

Self-Assessment

Chapter 18, 19 and 20

Chapter 18

Part 1 of 3 - Chapter 18 Theory

5.0 Points

Question 1 of 15

1.0 Points

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

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

Answer Key: A

Question 2 of 15

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).

1.0 Points

Question 3 of 15

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

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

Answer Key: D

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

1.0 Points

Question 4 of 15

One of the categories of representation is _____ memory, which refers to abstract representations of the meanings of things, for example people's knowledge of mathematics or language comprehension

- ☐ A. short term
- ☐ B. sporadic

- ☐ C. episodic
- ✓ ☒ D. semantic

Answer Key: D

Feedback: Well done! Semantic memory refers to abstract representations of the meanings of things, for example people's knowledge of mathematics or language comprehension See section 18.1 of your prescribed book.

1.0 Points

Question 5 of 15

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

- ☐ A. increased
- ✓ ☒ B. decreased
- ☐ C. equal
- ☐ D. no change in

Answer Key: B

Feedback: Yes. If the individual feels that he/she is being underpaid, this will result in decreased effort, demands for more pay, or other attempts to achieve equity in the organisation. See section 18.4.3.2 of your prescribed book.

Part 2 of 3 - Chapter 18 Application and Insight

5.0 Points

Question 6 of 15

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

1.0 Points

Question 7 of 15

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

1.0 Points

Question 8 of 15

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

1.0 Points

Question 9 of 15

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

1.0 Points

Question 10 of 15

Agnes wants to join a book club. However, when she observes that the group members are older than her, she assumes that they might be boring, conservative, and uptight. In terms of the cognitive theory, this is an example of _____.

- ☐ A. a propositional construct
- ✓ ☒ B. a constellatory construct

- ☐ C. a fundamental postulate
- ☐ D. a pre-emptive construct

Answer Key: B

Feedback: Yes! Agnes is applying a constellatory construct, which allows more flexible thinking than pre-emptive constructs, as it allows individuals or events to be included in more than one group (older than her plus boring, conservative and uptight) at a time, whilst still encouraging fixed assignments to a particular group. See prescribed book section 18.5.1

Part 3 of 3 - Chapter 18 Case Study

5.0 Points

Read the following case study, considering it from the cognitive perspective and answer the questions that follow.

Sue has just moved into a new security complex. She is going to work from home. Initially Sue thinks that it is very cosy. She tells herself that this will be her home, because, for the first time, she will own her own place. No more paying rent to someone else and having to put up with all the owner's complaints.

However, some things happen that she does not expect. On the day that Sue moves in, an older man, whom she now knows is her next-door neighbour Mr Hillbilly, tells her about a burglary the previous night, and asks Sue not to park in a particular space close to her front door. Sue wonders where her work associates will park. Mr Hillbilly talks about the management committee of the complex not doing their work, and being prejudiced towards him and others on Sue's side of the complex. Sue thinks that she must avoid Mr Hillbilly. Maybe he is nosy, bossy, and an unhappy person? Sue has also been told that the complex is safe, and that unmarked open parking places are available to all residents and visitors.

Two days later, on a Friday after midnight, Sue is rudely awakened by excessively loud music from a neighbouring complex, which lasts for at least two hours. At first Sue wants to throw something, or shout in the direction of the noise, but something keeps her from doing it.

Fortunately, the next morning something good happens: Mr Hillbilly and his wife bring Sue a surprise breakfast, which she really appreciates, even if it is seven o'clock on a Saturday morning. When they leave, the Hillbillies say that they will not see her again. Sue thinks that perhaps they are not that bad after all. At the door Sue asks the Hillbillies what her other next-door neighbour does, because she cannot understand why this neighbour carries such a big bag and heavy books every day.

Sue is now wondering whether she did the right thing to move in here. She would like to have friends here, but she does not want problems, and she must be able to do her work.

1.0 Points

Question 11 of 15

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: Yes! 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.

1.0 Points

Question 12 of 15

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: Well done! 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.

1.0 Points

Question 13 of 15

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: Yes! Well done! 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.

1.0 Points

Question 14 of 15

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.

1.0 Points

Question 15 of 15

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: Yes! 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

Chapter 19

Part 1 of 3 - Chapter 19 Theory

5.0 Points

Question 1 of 15

1.0 Points

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

- ☐ A. Autonomy
- ✓ ☒ B. Positive emotionality
- ☐ C. Emotion
- ☐ D. Humour

Answer Key: B

Question 2 of 15

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

Question 3 of 15

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

1.0 Points

Question 4 of 15

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

- ☐ A. positive, absorbed commitment
- ☐ B. protected use of strengths
- ✓ ☒ C. confidence in capacities to achieve, like self-efficacy
- ☐ D. strengths to reach out, beyond oneself

Answer Key: C

1.0 Points

Question 5 of 15

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

- ☐ A. positive, absorbed commitment
- ☐ B. protected use of strengths
- ☐ C. confidence in capacities to achieve, like self-efficacy
- ✓ ☒ D. strengths to reach out, beyond oneself

