50      1.0 Points

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

A. nomothetic; idiographic

B. idiographic; nomothetic

C. consistency; growth

D. growth; consistency

Answer Key: B

Question 5 of 50      1.0 Points

When we try to determine peoples' cognitive perceptions about themselves, others and the world to find out how they live their lives by analysing their communication or discourse, their dreams, and their interpretation of events, we are using the \_\_\_\_\_ approach to assessment and research.

A. clinical

B. quantitative

C. statistical

D. experimental

Answer Key: A

Feedback: The process described here relates to the clinical approach, which entails mostly qualitative analysis of an individual. See section 13.6.5

Question 6 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.

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 7 of 50      1.0 Points

Which of the descriptions below describe Mike's feelings and behaviours based on the humanistic theory?

A. Mike does not experience meaning in life.

B. Mike struggles to maintain good relationships with other people and to fulfill various life roles. He is experiencing a midlife crisis.

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

D. Mike might have a dominant parasympathetic autonomic nervous system which causes a lack of drive and low motivation.

Answer Key: A

Feedback: Yes! The main focus of humanism is meaning in life. See section 13.3.3 in your prescribed book.

Incorrect Feedback: .

Question 8 of 50      1.0 Points

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

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

Answer Key: A

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

Part 3 of 14 - Chapter 14 Theory 4.0 Points

Question 9 of 50      1.0 Points

The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as \_\_\_\_\_.

- A. the ego being subservient to the reality principle
- B. the id being subservient to the pleasure function
- C. the influence of id impulses
- D. the influence of life and death instincts

Answer Key: A

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

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 1.0 Points

Establishing intimate relationships is one of the developmental tasks of the \_\_\_\_\_ developmental stage of Freud's psychosexual stages.

A. oral

B. genital

C. anal

D. phallic

Answer Key: B

Feedback: Chapter 14, textbook, Table 14.3

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

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

Question 15 of 50      1.0 Points

According to Horney, if somebody wants to be a nurse, he or she probably has the style of \_\_\_\_\_.

- A. moving toward people

B. moving away from people

C. moving against people

D. submission to people

Answer Key: A

Feedback: Well done! Horney stated that the orientation of moving towards people represents the compliant type who has a strong need for approval and affection from others. A nurse would likely have this orientation and also provide affection to patients. See section 14.8

#### Part 5 of 14 - Chapter 16 Theory 4.0 Points

Question 16 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 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 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

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

A. surface

B. source

C. common

D. unique

Answer Key: B

Feedback: Chapter 16, textbook, section 16.6.1

Part 6 of 14 - Chapter 16 Application 3.0 Points

Question 20 of 50 1.0 Points

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/n \_\_\_\_\_ type personality.

A. A-

B. endomorph

C. dominating

D. mesomorph

Answer Key: D

Feedback: Ch 16, sect 16.5.3, p 363

Question 21 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 22 of 50      1.0 Points

Which of the following explanations indicate the reason/s for individual differences in and between people as postulated by behaviourist theories?

- A. It is due to the manner in which people have solved conflicts from their past and conflicts that they are not aware of.
- B. It is as a result of the way people's behaviour have been strengthened and rewarded in the environment
- C. It is due to differences in the way people have cognitively construed their world and themselves.
- D. It is as a result of the way in which people are spiritually connected to their past and the cosmos.

Answer Key: B

Feedback: CH 13, sect 13.3.2, p 295

Question 23 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 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

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 26 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 27 of 50      1.0 Points

According to Rogers, which concept denotes repressible, but indestructible innate and acquired forces in people that give direction to and energise all striving behaviours in people?

- A. Growth needs
- B. Self-actualisation
- C. Actualising tendency
- D. Self-esteem

Answer Key: C

Feedback: Section 17.6.2

Question 28 of 50      1.0 Points

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- A. Self-identity
- B. Self-awareness



C. High Self esteem

D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

Question 29 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 30 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

Feedback: Section 18.5

Question 31 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 32 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 33 of 50 1.0 Points

The cognitive perspective explains anxiety as the consequence of \_\_\_\_\_.

- A. not being able to master new experiences
- B. an attempt to hold on to an invalid construct
- C. the self being perceived as dislodged from the core self
- D. not being able to construe the future

Answer Key: D

Feedback: The cognitive perspective explains anxiety as the consequence of not being able to construe important events and anticipate the future (Bergh & Geldenhuys, 2013, section 18.8.3).

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
- 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

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

Question 36 of 50      1.0 Points

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

A. behaviourist

B. humanist

C. cognitive

D. psychodynamic

Answer Key: C

Feedback: Section 18.8.3

Question 37 of 50      1.0 Points

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

A. happiness

B. hope and optimism

C. virtues

D. wisdom

Answer Key: A

Feedback: Happiness (p.423 Section 19.5.1)

Question 38 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 39 of 50      1.0 Points

The \_\_\_\_\_ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

A. salutogenic

B. fortigenic

C. positive

D. pathogenic

Answer Key: D

Question 40 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 41 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. Learned resourcefulness

B. Personal hardiness

C. Potency

D. Locus of control

Answer Key: A

Feedback: Chapter 19, textbook , section 19.5.4

Question 42 of 50 1.0 Points

According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and non-threatening situations.

A. rigid; risks

B. flexible; risks

C. flexible; action

D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

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

The DSM-equivalent of the Culture-bound syndrome known as "phambana" is \_\_\_\_\_

A. epilepsy

B. psychotic disorder

C. anxiety

D. major depression

Answer Key: B

Feedback: The DSM-equivalent of the Culture-bound syndrome known as "phambana" is psychotic disorder. See section 20.5.12, Table 20.3 in your prescribed book.

Question 45 of 50      1.0 Points

Although a single factor or stressor can have a dominant influence, psychological health can best be understood by considering the continual interaction between a complex number of factors, as indicated by a \_\_\_\_\_ approach.

- A. pathogenic
- B. salutogenesis
- C. stress
- D. systems

Answer Key: D

Feedback: Well done! Although a single factor or stressor can have a dominant influence, psychological health can best be understood by considering the continual interaction between a complex number of factors, as indicated by a systems approach. See prescribed book section 20.4

Question 46 of 50      1.0 Points

\_\_\_\_\_ disorders, are characterised by problems with controlling temptations, impulses and needs, which then may result in harm to themselves or other people, for example in cases of pathological gambling, kleptomania, setting fires and violent rages using verbal and physical aggression.

- A. Mood
- B. Substance-abuse
- C. Impulse-control

D. Anxiety

Answer Key: C

Question 47 of 50 1.0 Points

\_\_\_\_\_ disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history.

A. Anxiety

B. Personality

C. Stress

D. Somatic

Answer Key: D

Feedback: Yes, somatic disorders refer to patterns of behaviour in which the individual complains of vague physical problems, such as difficulty in breathing, or paralysis in a body part, without there being any proof or explanation of an actual organic cause and in context of a person presenting with a long and complex medical history. See prescribed book section 20.5.6

Part 14 of 14 - Chapter 20 Application 3.0 Points

Question 48 of 50 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.

- A. existential
- B. stress
- C. behaviourist
- D. psychodynamic

Answer Key: D

Feedback: Chapter 20, textbook, section 20.4

Question 49 of 50      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
- D. undercommitment; overcommitment

Answer Key: D

Question 50 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

Question 1 of 25      1.0 Points

\_\_\_\_\_ describes personality as “the dynamic organisation within the individual of those psychophysical systems that determine his/her characteristic behaviour and thought”.

A. Mischel

B. Allport

C. Cattell

D. Meyer

Answer Key: B

Feedback: This definition was conceptualised by Allport. See section 13.4 in the prescribed book.

Question 2 of 25      1.0 Points

According to the \_\_\_\_\_ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour.

A. trait

B. behaviouristic

C. psychodynamic

D. cognitive

Answer Key: A

Question 3 of 25 1.0 Points

A psychologist analyses someone's personal history to gain a better understanding of his/her personality. What kind of data is being collected?

A. L-data

B. O-data

C. P-data

D. T-data

Answer Key: A

Feedback: L-data or life data is information from someone's personal history, such as in archival studies. Chapter 13, textbook, section 13.7

Question 4 of 25 1.0 Points

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 in all its dimensions, which would you consider as relevant aspects 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

Answer Key: B

Feedback: The motivation or dynamics of behaviour describes why people behave in particular ways and what activates, energises or directs and changes behaviour See section 13.6.2

Question 5 of 25 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. psychoanalytical

B. behaviourist

C. humanist

D. trait

Answer Key: A

Question 6 of 25 1.0 Points

\_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ are three of the criteria that can be used to evaluate the scientific value of personality theory.

A. Comprehensiveness, parsimony, empirical support

- B. Uniqueness, integration, complex theory
- C. Exclusivity, uniqueness, integration
- D. Complex theory, heuristic value, exclusivity

Answer Key: A

Feedback: In Section 13.2.2 the criteria against which personality theories and concepts can be compared and evaluated

Question 7 of 25      1.0 Points

Jung's concept of the \_\_\_\_\_ emphasises the role of culturally inherited predispositions and experiences in all people. It is an extension of Freud's \_\_\_\_\_.

- A. collective unconscious; unconscious
- B. pre-conscious; ego
- C. ego; unconscious
- D. personal unconscious; ego

Answer Key: A

Question 8 of 25      1.0 Points

\_\_\_\_\_ anxiety represents conflict between the ego and the superego.

- A. Moral
- B. Reality



C. Neurotic

D. Surreal

Answer Key: A

Question 9 of 25      1.0 Points

According to Freud, the three levels of awareness in the human mind are represented by the following concepts, processes or structures, namely \_\_\_\_\_.

A. unconscious, conscious and pre-conscious

B. super-ego, unconscious and conscious

C. archetypes, conscious and persona

D. shadow, ego and unconscious

Answer Key: A

Question 10 of 25      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 11 of 25 1.0 Points

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly and flirtatious. Ashely probably has a/an \_\_\_\_\_ fixation.

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

Answer Key: D

Feedback: Good work! The signs of a phallic fixation in a female is identified by flirtatious, seductive and naïve behaviour. See textbook, section 14.7

Question 12 of 25 1.0 Points

Siyolo had an unhappy childhood and 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. Siyolo is probably motivated by the \_\_\_\_\_ to overcome feelings of inferiority.

- A. will to meaning
- B. will to power
- C. death drive

D. sexual drive

Answer Key: B

Question 13 of 25      1.0 Points

Behaviourists perceive maladjustment as the result of \_\_\_\_\_.

- A. faulty learning
- B. inappropriate reinforcement
- C. the negative influence of the environment
- D. inadequate role models
- E. all of the above

Answer Key: E

Question 14 of 25      1.0 Points

According to the behaviourist perspective \_\_\_\_\_.

- A. behaviour should be studied objectively
- B. behaviour is a factor of the environment
- C. personality is not inborn but shaped through rewards and punishment
- D. people can shape their own personalities

E. all of the above

Answer Key: E

Question 15 of 25 1.0 Points

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

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

Answer Key: A

Question 16 of 25 1.0 Points

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

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

Answer Key: A

Question 17 of 25      1.0 Points

People who suffer from post-traumatic stress often get a fright when they hear sounds similar to those in the traumatic situation they were exposed to. This is a case of \_\_\_\_\_.

