

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 self-actualising.

- ✓ ☒ 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 self-actualisation, 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 in Additional Resources on this site. The case study has 5 questions which you need to answer on this self-assessment tool.

Attachments

[Chapter 19 Case Study for Assignment 03 \(Part 4 of self-assessment\).docx](#) 14 KB

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

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

n 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 25

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

A. Humanism

Correct B. Behaviourism

C. Trait and type

D. Psychoanalytic and psychodynamic

Answer Key: B

Feedback: Yes! Behaviourism states that the environment shapes behaviour. A behaviourist would consider how a person's environment and the people in their environment shape their behaviour. See section 13.3.2

Question 2 of 25

1.0 Points

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

Correct D. Cognitive theories

Answer Key: D

Feedback: Yes! In the cognitive approach the emphasis is on selfregulation, self-efficacy, expectation, prediction, perception, memory and cognitive processes, constructs and schemas, which are all ways of understanding and controlling the world, other people and one's own behaviours. See section 13.3.5

Question 3 of 25

1.0 Points

Which perspective focuses on the self as a core part of personality, and the influence of social and interpersonal relationships?

Correct A. Psychosocial theories

B. Behaviourism

C. Psychoanalysis

D. Humanism

Answer Key: A

Feedback: Yes! Psychosocial theories focus on 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 4 of 25



1.0 Points

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

Correct D. Longitudinal research

Answer Key: D

Feedback: Yes! Longitudinal studies investigate how various personal and personality factors stay consistent or change over time. See section 13.7 in your prescribed book.

Question 5 of 25

1.0 Points

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

A. Behaviourism

B. Psychoanalysis

Correct C. African view

D. Cognitive theory

Answer Key: C

Feedback: Well done! African and Asian views emphasise collectivism and that the individual is intertwined with a group and the greater cosmos. See section 13.3.9 in your prescribed book.

#### Part 2 of 5 - Chapter 13 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

Question 6 of 25

1.0 Points

Which of the descriptions below explain Mike's feelings and behaviours based on the psychoanalytical paradigm?

Correct 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

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

Question 7 of 25

1.0 Points

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.

Correct D. Mike might possess personality characteristics that prevent him from becoming a high achiever, such as being an introvert.

Answer Key: D

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

Question 8 of 25

1.0 Points

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.

Correct 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. 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

Feedback: Well done! The cognitive paradigm describes the human mind almost like a computer - taking in information, processing it and developing constructs based on this information. See section 13.3.5 of your prescribed book.

Question 9 of 25

1.0 Points

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.

Correct 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

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

Question 10 of 25

1.0 Points

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

Correct 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 5 - Chapter 14 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 14 Case Study for Assignment 01 (Part 3 of self-assessment).docx 14 KB

#### Question 11 of 25

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

Correct C. Psychoanalysis

D. Cognitive theory

Answer Key: C

Feedback: Yes! Psychoanalysis would refer to his childhood issues, his controlling nature and his inferiority issues. See section 14.5

Question 12 of 25

1.0 Points

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

Correct C. id, super-ego, ego

D. ego, super-ego, id

Answer Key: C

Feedback: Well done! Tamara would like to continue until she is heard, and her ideas are accepted (id), but she was probably told as a child not to challenge authority (superego); therefore, she gives up. She fails to continue addressing the problem in a mature way (ego). See section 14.5 in your prescribed book.

Question 13 of 25

1.0 Points

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

A. the pleasure principle

Correct B. defence mechanisms

C. the reality principle

D. conflict

Answer Key: B

Feedback:

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

Question 14 of 25

1.0 Points

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

Correct 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

1.0 Points

\_\_\_\_\_ 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

Correct B. Fixation

C. Defence mechanisms

D. Unconscious drives

Answer Key: B

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).

#### Part 4 of 5 - Chapter 15 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

Question 16 of 25

1.0 Points

A behaviourist would consider how \_\_\_\_\_ influenced Janice's behaviour.

A. her genetic profile

B. her environment

Incorrect C. her personality type

D. her unconscious drives

Answer Key: B

Feedback: That is not correct. A behaviourist would consider how the environment influenced Janice's behaviour. Her mother was not at home to discipline her and she mixed with the wrong crowd. See section 15.2 in your prescribed book.

Question 17 of 25

1.0 Points

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

Correct C. positive reinforcement; punishment

D. negative reinforcement; discipline

Answer Key: C

Feedback: Well done! Personality is equal to learned responses. Janice's personality is the result of all the learning that has taken place in her life. She 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 positive reinforcement by her teacher and punishment from her aunt when needed, as well as the negative effects of the drugs and alcohol. See section 15.6 in your prescribed book.

Question 18 of 25

1.0 Points

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

Correct D. observable

Answer Key: D



Feedback: Good work! Behaviourists consider only observable behaviour. Therefore, a behaviourist would consider Janice's observable behaviour (such as alcohol and drug abuse), how hard she works, her singing behaviour, and her assertiveness. See section 15.3.1 in your prescribed book.

Question 19 of 25

1.0 Points

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 \_\_\_\_\_.

- Correct
- 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

Feedback: Yes! Expectancies are people's beliefs that particular reinforcement or consequences will result from particular behaviours in particular situations. Janice has learned that if she works hard, she will be a good singer. See section 15.5.5.1 in your prescribed book.

Question 20 of 25

1.0 Points

How would a behaviourist explain Janice's abuse of drugs and alcohol?

Correct 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

Feedback: Yes! A behaviourist would consider how the environment influenced Nopinki's behaviour. Her mother was not at home to discipline her and she mixed with the wrong crowd. The other options refer to biological and psychodynamic aspects. See section 15.2

#### Part 5 of 5 - Chapter 16 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 16 Case Study for Assignment 01 (Part 5 of self-assessment).docx 12 KB

#### Question 21 of 25

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 the \_\_\_\_\_.