Answer Key: D

Part 2 of 3 - Chapter 19 Application and Insight

5.0 Points

1.0 Points

Question 6 of 15

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

1.0 Points

Question 7 of 15

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

1.0 Points

Question 8 of 15

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

1.0 Points

Question 9 of 15

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

- ☐ A. Behaviourism
- ☐ B. Cognitive theory
- ☐ C. Psychodynamic theory
- ✓ ☒ D. Humanism

Answer Key: D

1.0 Points

Question 10 of 15

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

Part 3 of 3 - Chapter 19 Case Study

5.0 Points

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

In the movie *About a Boy*, Will Freeman (played by Hugh Grant) plays the role of a womaniser who does not have to work, because he lives off the generous royalties from a Christmas jingle that his late father composed. He lives in a modern apartment in London, which is equipped with the best of everything. He is free to do what he wants to do and spends most of his time (when not chasing women), eating, watching TV and videos and playing billiards. It looks like the perfect life.

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

1.0 Points

Question 11 of 15

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

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

Answer Key: B

1.0 Points

Question 12 of 15

Will obviously lacks wisdom as a virtue, because _____.

- ☐ A. he has little self-control as he indulges in materialistic things

- ☐ B. despite his money, he is not involved in his community nor does he demonstrate leadership potential
- ☐ C. he is a loner who does not have a high regard for others – especially for women
- ✓ ☒ D. he is not curious and does not exercise critical thinking

Answer Key: D

1.0 Points

Question 13 of 15

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

- ☐ A. he is not curious and does not exercise critical thinking.
- ☐ B. despite his means, he is not involved in his community nor does he demonstrate leadership potential.
- ✓ ☒ C. he is caught up in his situation and does not have peak experiences, flow, or a sense of purpose or faith.
- ☐ D. he is a loner who does not have a high regard for others – especially for women.

Answer Key: C

1.0 Points

Question 14 of 15

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

- ☐ True
- ✓ ☒ False

Answer Key: False

1.0 Points

Question 15 of 15

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

- ☒ True
- ☐ False

Answer Key: True

Chapter 20

Part 1 of 3 - Chapter 20 Theory

5.0 Points

Question 1 of 15

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 2 of 15

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).

1.0 Points

Question 3 of 15

The _____ Model suggests that jobs should be designed in a way which minimises high job demands, which can cause strain over which an employee has no control.

- ✓ ☒ A. Demands-Control
- ☐ B. Demands-and-Resources
- ☐ C. Job-Characteristics
- ☐ D. Risk-Management

Answer Key: A

1.0 Points

Question 4 of 15

The _____ personality is characterised by anxiety in relationships, superstition, magical thinking and acting according to rituals.

- ☐ A. schizoid
- ☐ B. paranoid
- ✓ ☒ C. schizotypal
- ☐ D. dependent

Answer Key: C

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

1.0 Points

Question 5 of 15

In Campbell and Cellini's taxonomy for adult career problems, problems with conditions within the organisational environment is usually associated with _____.

- ☐ A. problems in making career decisions
- ☐ B. problems in future career development
- ☐ C. problems in implementing career plans
- ✓ ☒ D. problems in organisational/institutional performance

Answer Key: D

Feedback: Chapter 20, textbook, section 20.6.7

Part 2 of 3 - Chapter 20 Application and Insight

5.0 Points

1.0 Points

Question 6 of 15

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

1.0 Points

Question 7 of 15

Which of the following is a symptom of burnout?

- ✓ ☒ A. Intense difficulty to respond to emotional stimuli
- ☐ B. Goal-achievement

- ☐ C. A constant need for the company of others
- ☐ D. Periods of excitement alternated by periods of depression

Answer Key: A

1.0 Points

Question 8 of 15

Jason takes excessive sick leaves because he always complains of back pains, poor breathing and headaches. However, Jason's medical history does not explain the organic/physical cause of his condition. Jason may be suffering from _____ disorder.

- ☐ A. scizophrenic
- ☐ B. a delusional
- ☒ C. somatoform
- ☐ D. an anxiety

Answer Key: C

Feedback: Section 20.7

1.0 Points

Question 9 of 15

Louise has, for the third time and once again in a melodramatic manner, submitted her resignation – just to withdraw it again 10 minutes later. She then cries, claiming that nobody loves her and that she is always made the scapegoat in the office. Once she has everyone's attention, she calms down and continues with her work still sulking. Most staff members are unperturbed by the incident because they have become used to it. Louise's behaviour is typical of the _____ personality disorder.

- ☐ A. narcissistic
- ☒ B. histrionic
- ☐ C. antisocial

☐ D. borderline

Answer Key: B

1.0 Points

Question 10 of 15

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

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.

1.0 Points

Question 11 of 15

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: Well done! 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

1.0 Points

Question 12 of 15

What type of personality does John display?

- ☒ A. Type A

- ☐ B. Type B
- ☐ C. Type C
- ☐ D. Type D

Answer Key: A

Feedback:

Yes! 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

1.0 Points

Question 13 of 15

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: Yes! 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.

1.0 Points

Question 14 of 15

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: Yes! 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.

1.0 Points

Question 15 of 15

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: Yes! 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.