

1. Personality researchers note that the third edition of Webster's Unabridged Dictionary contains 17,100 adjectives that can be used to describe someone's traits.  
True False
2. Conscientious people are dependable, organized, reliable, ambitious, hardworking, and persevering.  
True False
3. According to research, agreeable employees have the weakest customer service skills.  
True False
4. Whereas neuroticism is synonymous with positive affectivity, extraversion is synonymous with negative affectivity.  
True False
5. Culture is defined as the shared values, beliefs, motives, identities, and interpretations that result from common experiences of members of a society.  
True False
6. Conscientiousness has a moderate positive effect on performance as well as on commitment.  
True False
7. Adjectives such as responsible, critical, organized, or achievement-oriented are all examples of cultural values.  
True False
8. One important social factor is the culture in which an individual is raised.  
True False
9. Extraversion changes quite significantly over a person's life span.  
True False
10. Agreeable people prioritize accomplishment striving.  
True False
11. Agreeableness is related to performance across all occupations.  
True False
12. Of the Big Five, openness is the easiest to judge in zero acquaintance situations.  
True False
13. Extraverts are less likely to emerge as leaders in social and task-related groups.  
True False
14. Extraverts tend to be unhappy with their jobs.  
True False
15. Extraverted employees have low positive affectivity.  
True False
16. Neuroticism is the most important of the Big Five from the perspective of job performance.  
True False
17. Neurotic employees experience lower levels of job satisfaction than their less neurotic counterparts.  
True False
18. Neurotic people are more likely to believe they can cope with the stressors that they experience.  
True False

19. Low-power distance cultures prefer that power be distributed uniformly where possible, in a more egalitarian fashion.  
True False
20. What employees are like depends only on personality type and not on culture.  
True False
21. Conscientious employees are more likely to engage in day-to-day psychological and physical withdrawal behaviours.  
True False
22. In contrast to abilities, which can be improved over time with training and experience, skills are relatively stable.  
True False
23. Anesthesiology is a great example of a job for which problem sensitivity is crucial.  
True False
24. Inductive reasoning refers to being able to examine and compare numbers, letters, and objects quickly.  
True False
25. Emotion regulation reflects the degree to which people can harness emotions and employ them to improve their chances of being successful in whatever they are seeking to do.  
True False
26. Static strength refers to the ability to lift, pull, or push very heavy objects using the hands, arms, legs, shoulders, or back.  
True False
27. Commercial divers require stamina as well as flexibility & coordination abilities.  
True False
28. Sensory abilities include fine manipulative and the control movement abilities.  
True False
29. Cognitive ability is a strong, positive predictor of job performance; in particular, the task performance dimension.  
True False
30. Similar to its relationship with job performance, research has supported a significant linkage between cognitive ability and organizational commitment.  
True False
31. The suggested minimum Wonderlic score for an attorney is 21.  
True False
32. Even with repeated practice and repetition, abilities cannot change over time.  
True False
33. Abilities capture what people can do; not what people are like.  
True False
34. Written expression is the ability to understand written words and sentences.  
True False
35. Oral expression and written expression are always highly related.  
True False

36. Quantitative ability refers to the mathematical capabilities of number reasoning and mathematical facility.  
True False
37. A tourist with high visualization would have no trouble finding her way back to her hotel on foot after a long day of sightseeing, even without a map or help from anyone on the street.  
True False
38. Perceptual ability refers to being able to perceive, understand, and recall patterns of information.  
True False
39. The appraisal and expression of emotions in oneself is referred to as self-esteem.  
True False
40. People who are high in self-awareness are sensitive to the feelings of others and can anticipate the emotions that people will experience in different situations.  
True False
41. When Janice was informed that her pay has been hiked, she felt joyous and giddy the rest of the day and, as a consequence, was not able to accomplish any more work. Janice has poor self-awareness.  
True False
42. Stamina is involved whenever the nature of the physical activity causes the heart rate to climb and the depth and rate of breathing to increase for prolonged periods of time.  
True False
43. Jumping rope effectively requires gross body coordination; walking on a balance beam requires gross body equilibrium.  
True False
44. Gross body coordination is more important when the work environment is artificially elevated and inherently unstable.  
True False
45. Effectiveness as an interior designer requires the near vision aspect of visual ability.  
True False
46. Scores on cognitive ability tests have a strong negative correlation with measures of performance across different types of jobs.  
True False
47. Cognitive ability tends to be more strongly correlated with citizenship behaviour or counterproductive behaviour than task performance.  
True False
48. If ESI hires an individual who fits the characteristics of agreeable on the Big Five dimensions, it can be beneficial in the field manager's position.  
True False
49. In Hofstede's dimensions of cultural values, short-term orientation stresses values that are more future-oriented, such as persistence, prudence and thrift.  
True False
50. High uncertainty avoidance means that the culture tolerates uncertain and ambiguous situations and values unusual ideas and behaviours.  
True False
51. Given their high cognitive abilities, according to research, Google employees should have very high organizational commitment.  
True False

