# 4 Assignment 04 (Unique number 890068)

Return to Assessment List

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Part 1 of 14 - Chapter 13 Theory          4.0 Points

Question 1 of 50          1.0 Points

The _____ is considered as the most integrative trait approach on personality.

     ○ A. Three-Factor Model

     ○ B. Five-Factor Model

     ○ C. 16PF

✗    ● D. MBTI

**Answer Key:** B

**Feedback:** Various trait factor models of personality are recognised, however, the Five-Factor Model is considered as the most integrative model of personality. Many other trait classifications on many psychological phenomena exist, for example interpersonal and conflict management styles. See section 13.3.4

Question 2 of 50          1.0 Points

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

     ○ A. Humanism

✔    ● B. Behaviourism

     ○ C. Trait and type

     ○ D. Psychoanalytic and psychodynamic

**Answer Key:** B

**Feedback:** Yes! Behaviourism states that the environment shapes behaviour. A behaviourist would consider how a person's environment and the people in their environment shape their behaviour. See section 13.3.2 in your prescribed book.
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Question 3 of 50          1.0 Points

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

     ○ A. behaviouristic or learning

     ○ B. cognitive and social-cognitive

✔    ● C. trait and type

     ○ D. psychodynamic or psychoanaltytic

**Answer Key:** C

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

Question 4 of 50          1.0 Points

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

✔    ● A.

psychodynamic or psychoanalytic

○ B.
humanistic, phenomenological and existential

○ C.
cognitive and social cognitive

○ D.
behaviourist or learning

**Answer Key:** A

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

Part 2 of 14 - Chapter 13 Application                                                          4.0 Points

Question 5 of 50                                                                                     1.0 Points

During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an _____ approach to psychological research and assessment.

✔   ● A. clinical

○ B. statistical

○ C. quantitative

○ D. objective

**Answer Key:** A

**Feedback:** 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 6 of 50                                                                                     1.0 Points

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

○ A. The unconscious

✔   ● B. Culture

○ C. Traits

○ D. The super-ego

**Answer Key:** B

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

Question 7 of 50                                                                                     1.0 Points

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 emphasising the _____ domain of personality.

○ A. developmental

✔   ● B. structural

○ C. motivational

○ D. adjustment

**Answer Key:** B

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

Question 8 of 50                                                                          1.0 Points

During a feedback session following diversity management training the participants agree that the meanings associated with any aspect can be influenced by the way and by whom the meanings are formed within social situations and interactions. This concept is known as _____.

    ○ A. relationship schema

✔  ● B. social constructionism

    ○ C. contextualisation

    ○ D. emotional intelligence

**Answer Key:** B

**Feedback:** Yes! Well done. Social constructionism states that human behaviour and personality are based on people's interpretation of social situations and interactions. See section 13.3.8

Part 3 of 14 - Chapter 14 Theory                                                         4.0 Points

Question 9 of 50                                                                          1.0 Points

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

    ○ A. inferiority

    ○ B. latency

    ○ C. fixation

✔  ● D. individuation

**Answer Key:** D

**Feedback:** Section 14.7

Question 10 of 50                                                                         1.0 Points

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

    ○ A. balance

    ○ B. will to meaning

✔  ● C. a sense of identity

    ○ D. positive transference

**Answer Key:** C

**Feedback:** Section 14.8.2

Question 11 of 50                                                                         1.0 Points

Jung was the first theorist to emphasise and define _____.

    ○ A. the inferiority complex

    ○ B. the "eight ages of man"

     ○   C.   birth order effect on behaviour

✔   ◉   D.   introversion/extraversion

**Answer Key:** D

**Feedback:** Section 14.7

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### Question 12 of 50

1.0 Points

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

     ○   A.   oral

✔   ◉   B.   genital

     ○   C.   anal

     ○   D.   phallic

**Answer Key:** B

**Feedback:** Chapter 14, textbook, Table 14.3

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### Part 4 of 14 - Chapter 14 Application

3.0 Points

### Question 13 of 50

1.0 Points

Ashely does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Ashely probably has a/an _____ fixation.