Correct A. 16PF

B. Eysenck's Three-Factor Model

C. Five-Factor Model

D. MBTI

Answer Key: A

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 25

1.0 Points

Which conflict-management style as described by Blake and Mouton do you think David is most likely to use?

A. Withdrawal

Correct B. Forcing

C. Smoothing

D. Problem-solving

Answer Key: B

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 23 of 25

1.0 Points

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

Correct A. Extraversion – introversion

B. Conscientiousness – lack of direction

C. Submissiveness – dominance

D. Tough-mindedness – psychotism

Answer Key: A

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 24 of 25

1.0 Points

Which factor applies to David?

A. Lack of direction

B. Submissiveness

Correct C. Extroversion

D. Introversion

Answer Key: C

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

Question 25 of 25

1.0 Points

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.
- Correct 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

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.

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

Incorrect 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

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

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 3 of 50

0.0/ 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

Incorrect 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

Question 4 of 50

0.0/ 1.0 Points

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

Incorrect 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

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

Incorrect 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

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

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 3 of 50

0.0/ 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
- Incorrect 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

Question 4 of 50

0.0/ 1.0 Points

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

- Incorrect 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, 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

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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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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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, 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

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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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 a 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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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, 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

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

Switch to Full View

## 4 Assignment 04 660746

[Return to Assessment List](#)

Part 1 of 14 - Chapter 13 Theory

2.0/ 4.0 Points

### 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


Part 2 of 14 - Chapter 13 Application

3.0/ 4.0 Points

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

Part 3 of 14 - Chapter 14 Theory

3.0/ 4.0 Points

**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.

Part 4 of 14 - Chapter 14 Application

1.0/ 3.0 Points

**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

Part 5 of 14 - Chapter 16 Theory

3.0/ 4.0 Points

Question 16 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

**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

Part 6 of 14 - Chapter 16 Application

2.0/ 3.0 Points

**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 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 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

Part 7 of 14 - Chapter 17 Theory

2.0/ 4.0 Points

**Question 23 of 50**

0.0/ 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/ 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

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

3.0/ 3.0 Points

**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

Part 9 of 14 - Chapter 18 Theory

4.0/ 4.0 Points

**Question 30 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 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).

Part 10 of 14 - Chapter 18 Application

0.0/ 3.0 Points

**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 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 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. circumspection

B. pre-emption

C. control



D. choice

Answer Key: C

Feedback: Section 18.8.1

Part 11 of 14 - Chapter 19 Theory

3.0/ 4.0 Points

**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 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

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)


Part 12 of 14 - Chapter 19 Application

2.0/ 3.0 Points

**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

Part 13 of 14 - Chapter 20 Theory

2.0/ 4.0 Points

**Question 44 of 50**

1.0/ 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 45 of 50**

0.0/ 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 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

Part 14 of 14 - Chapter 20 Application

2.0/ 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

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

1.0/ 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.

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

1.0/ 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.

Correct 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

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

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

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

Question 9 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

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

1.0/ 1.0 Points

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

A. reality

Correct B. conflict

C. morality

D. pleasure

Answer Key: B

Feedback: Chapter 14, textbook, section 14.3

Question 11 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

Correct D. Adler

Answer Key: D

Feedback: Section 14.4

Question 12 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

Part 4 of 14 - Chapter 14 Application 2.0/ 3.0 Points

Question 13 of 50

1.0/ 1.0 Points

Which one of the following archetypes from Jung's theory corresponds with Freud's concept of the id?

A. The persona

B. The anima

C. The animus

Correct D. The shadow

Answer Key: D

Feedback: Yes! The shadow corresponds with Freud's

id, in that it consists of inherited biological

instincts. Immoral and passionate impulses emanate

largely from the shadow, as with Freud's id). If you want to read more about Jung's archetypes, the site <http://psychology.about.com/od/personalitydevelopment/tp/archetypes.htm> explains it in everyday terms. See section 14.5

#### Question 14 of 50

1.0/ 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 15 of 50

0.0/ 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

Incorrect C. the conscience

D. a differentiator

Answer Key: A

Feedback: Section 14.8

Part 5 of 14 - Chapter 16 Theory 4.0/ 4.0 Points

Question 16 of 50

1.0/ 1.0 Points

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

Correct A. impulsive

B. prone to introspection

C. more quiet

D. more quiet

Answer Key: A

Question 17 of 50

1.0/ 1.0 Points

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

Correct 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.

Part 6 of 14 - Chapter 16 Application 1.0/ 3.0 Points

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

Part 7 of 14 - Chapter 17 Theory 1.0/ 4.0 Points

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).

Part 8 of 14 - Chapter 17 Application 1.0/ 3.0 Points

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

Part 9 of 14 - Chapter 18 Theory 3.0/ 4.0 Points

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

Feedback: Section 18.5

Part 11 of 14 - Chapter 19 Theory 0.0/ 4.0 Points

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

Feedback: Section 19.4.3.3

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

Feedback: Section 19.5.4

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

Part 12 of 14 - Chapter 19 Application 2.0/ 3.0 Points

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

Part 2 of 14 - Chapter 13 Application

1.0/ 4.0 Points

### 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

Part 3 of 14 - Chapter 14 Theory

0.0/ 4.0 Points

#### 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

Part 4 of 14 - Chapter 14 Application

0.0/ 3.0 Points

#### 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.

Part 6 of 14 - Chapter 16 Application

2.0/ 3.0 Points

### 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



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

Part 10 of 14 - Chapter 18 Application

1.0/ 3.0 Points

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

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

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 self-actualising.

- ✓
- ☒ 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 self-actualisation, 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

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

in Additional Resources on this site. The case study has 5 questions which you need to answer on this self-assessment tool.