- A. operant conditioning
- B. instrumental conditioning
- C. reward learning
- D. classical conditioning

Answer Key: D

Question 18 of 25      1.0 Points

Vicarious learning implies \_\_\_\_\_.

- A. a lack of self-control
- B. continuous learning
- C. learning from observing others
- D. forgetting

Answer Key: C

Question 19 of 25      1.0 Points

Cattell believed cognitive or ability traits of mental alertness or intelligence are mostly inherited and he referred to this as \_\_\_\_\_ general intelligence.

- A. learned

B. fluid

C. crystallised

D. modified

Answer Key: B

Question 20 of 25 1.0 Points

If a person scores high on conscientiousness and low on extroversion, high on neuroticism and low on agreeableness, they probably suffer from a/an \_\_\_\_\_ personality disorder based on the Five Factor Model.

A. narcissistic

B. optimal

C. compulsive

D. neurotic

Answer Key: C

Question 21 of 25 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. neuroticism vs emotional stability

B. antagonism vs agreeableness

C. relaxed vs tension

D. extroversion vs introversion

Answer Key: A

Question 22 of 25 1.0 Points

In trait theory, \_\_\_\_\_ occurs in adults when they direct their behaviour towards their life goals and intentions, rather than being motivated by external factors and childhood motives.

A. cognitive dissonance

B. interactionism

C. conscientiousness

D. functional autonomy

Answer Key: D

Question 23 of 25 1.0 Points

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/n \_\_\_\_\_ type personality.

A. A-

B. B-

C. endomorph

D. mesomorph

Answer Key: D

Question 24 of 25 1.0 Points

\_\_\_\_\_ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

A. Trait consistency

B. Individualism

C. Interactionism

D. Situationism

Answer Key: C

Question 25 of 25 1.0 Points

In terms of gradueness, as \_\_\_\_\_ graduates should be leaders in the production of new knowledge and understanding through inquiry, critique and synthesis. They should be able to apply their knowledge to solve consequential and complex problems, and they should be able to communicate their knowledge confidently and effectively.

A. scholars

B. global citizens

C. lifelong learners

D. employees



Answer Key: A

Question 1 of 25 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

Question 2 of 25 1.0 Points

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

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

Answer Key: B

Question 3 of 25 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

Question 4 of 25 1.0 Points

Greg is an engineer who cares about nature, loves his family and has good relationships with his colleagues and friends. He works very hard and gets good performance bonuses. However, Simon tends to always focus on the fact that Greg is an engineer, stating that he is unable to think outside the box and that he has a very limited view of the world based on his analytical thinking as an engineer. Greg feels judged by this. Based on humanist theory, why does Greg feel judged?

- A. Because Simon is not an engineer
- B. Personality is a Gestalt; an integration of social, physical, mental and psychosocial aspects
- C. Greg is ashamed of being an engineer
- D. Personality is usually based on one distinguishing aspect, such as one's work role.

Answer Key: B

Question 5 of 25 1.0 Points

David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self is David exhibiting by deciding to work harder?

- A. Self-identity
- B. Self-awareness
- C. High self-esteem
- D. Low self-esteem

Answer Key: C

Question 6 of 25      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

Question 7 of 25      1.0 Points

What concept does Rogers use to describe a person that continuously strives towards using his/her full potential?

- A. The whole fully functioning person
- B. The proprium
- C. Learned helplessness
- D. The self-transcendent person

Answer Key: A

Question 8 of 25      1.0 Points

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

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

Answer Key: D

Question 9 of 25      1.0 Points

Which corollary is associated with exposure to new experiences to allow one to cope with the ever-changing reality?

- A. The dichotomy corollary

B. The individuality corollary

C. The experience corollary

D. The choice corollary

Answer Key: C

Question 10 of 25      1.0 Points

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

A. the inability to understand and predict events

B. an identity crisis, with widespread changes in core roles

C. something that violates the core role

D. holding on to invalid constructs

Answer Key: A

Question 11 of 25      1.0 Points

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

A. Pre-emptive constructs as they do not allow much new information

B. The choice corollary because it enables people to use their freedom to act as they prefer.

C. The organisation corollary in which these issues may be superordinate for some people.

D. The range corollary which makes it difficult for individuals to include new or change existing schemata.

Answer Key: A

Question 12 of 25 1.0 Points

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

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B

Question 13 of 25 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 14 of 25 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

Question 15 of 25 1.0 Points

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

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

Answer Key: D

Question 16 of 25 1.0 Points

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 disorder
- B. low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder
- C. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder
- D. low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder

Answer Key: A

Question 17 of 25      1.0 Points

Johan has just received his results from his last exam and is very disappointed. He can see that his results are a direct result of his sister forcing him to take her shopping on the day before the exam. Within the construct of salutogenesis, Johan's \_\_\_\_\_ attributes the outcome of the event as beyond his control.

- A. internal locus of control
- B. external locus of control
- C. manageability
- D. meaningfulness

Answer Key: B

Question 18 of 25      1.0 Points

An older woman, who was trained as a community developer, dedicated her life to caring for those who were poverty-stricken in a South African township. In contrast, a young man, who has just had his first successful music album released, is interested in attending several parties in Johannesburg and in being noticed in the company of established celebrities.



Based on the scenario and considering happiness as explained in positive psychology, the old woman is experiencing \_\_\_\_\_ and the young man is experiencing \_\_\_\_\_.

- A. hedonism; eudaimonia
- B. short term satisfaction; long term satisfaction
- C. eudaimonia; hedonism
- D. no satisfaction; eudaimonia

Answer Key: C

Question 19 of 25      1.0 Points

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

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

Answer Key: D

Question 20 of 25      1.0 Points

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

- A. Wisdom
- B. Courage
- C. Self-efficacy
- D. Justice

Answer Key: C

Question 21 of 25      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

Question 22 of 25      1.0 Points

Axis II of the DSM-diagnostic system relates to \_\_\_\_\_.

- A. personality disorders and mental retardation
- B. clinical disorders and related clinical conditions

C. general medical or physical problems

D. psychosocial and environmental problems

Answer Key: A

Question 23 of 25 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

Question 24 of 25 1.0 Points

Jason takes excessive sick leaves because he always complains of back pains, poor breathing and headaches. However, Jason's medical history does not explain the organic/physical cause of his condition. Jason may be suffering from \_\_\_\_\_ disorder.

A. schizophrenic

B. a delusional

C. somatoform

D. an anxiety

Answer Key: C

Question 25 of 25 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

Question 1 of 15 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

D. Genetic factors

Answer Key: A

Question 2 of 15 1.0 Points

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

- A. nomothetic; idiographic
- B. idiographic; nomothetic
- C. consistency; growth
- D. growth; consistency

Answer Key: B

Question 3 of 15 1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

- A. Behaviourist
- B. Cognitive
- C. Psychodynamic
- D. Trait

Answer Key: B

Question 4 of 15      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

Question 5 of 15      1.0 Points

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Question 6 of 15      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

D. cognitive

Answer Key: D

Question 7 of 15      1.0 Points

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

A. social affiliations outside the family

B. cultural membership

C. corresponding personality traits

D. learned competitiveness

Answer Key: A

Feedback: Regarding social affiliations outside the family, important people such as friends often serve as an extension of the family, a place in which the child can explore and extend perceptions of him/herself and the world. 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 8 of 15      1.0 Points

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- B. It must recognise cultural and genetic influences on human behaviour.
- C. It must be able to explain psychological phenomena in a simple manner.
- D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Question 9 of 15      1.0 Points

Psychoanalysis focuses more on areas of conflict, whereas the \_\_\_\_\_ perspective emphasises harmony.

- A. behaviouristic
- B. humanistic
- C. African
- D. Western

Answer Key: C

Question 10 of 15      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

### Part 3 of 3 - Chapter 13 Case Study 5.0 Points

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

#### Question 11 of 15 1.0 Points

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

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

A. Psychodynamic

B. Behaviourist or learning

C. Humanistic

D. Trait

Answer Key: A

Question 12 of 15 1.0 Points

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

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

- A. Psychodynamic theories
- B. Psychosocial
- C. Biological and evolutionary
- D. Behaviourist or learning theories

Answer Key: D

Question 13 of 15 1.0 Points

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

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

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

Answer Key: B

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

Question 14 of 15      1.0 Points

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

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

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

Answer Key: C

Feedback: The word "characteristics" and the listed aspects related to his character should have alerted you to the trait theory, which is used to describe people based on certain behaviours or inherent "traits". Study section 13.3.4 to understand why this description should have reminded you of trait theory.

Question 15 of 15      1.0 Points

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

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

- A. Humanistic
- B. Psychosocial

C. Biological or evolutionary

D. Cognitive or social-cognitive

Answer Key: D

Question 1 of 15 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 2 of 15 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

D. unconscious

Answer Key: D

Feedback: Section 14.3

Question 3 of 15      1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

A. inferiority

B. latency

C. fixation

D. individuation

Answer Key: D

Feedback: Section 14.7

Question 4 of 15      1.0 Points

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

Question 5 of 15      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

Part 2 of 3 - Chapter 14 Application and Insight   5.0 Points

Question 6 of 15      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

Question 7 of 15      1.0 Points

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement
- B. Rationalisation
- C. Denial
- D. Regression

Answer Key: A

Question 8 of 15      1.0 Points

Jung would state that a prostitute and people who use prostitutes have a strong \_\_\_\_\_.

- A. anima
- B. animus
- C. shadow
- D. persona

Answer Key: C

Feedback: Yes! The shadow represents inherited biological instincts, representing passionate and immoral impulses. See section 14.5

Question 9 of 15 1.0 Points

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

- A. oral-dependent
- B. anal-expulsive
- C. phallic female
- D. anal-retentive

Answer Key: B

Feedback: Yes! Kate is an anal-expulsive type, which is characterised by the words destructive, impulsive, cruel, disorderly, sees others as objects to be possessed. See section 14.7 and Table 14.3

Question 10 of 15 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
- D. The shadow



Answer Key: D

Question 11 of 15 1.0 Points

Vuyo withdraws from the situation by being absent and by sulking. This is a defense mechanism known as \_\_\_\_\_.

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

Answer Key: A

Question 12 of 15 1.0 Points

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

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

Answer Key: C

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

Question 13 of 15      1.0 Points

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

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

Answer Key: D

Question 14 of 15      1.0 Points

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

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

Answer Key: D

Feedback: No, Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

Question 15 of 15      1.0 Points

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

A. superiority

B. inferiority

C. guilt

D. anxiety

Answer Key: B

Question 1 of 15      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

Question 2 of 15      1.0 Points

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- D. secondary

Answer Key: C

Question 3 of 15      1.0 Points

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

- A. 16PF questionnaire
- B. MBTI
- C. Five-factor Model
- D. Three-factor Model

Answer Key: B

Question 4 of 15      1.0 Points

The Five Factor model of personality describes extroversion as \_\_\_\_\_

- A. Warmth, assertiveness, excitement

B. Trust, altruism, compliance

C. Order, competence, striving

D. Relaxed, calm, stable

Answer Key: A

Question 5 of 15      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

Part 2 of 3 - Chapter 16 Application and Insight   5.0 Points

Question 6 of 15      1.0 Points

A personality style or personality 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

Question 7 of 15      1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Question 8 of 15      1.0 Points

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

A. behaviourist

B. cognitive

C. trait

D. humanistic

Answer Key: C

Question 9 of 15 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

Question 10 of 15 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.
- D. the explanations of the dynamics of personality by means of a five factor model.