     ○   A.   oral

     ○   B.   latent

     ○   C.   genital

✔   ◉   D.   phallic

**Answer Key:** D

**Feedback:** Good! Ashley, the phallic female presents as flirtatious, seductive and naïve. See section 14.7, Table 14.5

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### Question 14 of 50

1.0 Points

How do Freud's and Jung's theories differ? Jung _____.

     ○   A.

believes in the unconscious

     ○   B.

focuses on past experiences

     ○   C.

believes that the ego functions mostly at the unconscious level

✔   ◉   D.

added the dimension of the collective unconscious

**Answer Key:** D

**Feedback:** Good work! Although Jung agreed with Freud's notion of the unconscious, he added the dimension of the collective unconscious. He distinguished between a personal unconscious, which is a blend between Freud's unconscious and preconscious, and the collective unconscious, which refers to culturally inherited predispositions and experiences. See section 14.4

Question 15 of 50                                                                                    1.0 Points

Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed. Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way". What type of reaction did Maggy express in her response?

   A. Reaction-formation

✔   B. Rationalisation

   C. Projection

   D. Intellectualisation

**Answer Key:** B

**Feedback:** Yes! Maggie rationalises her failure with false excuses which could be true but are not. She is probably disappointed with herself and is unable to accept her failure so she blames others for her mistakes. See section 14.3, table 14.1

Part 5 of 14 - Chapter 16 Theory                                                                     4.0 Points

Question 16 of 50                                                                                    1.0 Points

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

✔   A. Values

   B. Anger

   C. Competence

   D. Altruism

**Answer Key:** A

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

Question 17 of 50                                                                                    1.0 Points

The term _____, relates to the innate energy underlying behaviour.

✔   A. ergs

   B. temparement

   C. emotion

   D. sentiment

**Answer Key:** A

**Feedback:** Ch 16, sect 16.8, p368

Question 18 of 50                                                                                    1.0 Points

The basic assumption that personality is best expressed in interpersonal situations, distinguishes the _____ from other personality models.

✔   A. Interpersonal Trait Model

   B. Three-Factor Model

   C. MBTI

   D. Five-Factor Model

**Answer Key:** A

**Feedback:** Section 16.5.2

Question 19 of 50                                                                                    1.0 Points

According to Allport and Cattell, _____ traits are fundamental and determine personality structure and the way in which other traits are manifested.

    ○ A. surface

✔  ● B. source

    ○ C. common

    ○ D. unique

**Answer Key:** B

**Feedback:** Chapter 16, textbook, section 16.6.1

Part 6 of 14 - Chapter 16 Application                                                                3.0 Points

Question 20 of 50                                                                                    1.0 Points

Allport, Jung and Adler agree on the idea of _____ which proposes that motivation is based on propriate strivings, namely behaviour initiated by the individual's future life goals and intentions.

    ○ A. functional autonomy

    ○ B. deficiency needs

    ○ C. ability traits

✔  ● D. teleological principle

**Answer Key:** D

**Feedback:** Allport, Jung and Adler agree on the teleological principle that motivation is based on propriate strivings. (P.367 Section 16.8)

Question 21 of 50                                                                                    1.0 Points

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

    ○ A. psychodynamic

    ○ B. cognitive

✔  ● C. trait

    ○ D. behaviouristic

**Answer Key:** C

Question 22 of 50                                                                                    1.0 Points

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

Part 7 of 14 - Chapter 17 Theory                                                4.0 Points

1.0 Points

Question 23 of 50

Various forms of the self-concept idea are used by different humanist theorists. Who sees self-concept as "what the individual would like to be?

✔   ⦿ A.  Rogers

○ B.  James

○ C.  Cooley

○ D.  Mead

**Answer Key:** A

**Feedback:** Rogers sees self-concept as "what the individual would like to be. (p. 381 Sec 17.4)

1.0 Points

Question 24 of 50

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

✔   ⦿ A.

committment 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

1.0 Points

Question 25 of 50

In humanistic theory, the term umwelt refers to _____.

○ A.

people being in their world

○ B.

aspects related to a specific culture

○ C.

the study of people's conscious experiences

✔   ⦿ D.

people's external world

**Answer Key:** D

**Feedback:** Section 17.2

Question 26 of 50                                                                                    1.0 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

Part 8 of 14 - Chapter 17 Application                                                  3.0 Points

Question 27 of 50                                                                                    1.0 Points

Which one of the following statements does NOT reflect the main assumptions of humanistic approaches?