Attachments

[Chapter 19 Case Study for Assignment 03 \(Part 4 of self-assessment\).docx](#) 14 KB

### 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

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 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, 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.

### 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: 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.

-  ☒ D. defence mechanisms
- ☐ A. identification and displacement
- ☐ B. fantasy and regression
- ☐ C. repression and projection

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

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

Feedback: The term “pre-emptive construct” refers to a construct that prohibits its elements to belong to another range, in other words, a “nothing but” construct. Sue assumes that the people who make the noise are malicious. Her mind is made up even before the information is verified. Perhaps the noise came from a once-off event. See prescribed book section 18.5.1


Part 1 of 3 - Chapter 19 Theory

5.0 Points

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

## 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 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 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 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

### 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


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

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

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

### Part 3 of 3 - Chapter 16: Case study

5.0 Points

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

#### Personality in the work context

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

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

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

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

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

#### Question 11 of 15

1.0 Points

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

Introverted, perfectionist (not impulsive), obsessive



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

Answer Key: B

#### Question 12 of 15

1.0 Points

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

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



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

Answer Key: D

#### Question 13 of 15

1.0 Points

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

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

- ☐ A. Barney
- ☐ B. Amos



- ☒ C. Enoch
- ☐ D. Lorna

Answer Key: C

#### Question 14 of 15

1.0 Points

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



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

Answer Key: C

#### Question 15 of 15

1.0 Points

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



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

Answer Key: B

#### 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

1.0 Points

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

A. responsive

B. rational

Incorrect C. emotional

D. demonstrative

Answer Key: B

Feedback: Section 17.2

Question 3 of 15

1.0 Points

Flow experiences can be manifested by \_\_\_\_\_.

A. expressing the self to its fullest potential

B. reinforcing one's own behaviour

Incorrect 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

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

Incorrect C. personality structure

D. the total individual

Answer Key: D

Feedback: Section 17.4

Part 2 of 3 - Chapter 17 Application and Insight 5.0 Points

Question 6 of 15

1.0 Points

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

A. irrational

Incorrect B. emotional

C. rational

D. social

Answer Key: C

Feedback: Rational. People make choices and take responsibility for those choices. Section 17.3.5 and 17.4



Question 7 of 15

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 8 of 15

1.0 Points

Humanistic views of the self-concept \_\_\_\_\_.

A. are similar to those of Freud and Jung

Correct B. characterise it as an autonomous structure or process

C. characterise it as related to unconscious life experiences

D. are similar to Watson's view of the self-concept

Answer Key: B

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

Question 9 of 15

1.0 Points

You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to \_\_\_\_\_.

A. competency

B. striving for superiority

Correct C. sense of coherence

D. learned resourcefulness

Answer Key: C

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

Question 10 of 15

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

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

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

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

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

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

Question 11 of 15

1.0 Points

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

Incorrect A. Rogers; Maslow

B. Maslow: Rogers

C. Kelly; Maslow

D. Maslow: Kelly

Answer Key: B

Feedback: The answer you chose is incorrect. Maslow focused on the satisfaction of needs; in this case, love and affection and Rogers focused on unconditional positive regard; being regarded and accepted. See prescribed book sections 17.5 and 17.6.2

Question 12 of 15

1.0 Points

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

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

Answer Key: A

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

Question 13 of 15

1.0 Points

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

A. Primary, secondary and low level values

B. Monetary and esthetic values

Correct C. Creative, experiential, and attitude values

D. physiological, love and belonging values

Answer Key: C

Feedback: Well done you! If we look at the case study, Phumeza can change her attitude, focus on what she can learn from the situation, and find creative ways to deal with the situation (Creative, experiential, and attitude values - Frankl's three types of values). See Section 17.6.1 and Figure 17.5

Question 14 of 15



1.0 Points

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

A. monetary; unconscious

B. sexual; drive for success

Correct C. growth; will to meaning

D. unconscious; financial success

Answer Key: C

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

Question 15 of 15

1.0 Points

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

A. fixated

B. independent

Incorrect 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.

Part 1 of 3 - Chapter 13 Theory

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

[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.

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

[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 self-actualisation.

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, 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

[Reset Selection](#)

**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

[Reset Selection](#)

## 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



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 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: 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

### 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! Vuyo 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: 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 Vuyo's behaviour is aimed at overcoming feelings of inferiority, the "will to power" principle. Promotion and more money are symbols of power. See section 14.6 in your prescribed book.

### Part 1 of 3 - Chapter 15 Theory

5.0 Points

### Question 1 of 15

1.0 Points

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

1.0 Points

#### Question 9 of 15

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

1.0 Points

#### Question 10 of 15

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



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

Answer Key: A

Feedback: Ch 15, sect 15.5

Part 3 of 3 - Chapter 15 Case Study

5.0 Points

Phillip

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

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

boggling.

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

#### Question 11 of 15

1.0 Points

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



- ☐ A. stimulus; response
- ☒ B. response; stimulus
- ☐ C. reward; response
- ☐ D. response; reward

Answer Key: A

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

#### Question 12 of 15

1.0 Points

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



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

Answer Key: B

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

#### Question 13 of 15

1.0 Points

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



- ☐ A. stimulus learning
- ☒ B. response learning
- ☐ C. reward learning

☐ D. observational learning

Answer Key: D

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

#### Question 14 of 15

1.0 Points

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

- ☐ A. inherited
- ☐ B. culturally based
- ☐ C. learned
- ☐ D. trait based

Answer Key: C

Feedback: 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

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

Part 1 of 3 - Chapter 16 Theory

5.0 Points

#### Question 1 of 15

1.0 Points

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

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

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

Part 3 of 3 - Chapter 16: Case study

5.0 Points

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

## Personality in the work context

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

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

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

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

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

### Question 11 of 15

1.0 Points

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

Introverted, perfectionist (not impulsive), obsessive



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

Answer Key: B

### Question 12 of 15

1.0 Points

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

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



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

Answer Key: D

Question 13 of 15

1.0 Points

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

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



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

Answer Key: C

Question 14 of 15

1.0 Points

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



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

Answer Key: C

Question 15 of 15

1.0 Points

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



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

Answer Key: B

- IOP1601-17-S1

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- • Log Out

4 Assignment 04 660746

Return to Assessment List Part 1 of 14 - Chapter 13 Theory 2.0/ 4.0 Points

IOP1601-17-S1

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- Log Out

4 Assignment 04 660746 Return to Assessment List

Part 1 of 14 - Chapter 13 Theory

2.0/ 4.0 Points

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 of 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 sees 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