Answer Key: C

Question 11 of 15      1.0 Points

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

Introverted, perfectionist (not impulsive), obsessive

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

Answer Key: B

Question 12 of 15      1.0 Points

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

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

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

Answer Key: D



Question 13 of 15      1.0 Points

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

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

A. Barney

B. Amos

C. Enoch

D. Lorna

Answer Key: C

Question 14 of 15      1.0 Points

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

A. Amos

B. Barney

C. Lorna

D. Enoch

Answer Key: C

Question 15 of 15      1.0 Points

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

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

Answer Key: B

Self-assessment Chapter 17 - 2018

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Part 1 of 3 - Chapter 17 Theory   5.0 Points

Question 1 of 15      1.0 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

Question 2 of 15 1.0 Points

Allport's proprium concept for the self can be defined as \_\_\_\_\_.

- A. a person's self-perception
- B. what the individual would like to be
- C. a person's self-perception
- D. all aspects denoting personality unity

Answer Key: D

Question 3 of 15 1.0 Points

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

- A. actualising tendency
- B. resilience
- C. self-realisation
- D. sense of coherence

Answer Key: C

Question 4 of 15 1.0 Points

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

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

Answer Key: B

Question 5 of 15 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)

Part 2 of 3 - Chapter 17 Application and Insight 5.0 Points

Question 6 of 15 1.0 Points

Which one of the concepts given below, which emphasise the positive and healthy nature of personality, explains the behaviour and attitude of the person in the following example? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

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

Answer Key: B

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

Question 7 of 15 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 8 of 15 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 9 of 15 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

Question 10 of 15      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 11 of 15      1.0 Points

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

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

Answer Key: B

Question 12 of 15 1.0 Points

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

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

Answer Key: A

Question 13 of 15 1.0 Points

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

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

Answer Key: C

Question 14 of 15 1.0 Points

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

- A. monetary; unconscious



B. sexual; drive for success

C. growth; will to meaning

D. unconscious; financial success

Answer Key: C

Question 15 of 15      1.0 Points

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

A. fixated

B. independent

C. selfless

D. self-regulated

Answer Key: D

Question 1 of 15      1.0 Points

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

A. spirituality

B. love

C. self-actualisation

D. friendship

Answer Key: C

Question 2 of 15 1.0 Points

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

Question 3 of 15 1.0 Points

With regard to psychological and social well-being, the term "purpose in life" 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: B

Question 4 of 15      1.0 Points

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: B

Question 5 of 15      1.0 Points

The \_\_\_\_ proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience "eudaimonia."

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: A

Question 6 of 15      1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as \_\_\_\_\_.

- A. struggling
- B. floundering
- C. flourishing
- D. languishing

Answer Key: D

Question 7 of 15      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
- D. Wheel of Wellness

Answer Key: A

Question 8 of 15      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

Question 9 of 15      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

Question 10 of 15      1.0 Points

Which one of the concepts of psychological and social well-being in the four alternatives explains the behaviour and attitude of the person in the following example? "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 11 of 15      1.0 Points

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

A. good

B. hedonistic

C. eudaimonic

D. selfless

Answer Key: B

Question 12 of 15      1.0 Points

Will obviously lacks wisdom as a virtue, because \_\_\_\_\_.

A. he has little self-control as he indulges in materialistic things

- B. despite his money, he is not involved in his community nor does he demonstrate leadership potential
- C. he is a loner who does not have a high regard for others – especially for women
- D. he is not curious and does not exercise critical thinking

Answer Key: D

Question 13 of 15      1.0 Points

Will does not have transcendence as a virtue, because \_\_\_\_\_.

- A. he is not curious and does not exercise critical thinking.
- B. despite his means, he is not involved in his community nor does he demonstrate leadership potential.
- C. he is caught up in his situation and does not have peak experiences, flow, or a sense of purpose or faith.
- D. he is a loner who does not have a high regard for others – especially for women.

Answer Key: C

Question 14 of 15      1.0 Points

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

True

False

Answer Key: False

Question 15 of 15      1.0 Points

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

True

False

Answer Key: True

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Question 1 of 55      1.0 Points

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

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

Answer Key: D

Question 2 of 55      1.0 Points

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

- A. a pre-emptive construct
- B. encoding strategies



C. a constellatory construct

D. a propositional construct

Answer Key: C

Question 3 of 55      1.0 Points

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

A. humanistic

B. behaviouristic

C. psychodynamic

D. subjective

Answer Key: B

Question 4 of 55      1.0 Points

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

A. a pre-emptive construct

B. encoding strategies

C. a constellatory construct

D. a propositional construct

Answer Key: A

Question 5 of 55 1.0 Points

Which one of the following statements most comprehensively describes the core idea/s in cognitive psychology's study and description of personality?

- A. The study of how people learn or acquire knowledge and constructs by using their scientific abilities, intelligence and learning capacities
- B. People's ability to interact in the world and towards other people by using their cognitive and core self-evaluations.
- C. How people perceive, understand and respond in their world by obtaining and processing knowledge through all their cognitive processes.
- D. People learn and respond in the world by the strength of their episodic and semantic memories.

Answer Key: C

Question 6 of 55 1.0 Points

People utilise their \_\_\_\_\_ to view and predict the world and can maintain control and adapt their views of the world through a process known as \_\_\_\_\_.

- A. scientific abilities; constructive alternativism
- B. personal constructs; constructive alternativism
- C. scientific abilities; self-regulation
- D. personal constructs; self-regulation

Answer Key: B

Question 7 of 55 1.0 Points

According to Kelly's cognitive approach to the study of personality, \_\_\_\_\_ are the central aspects which will define the self or personality, and which are rather consistent and not easy to change without influencing many other aspects?

- A. core constructs
- B. core roles
- C. submerged constructs
- D. conscious constructs

Answer Key: A

Question 8 of 55 1.0 Points

How does Kelly explain the idea of defence mechanisms?

- A. He is in agreement with psychoanalysis that defence mechanisms are mostly unconscious.
- B. Kelly believes that people defend against unstructured and disconfirmed constructs
- C. Kelly believes that people may have preverbal constructs to defend the self.
- D. Kelly believes that people may resist acting according to core roles in order to defend themselves.

Answer Key: B

Question 9 of 55 1.0 Points

According to cognitive psychologists important aspects of motivational behaviour in people include \_\_\_\_\_.

- A. the drive to ensure unity and equity with all people.
- B. the ability to think and act according to a scientific process.

- C. the ability to identify with and accommodate people who share the same beliefs.
- D. the ability to obtain the knowledge to be able to anticipate and predict events in life

Answer Key: D

Question 10 of 55      1.0 Points

An employee believes that he has better qualifications, more experience and performs better in his job compared to a colleague who has been promoted to a managerial position above him without any explanation by management. Which action from the following options do you think will arguably best decrease this employee's cognitive dissonance?

- A. The employee will only work harder to perform even better in order to prove his point.
- B. He will bring complaints of unfair labour practice against the management.
- C. The employee will not perform up to his usual standards or what is expected of him.
- D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Question 11 of 55      1.0 Points

Personality, according to cognitive psychologists like Kelly, is \_\_\_\_\_.

- A. characterised by various personal constructs and how they are used to understand the world and others in order to anticipate and predict future events.
- B. made up of a number of personal constructs which form the core of the self or personality.
- C. defined as the core roles a person assumes or that is given to him/her by others.
- D. recognisable and determined by the enduring consistency and validity of personal constructs in order to cope with life's requirements.

Answer Key: A

Question 12 of 55      1.0 Points

The concept “perceptualisation” in cognitive psychology refers to \_\_\_\_\_.

- A. becoming aware of stimuli before the moment and meaning is gone.
- B. interpreting and giving meaning to internal and external stimuli.
- C. the process of obtaining and receiving information and integrating information into meaningful contents.
- D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Question 13 of 55      1.0 Points

According to \_\_\_\_\_ personality could be considered as the abstraction made by people of the psychological processes they observe or infer in others.

- A. Rogers
- B. Frankl
- C. Meyer
- D. Kelly

Answer Key: D

Question 14 of 55      1.0 Points

\_\_\_\_\_ constructs refer to the criteria or hypotheses through which people view and predict the world or their theories about the world and people they use to organise their own lives.

- A. Psychological

B. Personality

C. Personal

D. Cognitive

Answer Key: C

Question 15 of 55      1.0 Points

In cognitive psychology concepts such as schemata, constructs, precepts, images and plans are used to refer to the \_\_\_\_\_ of personality.

A. development

B. structure

C. motivation

D. adjustment

Answer Key: B

Question 16 of 55      1.0 Points

John changed his opinion about how to restructure his department after receiving new information on job satisfaction in the organisation. John is influenced by the \_\_\_\_\_ construct.

A. propositional

B. constellatory

C. pre-emptive

D. cognitive

Answer Key: A

Question 17 of 55 1.0 Points

You regularly consult with companies on the advantages of cross-cultural learning for all employees and you have found that on ethnic, sexist and racist issues many employees across groups find it difficult to develop more flexible attitudes. In terms of cognitive assumptions one can understand this phenomenon best by applying the assumptions of the which one of the following constructs as proposed by Kelly?

- A. Pre-emptive constructs as they do not allow much new information
- B. The choice corollary because it enables people to use their freedom to act as they prefer.
- C. The organisation corollary in which these issues may be superordinate for some people.
- D. The range corollary which makes it difficult for individuals to include new or change existing schemata.

Answer Key: A

Question 18 of 55 1.0 Points

The construct that allows flexible thinking as it allows individuals to be included in more than one group at a time is called \_\_\_\_\_ while the construct that prevents reintegration of new information in order to place individual in only one group is called \_\_\_\_\_.

- A. propositional; range
- B. constellatory; pre-emptive
- C. pre-emptive; constellatory
- D. range; propositional

Answer Key: B

Question 19 of 55 1.0 Points

In cognitive theory, the term "construction" \_\_\_\_\_.

- A. refers to exposure/openness to new information
- B. the fact that people differ in their interpretations of things
- C. refers to anticipating repetitions in events
- D. the fact that people share similar meaning systems

Answer Key: C

Question 20 of 55 1.0 Points

In cognitive theory, the term "commonality" refers to \_\_\_\_\_.

- A. the fact that people differ in their interpretations of things
- B. the fact that people share similar meaning systems
- C. the ability to change and adapt meanings
- D. conflicts between constructs

Answer Key: B

Question 21 of 55 1.0 Points



In cognitive theory, the term "fragmentation" refers to \_\_\_\_\_.

- A. anticipating repetitions in events
- B. the fact that people share similar meaning systems
- C. the ability to change and adapt meanings
- D. conflicts between constructs

Answer Key: D

Question 22 of 55      1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

- A. exposure/openness to new information
- B. the fact that people differ in their interpretations of things
- C. anticipating repetitions in events
- D. the fact that people share similar meaning systems

Answer Key: B

Question 23 of 55      1.0 Points

In cognitive theory, the term "experience" refers to \_\_\_\_\_.