○ A.

People's subjective and phenomenological experiences are important

○ B.

People have innate goodness and potential to self-actualise

✔ ● C.

People must be understood in terms of certain elements in personality

○ D.

People strive to find meaning, have choices and are able to self-determine

**Answer Key:** C

**Feedback:** Section 17.3.3

Question 28 of 50                                                                                    1.0 Points

The humanistic perspective emphasises principles similar to those of _____.

○ A. behaviourism

○ B. the cognitive perspective

✔ ● C. Gestalt psychology

○ D. psychoanalysis

**Answer Key:** C

Question 29 of 50                                                                                    1.0 Points

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

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Part 9 of 14 - Chapter 18 Theory                                              4.0 Points

                                                                             1.0 Points
Question 30 of 50
_____ constructs refer to the criteria or hypotheses through which people view and predict the world or their theories about the world and people they use to organise their own lives.

   ○ A. Psychological

   ○ B. Personality

✔ ● C. Personal

   ○ D. Cognitive

**Answer Key:** C

**Feedback:** Section 18.2

                                                                             1.0 Points
Question 31 of 50
When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____.

   ○ A. fundamental postulate

   ○ B. constructive alternativism

   ○ C. a core construct

✔ ● D. cognitive dissonance

**Answer Key:** D

                                                                             1.0 Points
Question 32 of 50
A _____ construct is receptive to change.

✔ ● A. permeable

   ○ B. preverbal

   ○ C. self

   ○ D. pre-emptive

**Answer Key:** A

                                                                             1.0 Points
Question 33 of 50
In cognitive theory, the term _____ construct refers to a construct that is less available to awareness owing to the intolerable implications it holds for the individual.

   ○ A. self-

   ○ B. suspended

✔ ● C. submerged

   ○ D. propositional

**Answer Key:** C

**Feedback:** Section 18.4.3.3

Part 10 of 14 - Chapter 18 Application                                            3.0 Points

                                                                                  1.0 Points
Question 34 of 50
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 35 of 50
John changed his opinion about how to restructure his department after receiving new information on job satisfaction
in the organisation. John is influenced by the _____ construct.

✔   A.  propositional

   B.  constellatory

   C.  pre-emptive

   D.  cognitive

**Answer Key:** A

**Feedback:** Section 18.5.1

                                                                                  1.0 Points
Question 36 of 50
"If you become a secondhand car dealer you will also become dishonest, since all secondhand car dealers are
dishonest people". This statement is an example of _____.

   A.  a propositional construct

   B.  a defence mechanism

   C.  a pre-emptive construct

✔   D.  a constellatory construct

**Answer Key:** D

**Feedback:** Chapter 18, textbook, section 18.5.1

Part 11 of 14 - Chapter 19 Theory                                                 4.0 Points

                                                                                  1.0 Points
Question 37 of 50
In his theory on employee well-being, _____ postulated five life tasks which include love, self-direction, friendship,
essence or spirituality and work and leisure.

   A.  Tellegen

   B.  Rogers

✔   C.  Adler

D. Seligman

**Answer Key:** C

**Feedback:** Section 19.3.3

Question 38 of 50

1.0 Points

The _____ paradigm focuses on the abnormal, with the fundamental question of this paradigm being: "Why do people become ill or not perform their work?"

A. salutogenic

B. fortigenic

C. positive

✔  D. pathogenic

**Answer Key:** D

**Feedback:** Yes! This description points to the pathogenic paradigm, which investigates illness and its causes, as explained in Chapter 19, textbook, section 19.2

Question 39 of 50

1.0 Points

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

A.
a person experiencing the community as logical and predictable

B.
a sense of direction towards specific goals

C.
establishing conditions which can be managed

✔  D.
assisting society in achieving its potential

**Answer Key:** D

**Feedback:** Section 19.3.1

Question 40 of 50

1.0 Points

The _____ is theoretical, interdisciplinary and holistic in that explores both well-being and prevention over the life span within several contexts, including the work context.