4 Assignment 04 660746

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

## 4 Assignment 04 660746

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Part 1 of 14 - Chapter 13 Theory

3.0/ 4.0 Points

### 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 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

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

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

Part 5 of 14 - Chapter 16 Theory

1.0/ 4.0 Points

#### Question 16 of 50

0.0/ 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

Question 17 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 18 of 50

0.0/ 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 19 of 50

1.0/ 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

2.0/ 3.0 Points

Question 20 of 50

0.0/ 1.0 Points

Ntuli always emphasises preciseness and cleanliness in her personal and work life up to point where it hinders good relationships and the timeous execution of tasks. This is known as \_\_\_\_\_ in trait theory.



- A. central personal dispositions
- B. surface traits
- C. source traits
- D. cardinal traits

Answer Key: D

Feedback: Section 16.6.2

### Question 21 of 50

1.0/ 1.0 Points

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

- ☐ A. Extroverted, achievement-oriented, unhappy, low self-esteem, expressive, lacking reflection, anxious, manipulative
- ☒ B. Introverted, perfectionist (not impulsive), obsessive
- ☐ C. Extroverted, active, sociable, risk-taking, assertive, expressive, creative
- ☐ D. Extroverted, achievement-oriented, aggressive, anxious, lacking reflection

Answer Key: B

Feedback: Section 16.5

### Question 22 of 50

1.0/ 1.0 Points

An employee often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions, being angry, anxious and a general lack of self-confidence. According to the FFM on personality these behaviours can arguably best be classified under which one of the following factors?

- ☐ A. antagonism vs agreeableness
- ☐ B. apprehension vs insecurity
- ☒ C. neuroticism vs emotional stability
- ☐ D. relaxed vs tension

Answer Key: C

Feedback: Ch 16, sect 16.5.1.3, p 357

Part 7 of 14 - Chapter 17 Theory

1.0/ 4.0 Points

### Question 23 of 50

0.0/ 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

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
- 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

0.0/ 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 26 of 50

1.0/ 1.0 Points

In humanistic theory, the term existentialism refers to \_\_\_\_\_.

-  A. people being in their world
- B. people's external world
- C. the study of people's conscious experiences
- D. attributes people link to their personalities

Answer Key: A

Feedback: Section 17.2


Part 8 of 14 - Chapter 17 Application

3.0/ 3.0 Points

Question 27 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

**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
- ✓ D. a peak/flow experience

Answer Key: D

**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

Part 9 of 14 - Chapter 18 Theory

2.0/ 4.0 Points

**Question 30 of 50**

1.0/ 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 31 of 50**

1.0/ 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

0.0/ 1.0 Points

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

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



Answer Key: A

Feedback: Section 18.5.2

### Question 33 of 50

0.0/ 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

Part 10 of 14 - Chapter 18 Application

2.0/ 3.0 Points

### Question 34 of 50

0.0/ 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 35 of 50**

1.0/ 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 36 of 50**

1.0/ 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. 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

1.0/ 4.0 Points

**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**

0.0/ 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
- C. positive emotionality





D. cognitive flexibility

Answer Key: C

Feedback: Chapter 19, textbook, section 19.3.2

### Question 39 of 50

1.0/ 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 40 of 50

0.0/ 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
- C. narcissistic, antisocial and histrionic
- D. paranoid, schizoid and shizotypical

Answer Key: C

Part 12 of 14 - Chapter 19 Application

2.0/ 3.0 Points

### Question 41 of 50

1.0/ 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 42 of 50

1.0/ 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 43 of 50

0.0/ 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

1.0/ 4.0 Points

#### Question 44 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

#### Question 45 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)

#### Question 46 of 50

1.0/ 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 47 of 50

0.0/ 1.0 Points

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

- ☒ A. The social readjustment scale
- ☐ B. Systems-interactional model
- ☐ C. General Adaptation Syndrome
- ☐ D. Diagnostic Statistical Manual

Answer Key: D

Part 14 of 14 - Chapter 20 Application

2.0/ 3.0 Points

#### Question 48 of 50

0.0/ 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: 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

1.0/ 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/ 1.0 Points

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



- A. Advising departments on the selection, placement and rehabilitation of workers with emotional problems or workers who have received treatment.
- B. Facilitating organisational change in culture and attitudes towards health promotion
- C. Consulting with management and advising it on matters such as the policy on occupational health and methods to cope with individual cases or groups with emotional or behavioural problems.
- D. Firing employees whose mental health does not improve after three months.

Answer Key: D

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

### Part 1 of 14 - Chapter 13 Theory

3.0/ 4.0 Points

### Question 1 of 50

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

See section 13.3.8

### Question 2 of 50

1.0/ 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

1.0/ 1.0 Points

In biological studies, the frontal lobes of the brain have been found to play an important role in personality aspects such as \_\_\_\_\_.