- A. exposure/openness to new information

- B. the fact that people differ in their interpretations of things
- C. anticipating repetitions in events
- D. the fact that people share similar meaning systems

Answer Key: A

Question 24 of 55      1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

- A. anticipating repetitions in events
- B. the fact that people share similar meaning systems
- C. the ability to change and adapt meanings
- D. conflicts between constructs

Answer Key: C

Question 25 of 55      1.0 Points

Most or all of people's meaning systems allow them to compare both sides of information which refers to the \_\_\_\_\_ construct, while an event encountered by a person which he/she cannot or does not want to explain or give meaning to is described as a \_\_\_\_\_ construct.

- A. propositional; constellatory
- B. constellatory; propositional
- C. dichotomy; suspended

D. suspended; dichotomy

Answer Key: C

Question 26 of 55      1.0 Points

According to cognitive psychologists, what explains some differences in thinking and behaviour in sub-cultures and between and across cultures?

- A. Collective differences of genetic influences which determine certain experiences.
- B. The fact that people in groups form certain pre-determined relationships which will influence meaning systems.
- C. Meaning systems formed in peoples' collective personal and historical experiences.
- D. The impact of macro political and socio-economic influences.

Answer Key: C

Question 27 of 55      1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

- A. unconscious
- B. conscious
- C. motivation
- D. ego

Answer Key: B

Question 28 of 55 1.0 Points

Why is the REP Test valuable in cognitive research?

- A. Its findings can assist people to form and understand new constructs in their lives.
- B. People's constructs can be determined by comparing and contrasting different aspects of meaning systems in and between people.
- C. It can be used to measure the levels of accommodation and assimilation in people's cognitive structures.
- D. It is especially valuable in determining the structure of cognition in personality.

Answer Key: B

Question 29 of 55 1.0 Points

\_\_\_\_\_ theory is based on the premise that an individual compares his/her perceived input to output ration with that of others.

- A. Behaviourist
- B. Cognitive
- C. Equity
- D. Social

Answer Key: C

Question 30 of 55 1.0 Points

Mary and Simon took part in the same team building event however their perception of the event differs completely. According to the cognitive theory, the difference is as a result of \_\_\_\_\_.

A. meaning structures

B. core constructs

C. personality types

D. BASIC-ID

Answer Key: A

Question 31 of 55 1.0 Points

According to cognitive psychology human motivation is mostly directed towards\_\_\_\_\_, whilst the driving force in motivation is \_\_\_\_\_, and motivation can be considered the \_\_\_\_\_ of human performance.

A. knowledge; self-efficacy; creativity

B. self-efficacy; knowledge; energy

C. self-efficacy; creativity; energy

D. knowledge; self-efficacy; energy

Answer Key: B

Question 32 of 55 1.0 Points

In cognitive theory, \_\_\_\_\_ occurs as the result of an inability to understand important events and anticipate the future

A. hostility

B. anxiety

C. a threat

D. guilt

Answer Key: B

Question 33 of 55      1.0 Points

A constructive and productive strategy in job and task design, if one considers possible undeveloped and under-used competencies of employees, is to \_\_\_\_\_.

A. focus all the control in the management and supervision levels

B. give sub-ordinates (employees) more autonomy and decision-making powers

C. take care to have accurate job descriptions with adequate supervision

D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Question 34 of 55      1.0 Points

A cognitive approach in work design and employee performance management will NOT focus on \_\_\_\_\_.

A. adequate salary and annual increases

B. enabling employees to realise the personal value of their work and tasks

C. enabling employees to realise that their jobs have reachable goals and challenges

D. enhancing cognitive complexity rather than simplicity

Answer Key: A

Question 35 of 55 1.0 Points

With regard to ideas in cognitive psychology, it is more constructive and accurate to assess employee and managerial competencies and potential by using assessment instruments which evaluate \_\_\_\_\_.

- A. cognitive modifiability
- B. cognitive control in performance
- C. performance after training in verbal and numerical training
- D. circumspection and control

Answer Key: A

Question 36 of 55 1.0 Points

Based on cognitive psychology, which one of the following explanations best describes the status of a person's psychological maladjustment?

- A. A person may have available several constructs available to help them cope and adapt.
- B. A person may have a repertoire of core roles which he/she can use in different situations
- C. A person regularly evaluates their way of thinking and may discard some of their constructs.
- D. A person's meanings systems do not have a sufficient range which leaves them unable to cope and predict the future.

Answer Key: D

Question 37 of 55 1.0 Points

In cognitive theory, the term "aggression" is defined as \_\_\_\_\_.

- A. an identity crisis, with widespread changes in core roles
- B. something that violates the core role
- C. holding on to invalid constructs
- D. anxiety, with an inability to accurately interpret situations

Answer Key: D

Question 38 of 55      1.0 Points

In cognitive theory, the term "anxiety" is defined as \_\_\_\_\_.

- A. the inability to understand and predict events
- B. an identity crisis, with widespread changes in core roles
- C. something that violates the core role
- D. holding on to invalid constructs

Answer Key: A

Question 39 of 55      1.0 Points

In cognitive theory, the term "threat" is defined as \_\_\_\_\_.

- A. an identity crisis, with widespread changes in core roles
- B. something that violates the core role



C. holding on to invalid constructs

D. anxiety, with an inability to accurately interpret situations

Answer Key: A

Question 40 of 55      1.0 Points

In cognitive theory, the term "guilt" is defined as \_\_\_\_\_.

A. the inability to understand and predict events

B. an identity crisis, with widespread changes in core roles

C. something that violates the core role

D. holding on to invalid constructs

Answer Key: C

Question 41 of 55      1.0 Points

In cognitive theory, the term "hostility" is defined as \_\_\_\_\_.

A. an identity crisis, with widespread changes in core roles

B. something that violates the core role

C. holding on to invalid constructs

D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Question 42 of 55 1.0 Points

Which one of the following statements point to strong influences which can lead to the manifestation of depression, according to cognitive psychology?

- A. Suicide is often a factor and accelerates depressive and manic feelings.
- B. Too much attention is given to too many stimuli from the environment.
- C. Events are interpreted as very serious and negative emotions are emphasised.
- D. Depression causes people to perceive that they are not loved and appreciated.

Answer Key: C

Question 43 of 55 1.0 Points

One of your friends is implicated in a theft and you react by using several constructs to interpret the situation, such as guilty versus not-guilty; hearsay versus fact; isolated incident versus common occurrence; framed versus guilty; good versus bad. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

- A. circumspection
- B. pre-emption
- C. control
- D. choice

Answer Key: A

Question 44 of 55 1.0 Points

One of your friends is implicated in a theft and you react by choosing one construct for dealing with the situation, such as hearsay versus fact. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

- A. circumspection
- B. pre-emption
- C. control
- D. choice

Answer Key: B

Question 45 of 55 1.0 Points

One of your friends is implicated in a theft and you react by deciding not to make a judgement until enough information has been collected. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

- A. circumspection
- B. pre-emption
- C. control
- D. choice

Answer Key: C

Question 46 of 55 1.0 Points

A person may be intolerant towards people speaking a different language, or having a different religion, or not following certain customs. However, as that person grows older, he/she realises that people have more commonalities than differences, and becomes more accepting or understanding of the forces in a situation, and adjusts his/her construct accordingly. This is an example of a construct becoming \_\_\_\_\_.

- A. rigid
- B. permeable
- C. habitual
- D. unyielding

Answer Key: B

Question 47 of 55      1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to how someone views him/herself in comparison to others.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: A

Question 48 of 55      1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct of which certain particulars are excluded from awareness because these particulars have not been completely formed in the mind to enable recall.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: B

Question 49 of 55      1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that is less available to awareness owing to the intolerable implications it holds for the individual.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: C

Question 50 of 55      1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that leaves elements open to alternative constructions. It allows room for flexibility.

- A. self-
- B. suspended

C. submerged

D. propositional

Answer Key: D

Question 51 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that prohibits its elements to belong to another range, in other words, a “nothing but” construct.

A. submerged

B. propositional

C. pre-emptive

D. constellatory

Answer Key: C

Question 52 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that rigidly determines the way in which other constructs apply to its elements, as in stereotypical thinking.

A. submerged

B. propositional

C. pre-emptive

D. constellatory

Answer Key: D

Question 53 of 55 1.0 Points

In cognitive theory, \_\_\_\_\_ points to the fact that all human behaviour is aimed at predicting events.

A. the fundamental postulate

B. constructive alternativism

C. cognitive dissonance

D. the core construct

Answer Key: A

Question 54 of 55 1.0 Points

When I explain love as a reaction to someone who has already been assimilated (incorporated into existing schemas) and who strongly supports one's idea of self, I am explaining it from the perspective of the \_\_\_\_\_ theory.

A. behaviourist

B. humanist

C. cognitive

D. psychodynamic

Answer Key: C

Question 55 of 55      1.0 Points

When pleasure is described as mastering a new experience, the \_\_\_\_\_ perspective is used.

- A. behaviourist
- B. humanist
- C. cognitive
- D. psychodynamic

Answer Key: C

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Part 1 of 1 -      9.0 Points

Question 1 of 9 1.0 Points

You arrive at work one morning to find your colleague standing with security demanding to check everyone's access card as she needs to make sure no one entering is an alien from outer space planning to do experiments on their colleagues. Which personality disorder is she probably exhibiting?

- A. Paranoid personality
- B. Antisocial personality
- C. Narcissistic personality
- D. Schizotypal personality



Answer Key: D

Question 2 of 9 1.0 Points

With regards to substance related disorders which one of the following would you consider as taking place after or during substance use and which may impact more or less all domains of human behavior – consciousness, thinking, judgment, perception and physical and psychological behaviour?

- A. Substance intoxication
- B. Substance withdrawal
- C. Substance abuse
- D. Substance dependence

Answer Key: A

Question 3 of 9 1.0 Points

Vasi was an avid mountain climber who went out every weekend with friends. Lately however, she just does not have the energy, feels sad constantly, does not want to see her friends and has no interest in climbing any more. What mood disorder does Vasi probably have?

- A. Dysthymic depressive disorder
- B. Bipolar affective disorder
- C. Major depressive disorder
- D. Cyclothymic depressive disorder

Answer Key: C

Question 4 of 9 1.0 Points

In the Zulu and Xhosa culture, there is a disorder known as phambana. The DSM would probably classify it as \_\_\_\_\_.

A. major depression

B. psychotic disorder

C. anxiety

D. epilepsy

Answer Key: B

Question 5 of 9 1.0 Points

The \_\_\_\_\_ personality, which exhibits patterns of over commitment to work, often refers to an individual who shows resilience and inner resources that will promote health.

A. Hardy type

B. Type A

C. Type B

D. Type C

Answer Key: A

Question 6 of 9 1.0 Points

You have been tasked by your manager to improve the working conditions of the department by using various health-promoting approaches. The employees have been complaining of exhaustion, depression as well as low job and life satisfaction. Which approach or model do you think might be most suited?

- A. Job characteristics model
- B. Demands-control model
- C. Risk-management model
- D. Demands and resources model

Answer Key: B

Question 7 of 9 1.0 Points

In analysing organisational health, organisational pathology is \_\_\_\_\_.

- A. determined largely by the context in which an organisation functions as well as organisational paradigms.
- B. characterised by greater stress for authority figures as authority becomes centralised
- C. signified by patterns of basic assumptions which a given group has established
- D. characterised by more people withdrawing from tasks and activities, and increasing job satisfaction because of conflict

Answer Key: A

Question 8 of 9 1.0 Points

The loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments is often referred to as \_\_\_\_\_.