A. Self- determination Model

B. Multi-dimensional Model of Well-being

C. Broad and Build Theory

✔  D. Wheel of Wellness

**Answer Key:** D

**Feedback:** Well done! The Wheel of Wellness is theoretical, interdisciplinary and holistic in that explores both well-being and prevention over the life span within several contexts, including the work context. See section 19.3.3 in your prescribed book.

Part 12 of 14 - Chapter 19 Application

3.0 Points

Question 41 of 50

1.0 Points

Kate is generally unhappy and unbalanced in all areas of her life, but she has not been diagnosed with a mental illness. According to the Complete State Model, Kate's condition can be described as _____.

  ○ A. struggling

  ○ B. floundering

  ○ C. flourishing

  ✔ ● D. languishing

**Answer Key:** D

Question 42 of 50                                                                                   1.0 Points

In a career development workshop you have designed the training interventions to strengthen the participants' ability to control their emotions and needs, which will improve their planning skills and increase their ability to enjoy life. On which of the following salutogenesis constructs have you based your workshop?

  ○ A. Locus of control

  ○ B. Sense of coherence

  ✔ ● C. Learned resourcefulness

  ○ D. Self-efficacy

**Answer Key:** C

**Feedback:** Chapter 19, textbook, section 19.5.4

Question 43 of 50                                                                                   1.0 Points

Which one of the concepts of psychological and social well-being in the four alternatives explains the behaviour and attitude of the person in the following example? "Martha is very creative in her thinking and has great confidence in her opinions, even if they are different from the way most other people think."

  ○ A. Social actualisation

  ✔ ● B. Autonomy

  ○ C. Social integration

  ○ D. Purpose in life

**Answer Key:** B

**Feedback:** Chapter 19, textbook, section 19.3.1 - Autonomy relates to being confident about your own opinion even if others hold differing views. You need to be able to identify the different facets of subjective well-being from scenarios such as this one.

Part 13 of 14 - Chapter 20 Theory                                                                   4.0 Points

Question 44 of 50                                                                                   1.0 Points

_____ depressive disorders cannot be coupled to external events, and might be related to biologically and genetically based causes.

  ○ A. Dysthymic

  ○ B. Major

  ✔ ● C. Endogenous

  ○ D. Bipolar

**Answer Key:** C

**Feedback:** Good work. Endogenous depressive disorders cannot be coupled to external events, and might be related to biologically and genetically based causes. See prescribed book section 20.5.5

                                                                                                    1.0 Points
Question 45 of 50
    A delusion can be defined as _____ .

        ○  A.
        an accurate observation without the existence of a corresponding stimulus

        ○  B.
        an inaccurate observation without the existence of a corresponding stimulus

        ◉  C.
    ✓   having false beliefs and ideas

        ○  D.
        having false reactions and behaviour

    **Answer Key:** C

    **Feedback:** A delusion is seen as having false beliefs (for example, of persecution) (Bergh & Theron 2013, section 20.5.7).

                                                                                                    1.0 Points
Question 46 of 50
    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)

                                                                                                    1.0 Points
Question 47 of 50
    Stress can be positively related to physical illness because it decreases the ability of the _____ system.

        ○  A. lymphatic

        ○  B. melatonin

        ○  C. limbic

    ✓   ◉  D. immune

    **Answer Key:** D

Part 14 of 14 - Chapter 20 Application                                                              3.0 Points

                                                                                                    1.0 Points
Question 48 of 50
    Select the **correct** statement about psychological disorders.

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

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

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

○ D.

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

**Answer Key:** B

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

Question 49 of 50																			1.0 Points

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

○ A.

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

○ B.

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

◉ C.

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

○ D.

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

**Answer Key:** C

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

Question 50 of 50																			1.0 Points

At work, Steven takes a long time to start tasks, or he repeatedly starts from scratch, and he seldom completes tasks in time, all of which cause problems in the delivery of products. His inability to start and finish tasks can be associated with _____ and from his explanations of why he is afraid to finish tasks and on time this employee has a _____ and probably does not want promotion or have his supervisor expect more of him.

○ A. underachievement; fear of failure

✔ ◉ B. procrastination; fear of success

○ C. production impediment; fear of success

○ D. procrastination; fear of failure

**Answer Key:** B

**Feedback:** Section 20.2.6