52. \_\_\_\_\_ refers to the structures and propensities inside a person that explain his or her characteristic patterns of thought, emotion, and behaviour.
- A. Personality
  - B. Values
  - C. Beliefs
  - D. Ethnocentrism
  - E. Perception
53. Personality is a collection of multiple specific
- A. abilities
  - B. traits
  - C. aptitudes
  - D. emotions
  - E. capacities
54. Which of the following refers to recurring regularities or trends in people's responses to their environment?
- A. Perceptions
  - B. Values
  - C. Short-term orientations
  - D. Traits
  - E. Beliefs
55. \_\_\_\_\_ are shared beliefs about desirable end states or modes of conduct in a given culture.
- A. Cultural values
  - B. Traits
  - C. Locus of controls
  - D. Perceptions
  - E. Ethnocentrisms
56. Personality researchers note that the third edition of Webster's Unabridged Dictionary contains \_\_\_\_\_ adjectives that can be used to describe someone's traits.
- A. less than 100
  - B. 657
  - C. 14,754
  - D. 6,593
  - E. 1,710
57. Which of the following is not a broad "factor" or "dimension" of the big five taxonomy?
- A. Conscientiousness
  - B. Extraversion
  - C. Locus of control
  - D. Openness
  - E. Neuroticism
58. Professor Mason was writing a recommendation for Lisa. He described Lisa as a dependable, organized, reliable, and ambitious individual. According to the Big Five taxonomy, traits describing Lisa classifies as which of these?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism

59. Kind, cooperative, helpful, and warm describes which of these dimensions of the Big Five?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
60. If your roommate is nervous, moody, emotional, insecure, and jealous, he would fit which of these dimensions of the Big Five?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
61. Randy was recently given the following comment by his best friend. "You are uninquisitive, conforming, and quite inartistic. You need to work on these aspects." Randy needs to work on which dimension of the Big Five?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
62. Raj has always been quiet, shy, and reserved. If he wants to improve these qualities, which of the following Big Five dimension would you recommend he should work on?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
63. The Big Five dimensions can best be described by which of these acronyms?
- A. CANOE
  - B. NOBLE
  - C. CAMEL
  - D. POLKA
  - E. AMBER
64. Critical, selfish, and rude are opposite traits for which dimension of the Big Five?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
65. Careless, negligent, and irresponsible are opposite traits for which dimension of the Big Five?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
66. Which dimension of the Big Five has the biggest influence on the job performance?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism

67. Conscientious people prioritize
- A. status striving
  - B. communion striving
  - C. accomplishment striving
  - D. negativity striving
  - E. none of these
68. According to research, which of these salespeople set higher sales goals for themselves and were more committed to meeting those?
- A. Neurotic
  - B. Extraverted
  - C. Agreeable
  - D. Open
  - E. Conscientious
69. Agreeable people prioritize
- A. status striving
  - B. communion striving
  - C. accomplishment striving
  - D. negativity striving
  - E. none of these
70. \_\_\_\_\_ reflects a strong desire to obtain acceptance in personal relationships as a means of expressing personality.
- A. Status striving
  - B. Negativity striving
  - C. Accomplishment striving
  - D. Communion striving
  - E. None of these
71. In a conflict situation, Maya tends to react by walking away or adopting a "wait-and see" attitude. Maya can be described as which of these individual, according to the Big Five?
- A. Thinking
  - B. Extraverted
  - C. Agreeable
  - D. Sensing
  - E. Conscientious
72. Of the Big Five, \_\_\_\_\_ is the easiest to judge in zero acquaintance situations.
- A. openness
  - B. conscientiousness
  - C. agreeableness
  - D. neuroticism
  - E. extraversion
73. Extraverted people prioritize
- A. status striving
  - B. communion striving
  - C. accomplishment striving
  - D. negativity striving
  - E. none of these
74. \_\_\_\_\_ reflects a strong desire to obtain power and influence within a social structure as a means of expressing personality.
- A. Communion striving
  - B. Status striving
  - C. Negativity striving
  - D. Accomplishment striving
  - E. None of these