- A. aggression and irritability
- B. emotions
-  C. foresight and anticipation
- D. hearing and language


Answer Key: C

Feedback: Well done! The frontal lobes are considered our emotional control center and home to our personality. The frontal lobes are involved in motor function, problem solving, foresight, anticipation, spontaneity, memory, language, initiation, judgement, impulse control, and social and sexual behavior. The frontal lobes are extremely vulnerable to injury due to their location at the front of the cranium, proximity to the sphenoid wing and their large size. A person's personality can undergo significant changes after an injury to the frontal lobes, especially when both lobes are involved. Section 13.3.6

### Question 4 of 50

1.0/ 1.0 Points

\_\_\_\_\_ research involves research on the validity and reliability of work performance variables which are used to correlate with or relate to personality attributes.

- A. Moderator
- B. Biographical
-  C. Classic personality
- D. Criterion

Answer Key: D

Feedback: 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

**Part 2 of 14 - Chapter 13 Application**

3.0/ 4.0 Points

**Question 5 of 50**

1.0/ 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/ 1.0 Points

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

- A. Explain the early childhood experiences that influence your current behaviour.
- B. Describe your current home and study environment, as well as the people in these environments, and how they impact on your behaviour.
- C. Indicate how you make your own choices in your striving to experience meaning.
- ☒ D. Explain the cultural customs which influence your behaviour.

Answer Key: D

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

**Question 7 of 50**

1.0/ 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**

0.0/ 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


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

3.0/ 4.0 Points

**Question 9 of 50**

0.0/ 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 10 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 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

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

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

3.0/ 3.0 Points

#### Question 13 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
- D. super-ego and parent behaviour

Answer Key: D

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

#### Question 14 of 50

1.0/ 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/ 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

#### 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 ergs refers to \_\_\_\_\_.



- A. an emotional or mood expression
- B. the innate energy underlying behaviour
- C. an approach to describe personality factors
- D. a body and emotional type

Answer Key: B

Feedback: Section 16.8

#### Question 17 of 50

1.0/ 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 18 of 50

1.0/ 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 19 of 50

1.0/ 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

Part 6 of 14 - Chapter 16 Application

2.0/ 3.0 Points

Question 20 of 50

1.0/ 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

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**

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

**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 etics refers to \_\_\_\_\_.

- ☐ A. people being in their world
- ☒ B. aspects shared by all cultures
- ☐ C. the study of people's conscious experiences
- ☐ D. attributes people link to their personalities

Answer Key: B

Feedback: Section 17.2

**Question 24 of 50**

1.0/ 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/ 1.0 Points

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

- ☒ A. behaviour marked by high levels of control, challenge and commitment
- ☐ B. feelings that events are manageable, comprehensible and meaningful
- ☐ C. the growth of the psyche into adulthood
- ☐ D. a positive view of events

Answer Key: A

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

#### Question 26 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

#### Part 8 of 14 - Chapter 17 Application

2.0/ 3.0 Points

#### 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

0.0/ 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

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**

2.0/ 4.0 Points

**Question 30 of 50**

1.0/ 1.0 Points

A \_\_\_\_\_ construct is receptive to change.

- ✓
- A. permeable
  - B. preverbal
  - C. self
  - D. pre-emptive

Answer Key: A

**Question 31 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

**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**

1.0/ 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.

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

2.0/ 3.0 Points

**Question 34 of 50**

0.0/ 1.0 Points

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



A. cognitive unity

B. cognitive dissonance

C. equity and homeostasis

D. suspended constructs

Answer Key: B

Feedback: Whoops - that's not correct. This scenario points to cognitive dissonance, which is explained in Chapter 18, textbook, section 18.4.3.2. Their reactions serve to reduce the dissonance or conflict between the new and the old.

**Question 35 of 50**

1.0/ 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 36 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

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

3.0/ 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

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**

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. 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

0.0/ 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

0.0/ 3.0 Points

#### Question 41 of 50

0.0/ 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

#### Question 42 of 50

0.0/ 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 43 of 50**

0.0/ 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? "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

**Part 13 of 14 - Chapter 20 Theory**

3.0/ 4.0 Points

**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
- ✓ 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

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/ 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 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**

3.0/ 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**

1.0/ 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 50 of 50

1.0/ 1.0 Points

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

- ☐ A. the work environment; psychological disorders
- ☒ B. the work personality; psychological disorders
- ☐ C. positive psychology; the work personality
- ☐ D. the work personality; positive psychology

Answer Key: B

Feedback: Section 20.2

*IOP1601-17-S1*

*ResetLogOut*

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*ReturntoAssessmentList*

*Part1of14-Chapter13Theory*

*2.0/4.0Points*

*Question1of50*

1.0/1.0Points

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

Correct      D. enduring and consistent attributes of behaviour

Answer Key: D

Feedback: Good!! In 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 2 of 50

0.0/1.0Points

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

*Incorrect      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 practice 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 functions in context of his/her various life roles. See section 13.3.8*

*Question 3 of 50*

*0.0/1.0 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 4 of 50*

*1.0/1.0 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*

*Correct      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

Part 2 of 14 - Chapter 13 Application 2.0/4.0 Points

Question 5 of 50

1.0/1.0 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: WeIdone! 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*

*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*

*Incorrect      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 7 of 50*

*1.0/1.0 Points*

*Acquiring certain behaviours, styles of doing things, abilities and other attributes in order to execute productive actions refer 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*

Question 8 of 50

0.0/1.0 Points

*Mike experiences distortion in his mental, physical and spiritual domains. This description of*

*Mike refers to the \_\_\_\_\_ perspective on personality.*

Incorrect      A. Psychoanalytic

*B.African*

*C.Biological*

*D.Contextual*

*AnswerKey:B*

*Feedback:Africanpsychologyexplainspersonalityandpersonalitydevelopmentaspurposeful*

*behaviour,aunitaryconceptofinterdependentphysical,mentalandspiritualdimensionsin*