- A. Presenteeism
- B. Workaholism

C. Anxiety

D. Burnout

Answer Key: D

Question 9 of 9

Which one of the following disorders is classified as a psychotic disorder?

A. Delirium

B. Delusion

C. Dementia

D. Dissociative disorder

Answer Key: B

Question 1 of 15      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

D. Genetic factors

Answer Key: A

Question 2 of 15 1.0 Points

As one of the controversies on the assumptions of personality study, the \_\_\_\_\_ view asserts that people are unique, not merely different. In contrast, the \_\_\_\_\_ view emphasises universal laws in human behaviour.

A. nomothetic; idiographic

B. idiographic; nomothetic

C. consistency; growth

D. growth; consistency

Answer Key: B

Question 3 of 15 1.0 Points

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

A. Behaviourist

B. Cognitive

C. Psychodynamic

D. Trait

Answer Key: B

Question 4 of 15      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

Question 5 of 15      1.0 Points

The \_\_\_\_\_ approach utilises narrative analysis as a research technique.

- A. cognitive
- B. psychosocial
- C. trait
- D. biological

Answer Key: B

Feedback: Good! Social constructionism and narrative psychology present an alternative theoretical approach to scientific behavioural research. In this respect discourse/narrative analysis is used as a research technique. See section 13.3.7

Part 2 of 3 - Chapter 13 Application and Insight 5.0 Points

Question 6 of 15 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
- D. cognitive

Answer Key: D

Question 7 of 15 1.0 Points

Dave and Eric are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is \_\_\_\_\_.

- A. social affiliations outside the family
- B. cultural membership
- C. corresponding personality traits
- D. learned competitiveness

Answer Key: A

Question 8 of 15      1.0 Points

Which one of the following statements does NOT reflect a criterion for a good personality theory?

- A. It includes sufficient theoretical concepts to explain many facets of personality and behaviour.
- B. It must recognise cultural and genetic influences on human behaviour.
- C. It must be able to explain psychological phenomena in a simple manner.
- D. Its concepts must be explained in a clear way and facilitate research.

Answer Key: B

Question 9 of 15      1.0 Points

Psychoanalysis focuses more on areas of conflict, whereas the \_\_\_\_\_ perspective emphasises harmony.

- A. behaviouristic
- B. humanistic
- C. African
- D. Western

Answer Key: C

Question 10 of 15      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 11 of 15      1.0 Points

Julius may subconsciously (and even consciously) relate to historical or cultural beliefs, and even rebel against authority. However, he knows that it is not acceptable to challenge authority. Some of Julius's experiences may relate to what other people may consider maladjusted, as he hears voices in his mind.

This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

A. Psychodynamic

B. Behaviourist or learning

C. Humanistic

D. Trait

Answer Key: A

Question 12 of 15      1.0 Points

It seems as if Julius is used to, or has acquired, certain attitudes and behaviours, for example, with regard to authority of younger persons, and doing things according to community influences. It seems that his work ethic may differ from practices in other environments, for example, one can't be late or absent for any reason.

This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Psychodynamic theories
- B. Psychosocial
- C. Biological and evolutionary
- D. Behaviourist or learning theories

Answer Key: D

Question 13 of 15      1.0 Points

Julius does not feel wanted, respected, and appreciated as a whole person. He wants his unique experiences in his reality to be recognised, he wants to express his own uniqueness, and his need for self-determination and self-actualisation.

This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Trait
- B. Humanistic
- C. Psychodynamic
- D. Cognitive or social-cognitive

Answer Key: B

Question 14 of 15      1.0 Points

Julius seems to be uninformed about requirements utilised in a more Western and modern world of work. He generalises his community work to more formal workplaces, and has false expectations of being able to do any work. His discourse suggests characteristics that could cause some difficulties in the workplace: these may be a lack of

insight, rebelliousness, anger, rigidity, possible submissiveness in certain situations, and not being open to information, other experiences, and the ideas of other people.

This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Psychodynamic
- B. Humanistic
- C. Trait
- D. Biological or evolutionary

Answer Key: C

Question 15 of 15      1.0 Points

An important personal construct of Julius is his beliefs that his community life determines who he is and how he behaves. Positive constructs are a sense of self-efficacy and hardiness in his beliefs that he can face challenges, and that he would be able to do even more complex tasks. These positive internal dispositions must possibly be facilitated to be more realistic and adapted to his attributes at the moment.

This is a description of Julius' behaviour based on the \_\_\_\_\_ theory.

- A. Humanistic
- B. Psychosocial
- C. Biological or evolutionary
- D. Cognitive or social-cognitive

Answer Key: D

Question 1 of 15      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 2 of 15      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
- D. unconscious

Answer Key: D

Feedback: Section 14.3

Question 3 of 15      1.0 Points

Jung emphasised the notion of \_\_\_\_\_, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- A. inferiority
- B. latency
- C. fixation
- D. individuation

Answer Key: D

Feedback: Section 14.7

Question 4 of 15      1.0 Points

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

Question 5 of 15 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 6 of 15 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

Question 7 of 15 1.0 Points

Which defence mechanism is evident when a person who experiences problems and receives negative feedback at work takes it out on his/her family?

- A. Displacement

B. Rationalisation

C. Denial

D. Regression

Answer Key: A

Question 8 of 15 1.0 Points

Jung would state that a prostitute and people who use prostitutes have a strong \_\_\_\_\_.

A. anima

B. animus

C. shadow

D. persona

Answer Key: C

Question 9 of 15 1.0 Points

At work, Kate enjoys dominating her colleagues and is often cruel towards them. Her colleagues feel that she seems them as things rather than people. According to Freud's psychosexual stages and personality types, Kate probably has a/an \_\_\_\_\_ personality type.

A. oral-dependent

B. anal-expulsive

C. phallic female

D. anal-retentive

Answer Key: B

Question 10 of 15 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

D. The shadow

Answer Key: D

Question 11 of 15 1.0 Points

Vuyu withdraws from the situation by being absent and by sulking. This is a defense mechanism known as \_\_\_\_\_.

A. regression

B. repression

C. fantasy

D. rationalisation



Answer Key: A

Feedback: Nope. Vuyu aims to avoid painful feelings and experiences by reverting to earlier, immature or less stressful patterns of behaviour, like sulking which is usually associated with children. See Table 14.1 in your prescribed book.

Question 12 of 15      1.0 Points

Vuyo does not trust his manager, which might indicate fixation at the \_\_\_\_\_ stage, when referring to Freud's psychosexual stages.

- A. anal
- B. phallic
- C. oral
- D. genital

Answer Key: C

Feedback: Yes! Vuyo does not trust his manager, which might indicate fixation at the oral stage (oral-aggressive type). See Table 14.3 in your prescribed book.

Question 13 of 15      1.0 Points

Freud would reason that Vuyu's behaviour is aimed at satisfying unfulfilled needs and desires that originated in childhood. His argumentative nature might sprout from conflict during the \_\_\_\_\_ stage.

- A. anal
- B. phallic
- C. genital

D. oral

Answer Key: D

Question 14 of 15 1.0 Points

Based on Freud's psychosexual stages, when Vuyo sulks and withdraws by being absent, it might indicate a lack of \_\_\_\_\_, related to the \_\_\_\_\_ stage.

A. control; oral

B. trust; phallic

C. trust; genital

D. control; anal

Answer Key: D

Feedback: No, Vuyo sulks and withdraws by being absent, which might indicate a lack of control (anal-expulsive type). See Figure 14.3

Question 15 of 15 1.0 Points

Adler would state that Vuyu's behaviour is aimed at overcoming feelings of \_\_\_\_\_; the "will to power" principle.

A. superiority

B. inferiority

C. guilt

D. anxiety

Answer Key: B

Feedback: Yes! Adler would state that Vuyu's behaviour is aimed at overcoming feelings of inferiority, the "will to power" principle. Promotion and more money are symbols of power. See section 14.6 in your prescribed book.

Question 1 of 15      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

Question 2 of 15      1.0 Points

According to Allport \_\_\_\_\_ traits refer to the neurophysiological foundations and the structure of personality and they might determine the expression of attributes and behaviour styles.

- A. unique
- B. surface
- C. personal disposition
- D. secondary

Answer Key: C

Question 3 of 15      1.0 Points

The functions thinking, feeling, sensing, and intuition together with introversion and extraversion, form the basis of the \_\_\_\_\_.

- A. 16PF questionnaire
- B. MBTI
- C. Five-factor Model
- D. Three-factor Model

Answer Key: B

Question 4 of 15      1.0 Points

The Five Factor model of personality describes extroversion as\_\_\_\_\_

- A. Warmth, assertiveness, excitement
- B. Trust, altruism, compliance

C. Order, competence, striving

D. Relaxed, calm, stable

Answer Key: A

Question 5 of 15      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

Part 2 of 3 - Chapter 16 Application and Insight   5.0 Points

Question 6 of 15      1.0 Points

A personality style or personality 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

Question 7 of 15      1.0 Points

Lorna is very loud, but it is interesting to listen to her. She is energetic, full of ideas, and always enthusiastic. She calls a spade a spade and has strong opinions about everything. She calls herself a “stirrer”. In conflict situations, she will listen to others, but also does not hesitate to express her feelings. However, she will always focus on finding a solution for a problem. Using Eysenck’s Three-Factor Model as a guide, identify the traits which Lorna 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: C

Question 8 of 15      1.0 Points

If you believe that personality consists of more or less consistent psycho-physical systems in the person that determine behaviour in general and in specific situations, you are using a \_\_\_\_\_ approach to define personality.

- A. behaviourist
- B. cognitive
- C. trait
- D. humanistic

Answer Key: C

Question 9 of 15 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

Question 10 of 15 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.
- D. the explanations of the dynamics of personality by means of a five factor model.

Answer Key: C

Question 11 of 15 1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?

Introverted, perfectionist (not impulsive), obsessive

- A. Amos
- B. Barney
- C. Lorna
- D. Enoch

Answer Key: B

Question 12 of 15      1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?

Extroverted, active, sociable, risk-taking, assertive, expressive, creative

- A. Amos
- B. Barney
- C. Enoch
- D. Lorna

Answer Key: D

Question 13 of 15      1.0 Points

When I list the following traits based on Eysenck's Three Factor Model, which person in the case study am I describing?



Extroverted, achievement-oriented, aggressive, anxious, lacking reflection

A. Barney

B. Amos

C. Enoch

D. Lorna

Answer Key: C

Question 14 of 15      1.0 Points

Based on the Five Factor Model, which person is emotionally stable?

A. Amos

B. Barney

C. Lorna

D. Enoch

Answer Key: C

Question 15 of 15      1.0 Points

Based on the Five factor model, would you say Barney is open to experience or more closed?

A. Open

B. Closed

C. I have no idea

D. He is both

Answer Key: B

Question 1 of 15      1.0 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

Question 2 of 15      1.0 Points

Allport's proprium concept for the self can be defined as \_\_\_\_\_.

A. a person's self-perception

B. what the individual would like to be

C. a person's self-perception

D. all aspects denoting personality unity

Answer Key: D

Question 3 of 15      1.0 Points

The concept \_\_\_\_\_ is proposed to be used in the place of the concept of self-actualisation to prevent people from becoming egotistic.

A. actualising tendency

B. resilience

C. self-realisation

D. sense of coherence

Answer Key: C

Feedback: Section 17.8

Question 4 of 15      1.0 Points

Rogers stated that people can only develop into fully functioning people if they experience \_\_\_\_\_.