75. Regina cares a lot about being successful and influential and always directs her work efforts towards "moving up" and developing a strong reputation. Regina can be described as which of these, according to the Big Five?
- A. Neurotic
  - B. Agreeable
  - C. Extraverted
  - D. Close
  - E. Conflict-oriented
76. Research suggests that \_\_\_\_\_ employees are more likely to emerge as leaders in social and task-related groups.
- A. close
  - B. conflict-driven
  - C. agreeable
  - D. extraverted
  - E. neurotic
77. Extraverted people tend to be high in
- A. neuroticism
  - B. agreeableness
  - C. negative affectivity
  - D. conflict avoidance
  - E. positive affectivity
78. A dispositional tendency to experience pleasant, engaging moods such as enthusiasm, excitement, and elations refers to
- A. neuroticism
  - B. agreeableness
  - C. positive affectivity
  - D. conflict avoidance
  - E. none of these
79. Emotional stability is the flip side of which of these Big Five dimension?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness
  - E. Neuroticism
80. If conscientiousness is the most important of the Big Five from the perspective of job performance, \_\_\_\_\_ is the second most important.
- A. neuroticism
  - B. extraversion
  - C. agreeableness
  - D. openness
  - E. collectivism
81. Whereas extraversion is synonymous with \_\_\_\_\_, neuroticism is synonymous with \_\_\_\_\_.
- A. individualism; collectivism
  - B. agreeableness; conflict avoidance
  - C. negative affectivity; positive affectivity
  - D. conflict avoidance; agreeableness
  - E. positive affectivity; negative affectivity

82. Neurotic people tend to be both
- A. less satisfied with job as well as life
  - B. agreeable as well as conflict avoiders
  - C. happy as well as calm
  - D. extraverted as well as positively affected
  - E. none of these
83. Neuroticism is associated with a(n) \_\_\_\_\_ to stressors, meaning that neurotic people are more likely to appraise day-to-day situations as stressful.
- A. agreeableness
  - B. extraversion
  - C. differential exposure
  - D. openness
  - E. none of these
84. Neuroticism is associated with \_\_\_\_\_ to stressors, meaning that neurotic people are less likely to believe they can cope with the stressors that they experience.
- A. status striving
  - B. communion striving
  - C. positive affectivity
  - D. a differential reactivity
  - E. accomplishment striving
85. Neurotic people are much more likely to be
- A. Type Bs
  - B. Type As
  - C. agreeable
  - D. open
  - E. Holding internal locus of control
86. Inquisitiveness and intellectualness are alternative labels for which of these Big Five dimension?
- A. Conscientiousness
  - B. Extraversion
  - C. Agreeableness
  - D. Openness to experience
  - E. Neuroticism
87. Which of the Big Five dimension is more likely to be valuable in jobs that require high levels of creativity?
- A. Neuroticism
  - B. Extraversion
  - C. Agreeableness
  - D. Conscientiousness
  - E. Openness to experience
88. Which of these is not one of Hofstede's dimensions of cultural values?
- A. Power distance
  - B. Masculinity-femininity
  - C. Individualism-collectivism
  - D. Uncertainty avoidance
  - E. Extraversion-introversion
89. According to Hofstede's dimensions of cultural values, citizens of Canada tend to be all of these except:
- A. high on individualism
  - B. high on uncertainty avoidance
  - C. high on masculinity
  - D. low on power distance
  - E. high on short-term orientation