*harmonywiththevaluesofhistory,ecology,natureandthelawsoflife.Seesection13.3.9*

*Part3of14-Chapter14Theory 3.0/4.0Points*

*Question9of50*

*1.0/1.0Points*

*The\_\_\_\_\_isthemostimportantarchetype,asitholdsalltheotherstogether.*

*A.shadow*

*B.persona*

*C.animus*

*Correct*

*D.self*

*AnswerKey:D*

*Question10of50*

*1.0/1.0Points*

*AlthoughJungagreedwithFreud'snotionoftheunconscious,headdedanotherimportant dimension,caledthe\_\_\_\_\_.*

*A.unconscious*

*B.conscious*

*C.preconscious*

*Correct      D.colectiveunconscious*

*AnswerKey:D*

*Feedback:Chapter14,textbook,section14.4*

*Question11of50*

*1.0/1.0Points*

*EriksondifferedfromFreudinhisviewofpsychopathology,bymaintainingthatpathological symptomsrepresentanattempttodevelopandretain\_\_\_\_\_,insteadofresultingfroman instinctualforce.*

*A.balance*

*B.willtomeaning*

*Correct C.asenseofidentity*

*D.positivetransference*

*AnswerKey:C*

*Feedback:Section14.8.2*

*Question12of50*

0.0/1.0Points

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

Incorrect      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 1.0/3.0Points

Question 13 of 50

0.0/1.0 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.

Incorrect      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 14 of 50

0.0/1.0 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

Incorrect      B. behaviouristic

C. psychoanalytic

D. cognitive

Answer Key: C

Feedback: Section 14.7



Question 15 of 50

1.0/1.0 Points

A person with an exploitative orientation is denoted by traits resembling Freud's anal character and would be described by Horney as \_\_\_\_\_.

Correct      A. moving against people

B. moving with people

C. moving towards people

D. moving away from people

Answer Key: A

Feedback: Well done! This type of person is described by Horney as moving against people (the hostile type who has a constant need to feel superior to others and to exploit other people). See section 14.8.2

Part 5 of 14 - Chapter 16 Theory

2.0/4.0 Points

Question 16 of 50

1.0/1.0 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 17 of 50*

*0.0/1.0 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*

*Incorrect      D. Assimilator*

*Answer Key: C*

*Feedback: The initiator (p. 364 Section 16.5.3)*

*Question 18 of 50*

*0.0/1.0 Points*

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

*A. Openness to experience*

*B. Conscientiousness*

*C. Agreeableness*

*Incorrect      D. Extroversion*

*Answer Key: B*

*Question 19 of 50*

*1.0/1.0 Points*

*The trait descriptor in the Five Factor Model that best describes the openness to experience factor is\_\_\_\_\_.*

*Correct      A. Values*

*B. Anger*

*C. Competence*

*D. Altruism*

*AnswerKey:A*

*Feedback: Values are a trait descriptor for openness to experience (p. 357 Sec 16.5.13)*

*Part 6 of 14 - Chapter 16 Application 2.0/3.0 Points*

*Question 20 of 50*

*1.0/1.0 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.*

*AnswerKey:C*

*Feedback: Prescribed book, section 16.2*

*Question 21 of 50*

*0.0/1.0 Points*

*A person who is often willing to do more than his/her official job description demands possibly manifests a characteristic known as\_\_\_\_\_.*

*A. organisational citizenship behaviour*

*B. extroversion and introversion*

*Incorrect      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

1.0/1.0 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 timely execution of tasks. This is described as a \_\_\_\_\_ trait.

A. central personal disposition

B. surface

C. source

Correct      D. cardinal

Answer Key: D

Feedback: Ch 16, sect 16.6.2, p 365

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

Question 23 of 50

1.0/1.0 Points

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

A. work engagement

Correct      B. flow experiences

C. work motivation

D. job satisfaction

Answer Key: B

Feedback: Section 17.6.2

Question 24 of 50

1.0/1.0 Points



\_\_\_\_\_tendstoinfluencehowpeopleact,thinkandfeelaboutthemselvesandtheirjob. A. Self-awareness

B. Self-concept

Correct C. Self-esteem

D. Self-identity

AnswerKey:C

Feedback:Section17.4

Question25of50

1.0/1.0Points

Theconceptof“patternedexperientialknowledge”infactrefersto\_\_\_\_\_.

A. traitsandcognitionsasincognitivepsychology

B. conditionedresponsesas inbehaviouristtheories C. self-awarenessbyreflectingonyourownbehaviour

Correct D. enduringperceptionsoftheselfwhichreflectinbehaviour

AnswerKey:D

*Feedback: Section 17.4*

*Question 26 of 50*

*1.0/1.0 Points*

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

*Correct      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*

AnswerKey:A

Feedback:Section17.6.2

Part8of14-Chapter17Application3.0/3.0Points

Question27of50

1.0/1.0Points

MandyandAngelawereinvolvinacaccident.Mandyfeelsthatasitwasnotserious,itwas notabigdeal.Angela,howeverisveryshakenandupset.Mandytells herthatsheshouldnotbe upset.Why,basedonthehumanisttheory,isitwrongforMandytotellAngelanottobeupset aboutthis?

Correct      A.Eachperson'ssubjectiveexperiencesarepartoftheirreality.

B.Theaccidentwasnotthatserious

C.Mandy'ssexperienceismorerealisticthanAngela'ssexperience

D.Angela is just being silly

AnswerKey: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

*You notice your friend who has been studying with you the past year always seems to understand exactly what is going on with her modules, manages her time efficiently and knows how she can use her experiences with the modules in her work context. This could be related to*

\_\_\_\_\_.