A. self-determination

B. unconditional positive regard

C. the will to meaning

D. life stages

Answer Key: B

Question 5 of 15      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 6 of 15      1.0 Points

Which one of the concepts given below, which emphasise the positive and healthy nature of personality, explains the behaviour and attitude of the person in the following example? "Thandi has a realistic view of herself; she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day."

A. Self-actualisation

B. Self-realising

C. Emotional integration

D. Self-acceptance

Answer Key: B

Feedback: Chapter 17, textbook, section 17.7, table 17.2

Question 7 of 15      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 8 of 15      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 9 of 15      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

Question 10 of 15      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

Question 11 of 15 1.0 Points

In time, it seems that she succeeded in becoming a more acceptable parent to her children. This can be explained as a frustrated need for bonding or affiliation (\_\_\_\_\_), or to be accepted unconditionally (\_\_\_\_\_).

A. Rogers; Maslow

B. Maslow; Rogers

C. Kelly; Maslow

D. Maslow; Kelly

Answer Key: B

Question 12 of 15 1.0 Points

Based on the previous question, what would you say is meant by the term "conditional positive regard"?

A. It means that a person is only loved if they meets certain requirements or conditions.

B. It means that people have an intrinsic ability to grow by choosing and achieving what they want.

C. It means that people can strive beyond their circumstances to grow and find meaning in life.

D. It means that people make choices and take responsibility for those choices.

Answer Key: A

Question 13 of 15 1.0 Points

According to Frankl, which three values can make life meaningful?

- A. Primary, secondary and low level values
- B. Monetary and esthetic values
- C. Creative, experiential, and attitude values
- D. physiological, love and belonging values

Answer Key: C

Question 14 of 15      1.0 Points

Maslow believes that people are motivated by \_\_\_\_\_ needs. Frankl believes they are motivated by their \_\_\_\_\_.

- A. monetary; unconscious
- B. sexual; drive for success
- C. growth; will to meaning
- D. unconscious; financial success

Answer Key: C

Question 15 of 15      1.0 Points

Emily's experiences are evidence of being \_\_\_\_\_ in her thinking, emotions, and behaviour, in order to become self-reliant and be able to cope with the demands and challenges of life.

- A. fixated
- B. independent



C. selfless

D. self-regulated

Answer Key: D

Question 1 of 15      1.0 Points

According to the theory related to the Wheel of Wellness, which one of the following options does not belong in the description of life tasks proposed in this model?

A. spirituality

B. love

C. self-actualisation

D. friendship

Answer Key: C

Question 2 of 15      1.0 Points

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

Question 3 of 15 1.0 Points

With regard to psychological and social well-being, the term "purpose in life" 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: B

Question 4 of 15 1.0 Points

The six distinct components of human development and positive psychological functioning as proposed by the \_\_\_\_\_ are the same as the facets of psychological well-being.

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: B

Question 5 of 15      1.0 Points

The \_\_\_\_ proposes that three innate, essential and universal psychological needs – relatedness, competence and autonomy – have to be satisfied throughout the individual's life for him / her to experience “eudaimonia.”

- A. Self- determination Model
- B. Multi-dimensional Model of Well-being
- C. Broad and Build Theory
- D. Wheel of Wellness

Answer Key: A

Question 6 of 15      1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as \_\_\_\_\_.

- A. struggling
- B. floundering
- C. flourishing
- D. languishing

Answer Key: D

Question 7 of 15      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

D. Wheel of Wellness

Answer Key: A

Question 8 of 15      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

Question 9 of 15      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

Question 10 of 15      1.0 Points

Which one of the concepts of psychological and social well-being in the four alternatives explains the behaviour and attitude of the person in the following example? “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 11 of 15      1.0 Points

Will has a \_\_\_\_\_ life, in which he strives for short-term happiness (chasing women) and escapism (watching television).

A. good

B. hedonistic

C. eudaimonic

D. selfless

Answer Key: B

Question 12 of 15 1.0 Points

Will obviously lacks wisdom as a virtue, because \_\_\_\_\_.

- A. he has little self-control as he indulges in materialistic things
- B. despite his money, he is not involved in his community nor does he demonstrate leadership potential
- C. he is a loner who does not have a high regard for others – especially for women
- D. he is not curious and does not exercise critical thinking

Answer Key: D

Question 13 of 15 1.0 Points

Will does not have transcendence as a virtue, because \_\_\_\_\_.

- A. he is not curious and does not exercise critical thinking.
- B. despite his means, he is not involved in his community nor does he demonstrate leadership potential.
- C. he is caught up in his situation and does not have peak experiences, flow, or a sense of purpose or faith.
- D. he is a loner who does not have a high regard for others – especially for women.

Answer Key: C

Question 14 of 15      1.0 Points

Positive psychology encourages psychologists to focus their attention on the positive aspects of psychological health and employee well-being only.

True

False

Answer Key: False

Question 15 of 15      1.0 Points

Humanistic psychology can be considered as the foundation of positive psychology.

True

False

Answer Key: True

Part 1 of 1 -      55.0 Points

Question 1 of 55      1.0 Points

George Kelly believes that people are to some extent always free to revise or replace their interpretation of events in order to predict future events. This is known as \_\_\_\_\_, which is the underlying assumption of Kelly's theory.

A. a fundamental postulate

B. cognitive dissonance

C. preverbal constructs

D. constructive alternativism

Answer Key: D

Question 2 of 55      1.0 Points

"If you become a taxi driver, you will also become a bad driver, since all taxi drivers are considered to be bad drivers." This statement is an example of \_\_\_\_\_.

- A. a pre-emptive construct
- B. encoding strategies
- C. a constellatory construct
- D. a propositional construct

Answer Key: C

Question 3 of 55      1.0 Points

The cognitive movement rejects the classical \_\_\_\_\_ view that people react passively to stimuli.

- A. humanistic
- B. behaviouristic
- C. psychodynamic
- D. subjective

Answer Key: B

Question 4 of 55      1.0 Points

A construct that does NOT allow individuals to change their opinions when new information arises that is relevant to the experience is called \_\_\_\_\_.



- A. a pre-emptive construct
- B. encoding strategies
- C. a constellatory construct
- D. a propositional construct

Answer Key: A

Question 5 of 55      1.0 Points

Which one of the following statements most comprehensively describes the core idea/s in cognitive psychology's study and description of personality?

- A. The study of how people learn or acquire knowledge and constructs by using their scientific abilities, intelligence and learning capacities
- B. People's ability to interact in the world and towards other people by using their cognitive and core self-evaluations.
- C. How people perceive, understand and respond in their world by obtaining and processing knowledge through all their cognitive processes.
- D. People learn and respond in the world by the strength of their episodic and semantic memories.

Answer Key: C

Question 6 of 55      1.0 Points

People utilise their \_\_\_\_\_ to view and predict the world and can maintain control and adapt their views of the world through a process known as \_\_\_\_\_.

- A. scientific abilities; constructive alternativism
- B. personal constructs; constructive alternativism
- C. scientific abilities; self-regulation

D. personal constructs; self-regulation

Answer Key: B

Question 7 of 55      1.0 Points

According to Kelly's cognitive approach to the study of personality, \_\_\_\_\_ are the central aspects which will define the self or personality, and which are rather consistent and not easy to change without influencing many other aspects?

- A. core constructs
- B. core roles
- C. submerged constructs
- D. conscious constructs

Answer Key: A

Question 8 of 55      1.0 Points

How does Kelly explain the idea of defence mechanisms?

- A. He is in agreement with psychoanalysis that defence mechanisms are mostly unconscious.
- B. Kelly believes that people defend against unstructured and disconfirmed constructs
- C. Kelly believes that people may have preverbal constructs to defend the self.
- D. Kelly believes that people may resist acting according to core roles in order to defend themselves.

Answer Key: B

Question 9 of 55      1.0 Points

According to cognitive psychologists important aspects of motivational behaviour in people include \_\_\_\_\_.

- A. the drive to ensure unity and equity with all people.
- B. the ability to think and act according to a scientific process.
- C. the ability to identify with and accommodate people who share the same beliefs.
- D. the ability to obtain the knowledge to be able to anticipate and predict events in life

Answer Key: D

Question 10 of 55      1.0 Points

An employee believes that he has better qualifications, more experience and performs better in his job compared to a colleague who has been promoted to a managerial position above him without any explanation by management. Which action from the following options do you think will arguably best decrease this employee's cognitive dissonance?

- A. The employee will only work harder to perform even better in order to prove his point.
- B. He will bring complaints of unfair labour practice against the management.
- C. The employee will not perform up to his usual standards or what is expected of him.
- D. The employee will congratulate the colleague and continue working as per usual.

Answer Key: C

Question 11 of 55      1.0 Points

Personality, according to cognitive psychologists like Kelly, is \_\_\_\_\_.

- A. characterised by various personal constructs and how they are used to understand the world and others in order to anticipate and predict future events.
- B. made up of a number of personal constructs which form the core of the self or personality.
- C. defined as the core roles a person assumes or that is given to him/her by others.

D. recognisable and determined by the enduring consistency and validity of personal constructs in order to cope with life's requirements.

Answer Key: A

Question 12 of 55      1.0 Points

The concept "perceptualisation" in cognitive psychology refers to \_\_\_\_\_.

- A. becoming aware of stimuli before the moment and meaning is gone.
- B. interpreting and giving meaning to internal and external stimuli.
- C. the process of obtaining and receiving information and integrating information into meaningful contents.
- D. the realisation of what the schemas in the core meaning system are.

Answer Key: C

Question 13 of 55      1.0 Points

According to \_\_\_\_\_ personality could be considered as the abstraction made by people of the psychological processes they observe or infer in others.

- A. Rogers
- B. Frankl
- C. Meyer
- D. Kelly

Answer Key: D

Question 14 of 55      1.0 Points

\_\_\_\_\_ constructs refer to the criteria or hypotheses through which people view and predict the world or their theories about the world and people they use to organise their own lives.

A. Psychological

B. Personality

C. Personal

D. Cognitive

Answer Key: C

Question 15 of 55      1.0 Points

In cognitive psychology concepts such as schemata, constructs, precepts, images and plans are used to refer to the \_\_\_\_\_ of personality.

A. development

B. structure

C. motivation

D. adjustment

Answer Key: B

Question 16 of 55      1.0 Points

John changed his opinion about how to restructure his department after receiving new information on job satisfaction in the organisation. John is influenced by the \_\_\_\_\_ construct.

- A. propositional
- B. constellatory
- C. pre-emptive
- D. cognitive

Answer Key: A

Question 17 of 55      1.0 Points

You regularly consult with companies on the advantages of cross-cultural learning for all employees and you have found that on ethnic, sexist and racist issues many employees across groups find it difficult to develop more flexible attitudes. In terms of cognitive assumptions one can understand this phenomenon best by applying the assumptions of the which one of the following constructs as proposed by Kelly?

- A. Pre-emptive constructs as they do not allow much new information
- B. The choice corollary because it enables people to use their freedom to act as they prefer.
- C. The organisation corollary in which these issues may be superordinate for some people.
- D. The range corollary which makes it difficult for individuals to include new or change existing schemata.

