

Self-Assessment

Chapter 16 and 17

Chapter 16

Part 1 of 3 - Chapter 16 Theory

5.0 Points

Question 1 of 15

1.0 Points

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

- ☐ A. an approach to describe personality factors
- ☐ B. an approach to describe emotional or mood expressions
- ☒ C. an scale to measure personality type
- ☐ D. an approach to indicate a body and emotional type

Answer Key: C

Question 2 of 15

1.0 Points

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

- ☒ A. ability to use resources for wellness and optimal functioning
- ☐ B. utilisation of strong cardinal traits to be self-assertive and resistant
- ☐ C. ability to grow into a fully functioning and mature person
- ☐ D. ability to develop a strong self-sentiment towards being autonomous

Answer Key: A

Question 3 of 15

1.0 Points

Which factor in the Five-Factor Model is consistently related to performance across many jobs?

- ☐ A. Agreeableness
- ☒ B. Conscientiousness
- ☐ C. Neuroticism

- ☐ D. Openness to experience

Answer Key: B

Question 4 of 15

1.0 Points

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

- ✓ ☒ A. inherited; fluid
- ☐ B. inherited; crystallised
- ☐ C. learned; fluid
- ☐ D. learned; crystallised

Answer Key: A

Question 5 of 15

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

Part 2 of 3 - Chapter 16 Application and Insight

5.0 Points

Question 6 of 15

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 7 of 15 1.0 Points

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

- ☐ A. It considers only the unconscious processes and ignores the role of the environment.
- ☐ B. It focuses only on learned, observable behaviour.
- ✓ ☒ C. The uniqueness of people in the way they express themselves may be ignored.
- ☐ D. It places too much focus on genetic aspects

Answer Key: C

Question 8 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 9 of 15 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

Question 10 of 15

1.0 Points

An important assumption according to trait psychology is that _____.

- ☒ A. more or less enduring traits provide people with an identifiable personality profile across time and situations
- ☐ B. traits recognisable in people are foremost learned behaviour influenced by the environment
- ☐ C. genetic factors may only have a determining effect with regard to intellectual personality traits.
- ☐ D. traits are not influenced by situations because of the consistency in traits

Answer Key: A

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

Chapter 17

Part 1 of 3 - Chapter 17 Theory

5.0 Points

Question 1 of 15

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 2 of 15

1.0 Points

In humanistic theory, the term phenomenology refers to _____.

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

Answer Key: D

Feedback: Section 17.2

Question 3 of 15

1.0 Points

In humanistic theory, the term existentialism refers to _____.

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

Answer Key: A

Feedback: Section 17.2

Question 4 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
- ☐ B. is provided with regular feedback sessions
- ☐ C. has responsibility in the job
- ✓ ☒ D. only does routine tasks

Answer Key: D

Question 5 of 15

1.0 Points

Blaming external things for frustrations and problems is considered as displaying _____.

- ✓ ☒ A. an external locus of control
- ☐ B. a sense of coherence
- ☐ C. self-efficacy
- ☐ D. an internal locus of control

Answer Key: A

Feedback: Well done! By blaming external factors for problems, an external locus of control is applied. See prescribed book section 17.3.5.

Part 2 of 3 - Chapter 17 Application and Insight

5.0 Points

Question 6 of 15

1.0 Points

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

- ☐ A. positive regard
- ✓ ☒ B. self-actualisation
- ☐ C. belonging
- ☐ D. will to meaning

Answer Key: B

Feedback: Chapter 17, textbook, section 17.6.2

Question 7 of 15

1.0 Points

If one thinks about the emphasis in marketing and in advertising of many services and products, especially in the beauty and fitness fields, which aspect of the human personality do they focus on and which often conveys unfortunate messages to many people?

- ☐ A. The self-identity
- ☐ B. The self-schema
- ☒ C. The bodily self
- ☐ D. The real self

Answer Key: C

Feedback: Section 17.4

Question 8 of 15

1.0 Points

Humanistic views of the self-concept _____.

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

Answer Key: B

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

Question 9 of 15

1.0 Points

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

- ☐ A. optimism
- ☐ B. esteem needs
- ☐ C. valuing self-experiences

✓ ☒ D. flow experience

Answer Key: D

Feedback: Chapter 17, textbook, section 17.6.2

Question 10 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
- ☒ 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 3 of 3 - Chapter 17 Case Study

5.0 Points

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

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

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

Currently, at the age of 61, in a new political and social context, and now divorced, I work as the deputy minister of education in government where I feel I can contribute to the good of all people. My children have their own jobs and families. I often miss them, since I know that as a mother I was often absent and a strict disciplinarian.

Because I had to succeed, I did not always get along well with my husband, children, and other people; I often have feelings of guilt and remorse about this.

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

Question 11 of 15

1.0 Points

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

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

Answer Key: B

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

Question 12 of 15

1.0 Points

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

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

Answer Key: A

Feedback: Yes! In the previous question, we looked at unconditional positive regard, which is required for optimal development of the self. Conditional positive

regard therefore means that a person is only loved if he/she meets certain requirements or conditions. It prevents authenticity in a person and in a relationship. See section 17.5

Question 13 of 15

1.0 Points

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

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

Answer Key: C

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

Question 14 of 15

1.0 Points

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

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

Answer Key: C

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

Question 15 of 15

1.0 Points

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

- ☐ A. fixated
- ☐ B. independent

- ☐ C. selfless
- ✓ ☒ D. self-regulated

Answer Key: D

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