*A. competency*

*B. striving for superiority*

*Correct C. sense of coherence*

*D. learned resourcefulness*

*AnswerKey:C*

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

*Question 29 of 50*

*1.0/1.0 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?*

*Correct      A. Personal hardiness*

*B. Learned resourcefulness*

*C. External locus of control*

*D. Self-actualisation*

*AnswerKey:A*

*Feedback: Personal hardiness (p.389 Section 17.8)*

*Part 9 of 14 - Chapter 18 Theory      2.0/4.0 Points*

*Question 30 of 50*

*1.0/1.0 Points*

*A schema is defined as \_\_\_\_\_.*

*A. a plan for the future*

*B. cognitive congruence*

*C. reaction formation*

*Correct      D. a basic structure of the mind*

*AnswerKey:D*

*Feedback:Section18.5*

*Question31of50*

*0.0/1.0Points*

*Whenonecognitiveelementsuchasabelieforvalueimpliestheoppositeofanothercognitive element,itisknownas\_\_\_\_\_.*

*A.fundamentalpostulate*

*B.constructivealternativism*

*Incorrect C.acoreconstruct*

*D.cognitivedissonance*

*AnswerKey:D*

*Question32of50*

1.0/1.0Points

A\_\_\_\_\_constructisreceptivetochange.

Correct A.permeable B.preverbal

C.self

D.pre-emptive

AnswerKey:A

Question33of50

0.0/1.0Points

WhichdescriptiondoesKelyusetodescribethe"self"?

A.Peripheralconstruct



*Incorrect      B. Pre-emptive construct*

*C. Propositional construct*

*D. Core construct*

*Answer Key: D*

*Feedback: Chapter 18, textbook, section 18.4.3*

*Part 10 of 14 - Chapter 18 Application      1.0/3.0 Points*

*Question 34 of 50*

*1.0/1.0 Points*

*Why is the REPT test valuable in cognitive research?*

*A. Its findings can assist people to form and understand new constructs in their lives.*

*Correct 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*

*0.0/1.0 Points*

*How does Kely explain the idea of defence mechanisms?*

*A. He is in agreement with psychoanalysis that defence mechanisms are mostly unconscious.*

*B. Kely believes that people defend against unstructured and disconfirmed constructs*

*C. Kely believes that people may have preverbal constructs to defend the self.*

*D. Kely believes that people may resist acting according to core roles in order to defend*

*themselves.*

*AnswerKey:B*

*Feedback:Section 18.4.3*

*Question 36 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. selective memory*

*B. information processing*

*C. personal constructs*

*D. common perceptions*

*AnswerKey:C*

*Feedback:Chapter 18, textbook, section 18.2*

Question 37 of 50

1.0/1.0 Points In the theory on psychological well-

being, the term "potency" refers to \_\_\_\_\_. A. positive, absorbed commitment

B. protected use of strengths

Correct 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

1.0/1.0 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

Question 39 of 50

0.0/1.0 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. Self-efficacy

Incorrect 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*

*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?*

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)*

*Part 12 of 14 - Chapter 19 Application*

*1.0/3.0 Points*

*Question 41 of 50*

*0.0/1.0 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*

*Incorect      B.flourishing*

*C.floundering*

*D.struggling*

*AnswerKey:D*

*Question42of50*

*0.0/1.0Points*

*WhichoneofthefollowingaspectsisNOTindicatedasanareaofstudyandresearchwith  
regardtopsychologicalwellnessandpositiveemotions?*

*A.positivepsychology*



*Incorrect*      *B.salutogenesis*

*C.fortigenesis*

*D.psychopathology*

*AnswerKey:D*

*Feedback:Section19.3.2*

*Question43of50*

*1.0/1.0Points*

*Naledihasbeendiagnosedwithapsychologicaldisorder,butshestilexperienceshighlevelsof well-being.Thiscanbedescribedas\_\_\_\_\_,basedontheCompleteStateModel.*

*A.languishing*

*Correct*      *B.struggling*

*C.floundering*

*D.flourishing*

*AnswerKey:B*

*Feedback: Chapter19, textbook, section19.6.2.1*

*Part13of14-Chapter20Theory 3.0/4.0Points*

*Question44of50*

*1.0/1.0Points*

*Inthetheoryrelatedtostressmodels,theterm“acutestress”refersto\_\_\_\_\_.*

*A.stressmanifestingcontinuouslyacrosstime*

*Correct      B.sudden,seriousstressexperiences*

*C.stressassociatedwithnegativeconsequences*

*D.stressperceivedpositively*

*AnswerKey:B*

*Feedback:Section20.3.4*

*Question45of50*

*1.0/1.0Points*

*Disorganisationinmostareasofaperson'sfunctioningandpossiblytheexperienceof delusionsandhalucinationsreferto\_\_\_\_\_disorders.*

*A.anxiety-based*

*B.dissociative*

*Correct      C.schizophrenic*

*D.mood*

*AnswerKey:C*

*Feedback:Chapter20,textbook,section20.5.7*

*Question46of50*

0.0/1.0Points 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.

Incorrect B. Reacting very emotionally in every day 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

1.0/1.0Points

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

Correct      D. Diagnostic Statistical Manual

Answer Key: D

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

Question 48 of 50

1.0/1.0 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 49 of 50*

*1.0/1.0 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?*

*Correct      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

1.0/1.0 Points

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

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

*B. Facilitating organisational change in culture and attitude 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.*

Correct

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

AnswerKey: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 I/O 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).*

Switch to Full View

Part 1 of 14 - Chapter 13 Theory

1.0/ 4.0 Points

Question 1 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 2 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

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

Question 3 of 50

1.0/ 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 4 of 50

0.0/ 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

2.0/ 4.0 Points

Question 5 of 50

1.0/ 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*
- D. psycho-social*

*Answer Key: A*

*Feedback: Well done! 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 6 of 50*

*1.0/ 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 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*

*Feedback: Well done! Yes, the psychoanalytic paradigm would focus on conflict, specifically the underlying issues which developed due to conflict which was unresolved.*

Question 7 of 50

0.0/ 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
- 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 8 of 50

0.0/ 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

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

0.0/ 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

Part 4 of 14 - Chapter 14 Application

2.0/ 3.0 Points

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

1.0/ 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/ 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*

*2.0/ 4.0 Points*

*Question 16 of 50*

*0.0/ 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 17 of 50*

*1.0/ 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 18 of 50*

1.0/ 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 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.