Answer Key: A

Question 18 of 55      1.0 Points

The construct that allows flexible thinking as it allows individuals to be included in more than one group at a time is called \_\_\_\_\_ while the construct that prevents reintegration of new information in order to place individual in only one group is called \_\_\_\_\_.

- A. propositional; range

B. constellatory; pre-emptive

C. pre-emptive; constellatory

D. range; propositional

Answer Key: B

Question 19 of 55      1.0 Points

In cognitive theory, the term "construction" \_\_\_\_\_.

A. refers to exposure/openness to new information

B. the fact that people differ in their interpretations of things

C. refers to anticipating repetitions in events

D. the fact that people share similar meaning systems

Answer Key: C

Question 20 of 55      1.0 Points

In cognitive theory, the term "commonality" refers to \_\_\_\_\_.

A. the fact that people differ in their interpretations of things

B. the fact that people share similar meaning systems

C. the ability to change and adapt meanings

D. conflicts between constructs

Answer Key: B

Question 21 of 55      1.0 Points

In cognitive theory, the term "fragmentation" refers to \_\_\_\_\_.

- A. anticipating repetitions in events
- B. the fact that people share similar meaning systems
- C. the ability to change and adapt meanings
- D. conflicts between constructs

Answer Key: D

Question 22 of 55      1.0 Points

In cognitive theory, the term "individual" refers to \_\_\_\_\_.

- A. exposure/openness to new information
- B. the fact that people differ in their interpretations of things
- C. anticipating repetitions in events
- D. the fact that people share similar meaning systems



Answer Key: B

Question 23 of 55 1.0 Points

In cognitive theory, the term "experience" refers to \_\_\_\_\_.

- A. exposure/openness to new information
- B. the fact that people differ in their interpretations of things
- C. anticipating repetitions in events
- D. the fact that people share similar meaning systems

Answer Key: A

Question 24 of 55 1.0 Points

In cognitive theory, the term "modulation" refers to \_\_\_\_\_.

- A. anticipating repetitions in events
- B. the fact that people share similar meaning systems
- C. the ability to change and adapt meanings
- D. conflicts between constructs

Answer Key: C

Question 25 of 55 1.0 Points

Most or all of people's meaning systems allow them to compare both sides of information which refers to the \_\_\_\_\_ construct, while an event encountered by a person which he/she cannot or does not want to explain or give meaning to is described as a \_\_\_\_\_ construct.

A. propositional; constellatory

B. constellatory; propositional

C. dichotomy; suspended

D. suspended; dichotomy

Answer Key: C

Question 26 of 55      1.0 Points

According to cognitive psychologists, what explains some differences in thinking and behaviour in sub-cultures and between and across cultures?

A. Collective differences of genetic influences which determine certain experiences.

B. The fact that people in groups form certain pre-determined relationships which will influence meaning systems.

C. Meaning systems formed in peoples' collective personal and historical experiences.

D. The impact of macro political and socio-economic influences.

Answer Key: C

Question 27 of 55      1.0 Points

Cognitive psychology is mainly concerned with the \_\_\_\_\_.

A. unconscious

B. conscious

C. motivation

D. ego

Answer Key: B

Question 28 of 55 1.0 Points

Why is the REP Test valuable in cognitive research?

A. Its findings can assist people to form and understand new constructs in their lives.

B. People's constructs can be determined by comparing and contrasting different aspects of meaning systems in and between people.

C. It can be used to measure the levels of accommodation and assimilation in people's cognitive structures.

D. It is especially valuable in determining the structure of cognition in personality.

Answer Key: B

Question 29 of 55 1.0 Points

\_\_\_\_\_ theory is based on the premise that an individual compares his/her perceived input to output ration with that of others.

A. Behaviourist

B. Cognitive

C. Equity

D. Social

Answer Key: C

Question 30 of 55 1.0 Points

Mary and Simon took part in the same team building event however their perception of the event differs completely. According to the cognitive theory, the difference is as a result of \_\_\_\_\_.

- A. meaning structures
- B. core constructs
- C. personality types
- D. BASIC-ID

Answer Key: A

Question 31 of 55 1.0 Points

According to cognitive psychology human motivation is mostly directed towards\_\_\_\_\_, whilst the driving force in motivation is \_\_\_\_\_, and motivation can be considered the \_\_\_\_\_ of human performance.

- A. knowledge; self-efficacy; creativity
- B. self-efficacy; knowledge; energy
- C. self-efficacy; creativity; energy
- D. knowledge; self-efficacy; energy

Answer Key: B

Question 32 of 55 1.0 Points

In cognitive theory, \_\_\_\_\_ occurs as the result of an inability to understand important events and anticipate the future

A. hostility

B. anxiety

C. a threat

D. guilt

Answer Key: B

Question 33 of 55 1.0 Points

A constructive and productive strategy in job and task design, if one considers possible undeveloped and under-used competencies of employees, is to \_\_\_\_\_.

A. focus all the control in the management and supervision levels

B. give sub-ordinates (employees) more autonomy and decision-making powers

C. take care to have accurate job descriptions with adequate supervision

D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Question 34 of 55 1.0 Points

A cognitive approach in work design and employee performance management will NOT focus on \_\_\_\_\_.

- A. adequate salary and annual increases
- B. enabling employees to realise the personal value of their work and tasks
- C. enabling employees to realise that their jobs have reachable goals and challenges
- D. enhancing cognitive complexity rather than simplicity

Answer Key: A

Question 35 of 55      1.0 Points

With regard to ideas in cognitive psychology, it is more constructive and accurate to assess employee and managerial competencies and potential by using assessment instruments which evaluate \_\_\_\_\_.

- A. cognitive modifiability
- B. cognitive control in performance
- C. performance after training in verbal and numerical training
- D. circumspection and control

Answer Key: A

Question 36 of 55      1.0 Points

Based on cognitive psychology, which one of the following explanations best describes the status of a person's psychological maladjustment?

- A. A person may have available several constructs available to help them cope and adapt.
- B. A person may have a repertoire of core roles which he/she can use in different situations
- C. A person regularly evaluates their way of thinking and may discard some of their constructs.

D. A person's meanings systems do not have a sufficient range which leaves them unable to cope and predict the future.

Answer Key: D

Question 37 of 55      1.0 Points

In cognitive theory, the term "aggression" is defined as \_\_\_\_\_.

- A. an identity crisis, with widespread changes in core roles
- B. something that violates the core role
- C. holding on to invalid constructs
- D. anxiety, with an inability to accurately interpret situations

Answer Key: D

Question 38 of 55      1.0 Points

In cognitive theory, the term "anxiety" is defined as \_\_\_\_\_.

- A. the inability to understand and predict events
- B. an identity crisis, with widespread changes in core roles
- C. something that violates the core role
- D. holding on to invalid constructs

Answer Key: A

Question 39 of 55      1.0 Points

In cognitive theory, the term "threat" is defined as \_\_\_\_\_.

- A. an identity crisis, with widespread changes in core roles
- B. something that violates the core role
- C. holding on to invalid constructs
- D. anxiety, with an inability to accurately interpret situations

Answer Key: A

Question 40 of 55      1.0 Points

In cognitive theory, the term "guilt" is defined as \_\_\_\_\_.

- A. the inability to understand and predict events
- B. an identity crisis, with widespread changes in core roles
- C. something that violates the core role
- D. holding on to invalid constructs

Answer Key: C

Question 41 of 55      1.0 Points

In cognitive theory, the term "hostility" is defined as \_\_\_\_\_.



- A. an identity crisis, with widespread changes in core roles
- B. something that violates the core role
- C. holding on to invalid constructs
- D. anxiety, with an inability to accurately interpret situations

Answer Key: C

Question 42 of 55      1.0 Points

Which one of the following statements point to strong influences which can lead to the manifestation of depression, according to cognitive psychology?

- A. Suicide is often a factor and accelerates depressive and manic feelings.
- B. Too much attention is given to too many stimuli from the environment.
- C. Events are interpreted as very serious and negative emotions are emphasised.
- D. Depression causes people to perceive that they are not loved and appreciated.

Answer Key: C

Question 43 of 55      1.0 Points

One of your friends is implicated in a theft and you react by using several constructs to interpret the situation, such as guilty versus not-guilty; hearsay versus fact; isolated incident versus common occurrence; framed versus guilty; good versus bad. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

- A. circumspection

B. pre-emption

C. control

D. choice

Answer Key: A

Question 44 of 55      1.0 Points

One of your friends is implicated in a theft and you react by choosing one construct for dealing with the situation, such as hearsay versus fact. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

A. circumspection

B. pre-emption

C. control

D. choice

Answer Key: B

Question 45 of 55      1.0 Points

One of your friends is implicated in a theft and you react by deciding not to make a judgement until enough information has been collected. This indicates the use of \_\_\_\_\_ in the C-P-C cycle of cognitive theory.

A. circumspection

B. pre-emption

C. control

D. choice

Answer Key: C

Question 46 of 55 1.0 Points

A person may be intolerant towards people speaking a different language, or having a different religion, or not following certain customs. However, as that person grows older, he/she realises that people have more commonalities than differences, and becomes more accepting or understanding of the forces in a situation, and adjusts his/her construct accordingly. This is an example of a construct becoming \_\_\_\_\_.

A. rigid

B. permeable

C. habitual

D. unyielding

Answer Key: B

Question 47 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to how someone views him/herself in comparison to others.

A. self-

B. suspended

C. submerged

D. propositional

Answer Key: A

Question 48 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct of which certain particulars are excluded from awareness because these particulars have not been completely formed in the mind to enable recall.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: B

Question 49 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that is less available to awareness owing to the intolerable implications it holds for the individual.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: C

Question 50 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that leaves elements open to alternative constructions. It allows room for flexibility.

- A. self-
- B. suspended
- C. submerged
- D. propositional

Answer Key: D

Question 51 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that prohibits its elements to belong to another range, in other words, a “nothing but” construct.

- A. submerged
- B. propositional
- C. pre-emptive
- D. constellatory

Answer Key: C

Question 52 of 55 1.0 Points

In cognitive theory, the term \_\_\_\_\_ construct refers to a construct that rigidly determines the way in which other constructs apply to its elements, as in stereotypical thinking.

- A. submerged
- B. propositional
- C. pre-emptive
- D. constellatory

Answer Key: D

Question 53 of 55      1.0 Points

In cognitive theory, \_\_\_\_\_ points to the fact that all human behaviour is aimed at predicting events.

- A. the fundamental postulate
- B. constructive alternativism
- C. cognitive dissonance
- D. the core construct

Answer Key: A

Question 54 of 55      1.0 Points

When I explain love as a reaction to someone who has already been assimilated (incorporated into existing schemas) and who strongly supports one's idea of self, I am explaining it from the perspective of the \_\_\_\_\_ theory.

- A. behaviourist

B. humanist

C. cognitive

D. psychodynamic

Answer Key: C

Question 55 of 55 1.0 Points

When pleasure is described as mastering a new experience, the \_\_\_\_\_ perspective is used.

A. behaviourist

B. humanist

C. cognitive

D. psychodynamic

Answer Key: C

Question 1 of 9 1.0 Points

You arrive at work one morning to find your colleague standing with security demanding to check everyone's access card as she needs to make sure no one entering is an alien from outer space planning to do experiments on their colleagues. Which personality disorder is she probably exhibiting?

A. Paranoid personality

B. Antisocial personality

C. Narcissistic personality

D. Schizotypal personality

Answer Key: D

Question 2 of 9 1.0 Points

With regards to substance related disorders which one of the following would you consider as taking place after or during substance use and which may impact more or less all domains of human behavior – consciousness, thinking, judgment, perception and physical and psychological behaviour?

A. Substance intoxication

B. Substance withdrawal

C. Substance abuse

D. Substance dependence

Answer Key: A

Question 3 of 9 1.0 Points

Vasi was an avid mountain climber who went out every weekend with friends. Lately however, she just does not have the energy, feels sad constantly, does not want to see her friends and has no interest in climbing any more. What mood disorder does Vasi probably have?

A. Dysthymic depressive disorder

B. Bipolar affective disorder

C. Major depressive disorder



D. Cyclothymic depressive disorder

Answer Key: C

Question 4 of 9 1.0 Points

In the Zulu and Xhosa culture, there is a disorder known as phambana. The DSM would probably classify it as \_\_\_\_\_.

A. major depression

B. psychotic disorder

C. anxiety

D. epilepsy

Answer Key: B

Question 5 of 9 1.0 Points

The \_\_\_\_\_ personality, which exhibits patterns of over commitment to work, often refers to an individual who shows resilience and inner resources that will promote health.

A. Hardy type

B. Type A

C. Type B

D. Type C

Answer Key: A

Question 6 of 9 1.0 Points

You have been tasked by your manager to improve the working conditions of the department by using various health-promoting approaches. The employees have been complaining of exhaustion, depression as well as low job and life satisfaction. Which approach or model do you think might be most suited?

- A. Job characteristics model
- B. Demands-control model
- C. Risk-management model
- D. Demands and resources model

Answer Key: B

Question 7 of 9 1.0 Points

In analysing organisational health, organisational pathology is \_\_\_\_\_.

- A. determined largely by the context in which an organisation functions as well as organisational paradigms.
- B. characterised by greater stress for authority figures as authority becomes centralised
- C. signified by patterns of basic assumptions which a given group has established
- D. characterised by more people withdrawing from tasks and activities, and increasing job satisfaction because of conflict

Answer Key: A

Question 8 of 9 1.0 Points

The loss of concern for people with whom one is working, physical and emotional exhaustion, depersonalisation and reduced personal and professional accomplishments is often referred to as \_\_\_\_\_.

A. Presenteeism

B. Workaholism

C. Anxiety

D. Burnout

Answer Key: D

Question 9 of 9 1.0 Points

Which one of the following disorders is classified as a psychotic disorder?

A. Delirium

B. Delusion

C. Dementia

D. Dissociative disorder

Answer Key: B

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: Well done! Yes, 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 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

Question 3 of 50 1.0 Points More recent applications of psychodynamic theories in the workplace, focus on \_\_\_\_\_.

A. selecting the right candidate for a certain position B. correcting negative behaviour through reinforcement C. understanding and influencing group dynamics D. training and motivating employees

Answer Key: C

Feedback: Good! In the work context, psychodynamic theories are utilised for understanding and influencing group dynamics and organisations. Section 13.3.1

Question 4 of 50 1.0 Points The criteria for comparing and evaluating personality theories and concepts does NOT include \_\_\_\_\_.

A. comprehensiveness B. parsimony C. individuality D. testability

Answer Key: C

Question 5 of 50 1.0 Points Sophy has a lot of issues and problems. When we consider Sophy's feelings of insecurity and link these to her childhood experiences in order to investigate these issues, we are utilising the \_\_\_\_\_ approach.

A. psychodynamic B. behaviourist C. humanistic D. trait

Answer Key: A

Feedback: Good work! In this scenario, we are focusing on insecurities and childhood experiences, which of course relates to psychoanalysis. See section 13.3.1

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 The research across and between cultures to determine applicability of psychological concepts within each culture is referred to as the \_\_\_\_\_ of psychological knowledge.

A. indigenisation  
B. intercontextualisation  
C. ontology  
D. ethnicity

Answer Key: A

Feedback: Well done! Indigenisation is extremely important in the South African context, as we are a nation with many cultures and practices. We need to ensure that we do not discriminate against any beliefs or values. We cannot merely apply a blanket approach and assume that all psychological aspects are understood in the same way by all people. Section 13.3.9

Question 8 of 50 1.0 Points If we attempt to analyse Sophy's personality by understanding her unique experiences, her striving towards self-actualisation, and her dreams and interests, we are utilising a \_\_\_\_\_ approach to personality

A. psychodynamic B. behaviourist C. humanistic D. trait

Answer Key: C

Feedback: Good! The description relates to humanism. See section 13.3.3

Question 9 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 D. evaluative agent

Answer Key: A

Feedback: Section 14.5

Question 10 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 11 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 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
- B. will to power
- C. will to self-actualisation
- D. will to financial success

Answer Key: B

Feedback: Section 14.6

Question 13 of 50 1.0 Points How do Freud's and Jung's theories differ? Jung \_\_\_\_\_.

- A. believes in the unconscious
- B. focuses on past experiences
- C. believes that the ego functions mostly at the unconscious level
- D. added the dimension of the collective unconscious

Answer Key: D

Feedback: Good work! Although Jung agreed with Freud's notion of the unconscious, he added the dimension of the collective unconscious. He distinguished between a personal unconscious, which is a blend between Freud's

unconscious and preconscious, and the collective unconscious, which refers to culturally inherited predispositions and experiences. See section 14.4

Question 14 of 50 1.0 Points In your work group you have noticed two colleagues, a male and female, who often lose concentration, because they are continuously flirting and trying to be the centre of attention. In terms of Freud's psychosexual development theory their behaviour belongs to the \_\_\_\_\_ phase.

A. genital B. oral dependent C. latent D. phallic

Answer Key: D

Feedback: Good! The phallic stage is identified by flirting and trying to win others over and attention seeking. See section 14.7

Question 15 of 50 1.0 Points Some neo-Freudians differ with and from Freud because they \_\_\_\_\_.

A. consider sexual fixation as an adult problem rather than one manifesting only in children.  
B. consider social factors as more determining than sexual instincts C. describe the id and ego as equally strong structures in personality functioning D. agree that peoples' striving behaviour is determined by sexual or libidinal energy.

Answer Key: B

Feedback: Yes! Jung and other neo-Freudians had a more optimistic view of human nature, and they emphasised future directedness, potential growth and the influence of social and interpersonal factors. See sections 14.7 & 14.8

Question 16 of 50 1.0 Points The \_\_\_\_\_ concept, used by Cattell, indicates the reciprocal relationship between situation and personality.

A. interactionism B. situationism C. consistency D. dynamism

Answer Key: A



Question 17 of 50 1.0 Points 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.

Question 18 of 50 1.0 Points 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 Allport, the concept of \_\_\_\_\_ describes how people choose motives that they like and which best suit their self-concept.

A. subsidation   B. propiate functional autonomy   C. propiate striving   D. perseverative functional autonomy

Answer Key: B

Question 20 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
- C. cardinal
- D. source

Answer Key: C

Feedback: These traits can be referred to as cardinal traits (p. 365 Section 16.6.2)

Question 21 of 50 1.0 Points Trait and style concepts are similar to concepts such as id, ego, super-ego, as well as selfconcepts 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 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

Question 23 of 50 1.0 Points The humanists explain motivation in terms of finding \_\_\_\_\_ in life and achieving \_\_\_\_\_.

A. physical perfection; self- transcendence

B. meaning; self-actualisation   C. financial success; self-actualisation   D. acceptance from others; self-transcendence

Answer Key: B

Feedback: Good work! The humanists explain motivation in terms of finding meaning in life and achieving self-actualisation, optimal functioning, and well-being. See prescribed book section 17.6

Question 24 of 50 1.0 Points 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 25 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 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   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:

Part 8 of 14 - Chapter 17 Application 3.0 Points

Question 27 of 50 1.0 Points A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation, such as "My boss does not show the personal interest in me that I desire". The psychologist probably uses the \_\_\_\_\_ approach.

- A. functionalist
- B. cognitive
- C. Gestalt
- D. behaviourist

Answer Key: C

Question 28 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 29 of 50 1.0 Points David has just received feedback that he needs to improve his work performance as it is affecting the team negatively. David knows he has been less productive of late because of personal problems. He makes a mental note to work harder. Based on the humanist theory, which part of the self David is exhibiting?

- A. Self-identity

- B. Self-awareness
- C. High Self esteem
- D. Low self esteem

Answer Key: C

Feedback: David is exhibiting high self-esteem (p. 381 Sec 17.4)

Question 30 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 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

Feedback: Section 18.5

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 According to Kelly's cognitive approach to the study of personality, \_\_\_\_\_ are the central aspects which will define the self or personality, and which are rather consistent and not easy to change without influencing many other aspects?

- A. core constructs   B. core roles   C. submerged constructs   D. conscious constructs

Answer Key: A

Feedback: Section 18.4.3

Question 34 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 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 A constructive and productive strategy in job and task design, if one considers possible undeveloped and under-used competencies of employees, is to \_\_\_\_\_.

- A. focus all the control in the management and supervision levels
- B. give sub-ordinates (employees) more autonomy and decision-making powers
- C. take care to have accurate job descriptions with adequate supervision
- D. retain skills by giving such employees higher salaries compared to competing employers

Answer Key: B

Feedback: Section 18.7

Question 37 of 50 1.0

Points With regard to psychological and social well-being, the term "purpose in life" 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: B

Feedback: Section 19.3.1

Question 38 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   D. expectancies for financial success

Answer Key: D

Question 39 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 40 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 41 of 50 1.0 Points Which personality theory is considered as the foundation of positive psychology?



A. Behaviourism B. Cognitive theory C. Psychodynamic theory D. Humanism

Answer Key: D

Feedback: Humanistic psychology can be considered as the foundation of positive psychology. Maslow, Frankl, and Rogers emphasised positive aspects of psychology. Section 19.2

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 According to theory and research it seems as if in general people who experience more positive emotions are more broad and \_\_\_\_\_ in their thinking, whilst also building and having more resources and being more willing to take \_\_\_\_\_ in many threatening and nonthreatening situations.

- A. rigid; risks B. flexible; risks C. flexible; action D. rigid; action

Answer Key: C

Feedback: Section 19.3.2

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

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 46 of 50 1.0 Points Which of the following is mostly associated with the anti-social personality?

- A. Feeling offended when others do not immediately respond to one's needs.   B. Reacting very emotionally in everyday situations that other people typically find mildly irritating.  
C. Low confidence, thus relying on others to make decisions.   D. Manipulating and aggressive behaviour without remorse.

Answer Key: D

Question 47 of 50 1.0 Points People with \_\_\_\_\_ disorders often experience their deviance as an integral part of themselves and will often accept help only if forced to do so by people affected by their self-defeating and often destructive behaviour patterns.

- A. anxiety   B. personality   C. mood   D. panic

Answer Key: B

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 schizotypal 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 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 50 of 50 1.0 Points Read the following passage and choose the correct combination from the options below. Sashi is well loved by all her colleagues and she tends to work in a calm, relaxed manner. Andrea, however, is seen as hostile and aggressive at times when she is rushing to complete her tasks, with a general lack of caring for others. Sashi probably has a Type \_\_\_\_\_ personality, whereas Andrea probably has a Type \_\_\_\_\_ personality.

A. A; C   B. C; A   C. A; B   D. B; A

Answer Key: D