Part 6 of 14 - Chapter 16 Application

2.0/ 3.0 Points

Question 20 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

Question 21 of 50

1.0/ 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 22 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

Part 7 of 14 - Chapter 17 Theory

2.0/ 4.0 Points

Question 23 of 50

0.0/ 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 24 of 50*

*1.0/ 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*

*0.0/ 1.0 Points*

*In humanistic theory, the term umwelt refers to \_\_\_\_\_.*

- A. people being in their world*
- B. aspects related to a specific culture*
- C. the study of people's conscious experiences*
- D. people's external world*

*Answer Key: D*

*Feedback: Section 17.2*

*Question 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*

*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 28 of 50*

*0.0/ 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/ 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*

*Part 9 of 14 - Chapter 18 Theory*

*3.0/ 4.0 Points*

*Question 30 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*

*Question 31 of 50*

*0.0/ 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 32 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*
- 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*

*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*

*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.*

- 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*

*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*

*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*

*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/ 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/ 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*

2.0/ 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

1.0/ 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 43 of 50

0.0/ 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

3.0/ 4.0 Points

Question 44 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 45 of 50

1.0/ 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 46 of 50

1.0/ 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 47 of 50

0.0/ 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).*

*Part 14 of 14 - Chapter 20 Application*

*1.0/ 3.0 Points*

*Question 48 of 50*

*0.0/ 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 49 of 50*

*0.0/ 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/ 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

IOP1601-17-S1

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ReturntoAssessmentList

Part1of14-Chapter13Theory 0.0/4.0Points

Question1of50

0.0/1.0Points

*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

Question2of50

0.0/1.0Points

*Personality study provides knowledge and a framework for dealing with \_\_\_\_\_ in various contexts.*

☐ A. financial management

☐ B. maladjustment

☐ C. cognitive deficiencies

☐ ☐ D.humanbehaviour

AnswerKey:D

Feedback:Thestudyofpersonalityisaimedatexplainingthedifferencesbetweenpeople.It looksatwhatpersonalityis,whypeoplebehaveincertainways,howtheirpersonalitiesdevelop, andhowpersonalitycanbestudiedandassessed(humanbehaviour).Seesection13.1

Question3of50

0.0/1.0Points

The\_\_\_\_\_theoryisusedtoidentifypersonalitycharacteristics,suchasfriendliness, helpfulness,practicalorientation,insecurityandvalues.

☐ ☐ A.humanistic

☐ ☐ B.behaviourist

☐ ☐ C.social-cognitive

☐ ☐ D.trait

AnswerKey:D

Feedback:Accordingtotraittheory,humanbehaviourischaracterisedbyenduringand consistentpatternsbehaviourdescribedinconceptssuchasdispositions,dimensions,traits, factorsandtypes.Seesection13.3.4

Question4of50

0.0/1.0Points

Apsychologistanalysessomeone'spersonalhistorytogainabetterunderstandingofhis/her personality.Whatkindofdataisbeingcollected?

☐ ☐ A.T-data

☐ ☐ B.L-data

☐ ☐ C.P-data

☐ ☐ D.O-data

AnswerKey:B

Feedback:L-dataorlifedataisinformationfrom aperson'spersonalhistory.Seesection13.7

Part2of14-Chapter13Application1.0/4.0Points

Question5of50

0.0/1.0Points

Susanperceivesherselfasahardworkerandaresponsiblepersonwhoisnotwelltreatedby

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

0.0/1.0 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 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

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

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☐ Log Out

4Assignment04660746

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Part 1 of 14-Chapter 13 Theory 0.0/4.0 Points

Question 1 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

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

0.0/1.0 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

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

AnswerKey: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

0.0/1.0 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. 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

Part 2 of 14 - Chapter 13 Application 1.0/4.0 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/sonpersonality.*

☐ ☐ A. *trait*

☐ B. *cognitiveandsocial-cognitive*

☐ C. *biologicalandevolutionary*

☐ D. *psychosocial*

AnswerKey:B

Feedback:Accordingtocognitiveandsocial-cognitivetheories,peoplearerationalandthinking, andthroughvariousinformationprocessingabilitiesform theirownpersonalitiesanddestinies byusingcognitivepowertocreateandchangecognitiveconstructs,processesandschemas aboutreality. Self-imageisshapedthroughtheformingandchangingofcognitiveandrelational schemasandself-comparison. Seesection13.3.5

Question6of50

0.0/1.0Points

Susansubconsciouslyrebelsagainstaauthority. However, sheknowsthatitisnotacceptableto challengeauthority. Subconsciouslyshe“beats”theauthoritybynotwearingshoes, andbynot comingtoworkontime. ThisdescriptionofSusanrelatestothe\_\_\_\_\_perspectiveon personality.

☐ ☐ A. *psychodynamic*

☐ ☐ B. *behaviourist*

☐ C. *humanist*

☐ D. *trait*

AnswerKey:A

Feedback:Rebellionandauthorityissueshouldremindyouofpsychoanalysis. Seesection 13.3.1

Question7of50

0.0/1.0Points

Twosisters, AnneandPreciouslovespendingquietSundayafternoonsathomewiththeir parentsreading. Recentlyhowever, Precioushasbeenskippingtheseafternoonstojoinher friendsandgoskydiving. Theenvironmentalinfluencebeingdisplayedhereis\_\_\_\_\_

☐ ☐ A. *familyinfluences*

☐ B. *culturalandethnicmembership*

☐ 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