90. A propensity to view one's own cultural values as "right" and those of other cultures as "wrong" refers to which of these?
- A. Ethnocentrism
  - B. Neuroticism
  - C. Extraversion
  - D. Zero acquaintance
  - E. Short-term orientation
91. If a culture values aspects such as caring for others and about quality of life, according to Hofstede's dimensions of cultural values, it would be classified as high on which of these?
- A. Collectivism
  - B. Uncertainty avoidance
  - C. Femininity
  - D. Power distance
  - E. Short-term orientation
92. Chinese culture is a tight social framework in which people take care of the members of a broader in group and act loyal to it. Given this criterion, the Chinese culture, according to Hofstede's dimensions, can be described as which of these?
- A. High on collectivism
  - B. High on uncertainty avoidance
  - C. High on masculinity
  - D. Low on power distance
  - E. High on short-term orientation
93. A culture low on \_\_\_\_\_ tolerates ambiguous situations and values unusual ideas and behaviours.
- A. collectivism
  - B. power distance
  - C. masculinity
  - D. uncertainty avoidance
  - E. short-term orientation
94. When a culture stresses values such as persistence, prudence, and thrift, it can be said that according to Hofstede's dimensions of cultural values, this culture is high on
- A. collectivism
  - B. power distance
  - C. masculinity
  - D. uncertainty avoidance
  - E. long-term orientation
95. \_\_\_\_\_ is a key driver of typical performance, whereas an employee's \_\_\_\_\_ is a key driver of maximum performance.
- A. Neuroticism; openness
  - B. Conscientiousness; ability
  - C. Extraversion; neuroticism
  - D. Uncertainty avoidance; short-term orientation
  - E. Agreeableness; openness
96. Conscientiousness has \_\_\_\_\_ effect on performance and commitment.
- A. a moderate negative
  - B. a strong positive
  - C. a weak negative
  - D. a moderate positive
  - E. a weak positive

97. Conscientiousness has \_\_\_\_\_ effect continuance commitment.
- A. no
  - B. a strong positive
  - C. a weak negative
  - D. a moderate positive
  - E. a weak positive
98. According to research, interviewers are unable to gauge \_\_\_\_\_ and \_\_\_\_\_, two Big Five dimensions that are related to job performance.
- A. neuroticism; agreeableness
  - B. extraversion; openness
  - C. agreeableness; openness
  - D. openness; conscientiousness
  - E. conscientiousness; neuroticism
99. To assess personality, more and more companies are relying on which of these?
- A. Telephone interviews
  - B. Background checks
  - C. Paper-and-pencil personality tests
  - D. Personal interviews
  - E. Personal references
100. Using the Wonderlic Personnel Test, what score should a potential upper-level manager or executive achieve?
- A. 17
  - B. 21
  - C. 28
  - D. 35
  - E. 46
101. Tom and Marty are managers at Express Services, an appliance service company. The company has advertised for a field manager position. Tom and Marty are evaluating various applications they have received for this position. For the first candidate, Tom reads part of a reference letter out loud, "The best way I can describe Susan is that she is curious, imaginative, creative, and quite sophisticated. She should be an asset to your company." Marty says here is a good one for Allen. His reference says Allen is a dependable, organized, reliable, ambitious, and hard working person. Tom remarks that if want to hire a talkative, sociable, and assertive individual, we should look at Mary's application. Marty immediately comments, you know Tom, this is a type of position where we should really try to get someone who is cooperative, sympathetic, helpful, courteous, and warm to our customers.

Allen, according to the Big Five taxonomy, can best be described as which of these?

**Scenario: Express Services, Inc. (ESI)**

- A. Conscientiousness
- B. Extraversion
- C. Agreeableness
- D. Openness to experience
- E. Neuroticism

102. Tom and Marty are managers at Express Services, an appliance service company. The company has advertised for a field manager position. Tom and Marty are evaluating various applications they have received for this position. For the first candidate, Tom reads part of a reference letter out loud, "The best way I can describe Susan is that she is curious, imaginative, creative, and quite sophisticated. She should be an asset to your company." Marty says here is a good one for Allen. His reference says Allen is a dependable, organized, reliable, ambitious, and hard working person. Tom remarks that if want to hire a talkative, sociable, and assertive individual, we should look at Mary's application. Marty immediately comments, you know Tom, this is a type of position where we should really try to get someone who is cooperative, sympathetic, helpful, courteous, and warm to our customers.

According to the Big Five taxonomy, the traits describing Susan can be classified as which of these?

**Scenario: Express Services, Inc. (ESI)**

- A. Conscientiousness
- B. Extraversion
- C. Agreeableness
- D. Openness to experience
- E. Neuroticism

103. Tom and Marty are managers at Express Services, an appliance service company. The company has advertised for a field manager position. Tom and Marty are evaluating various applications they have received for this position. For the first candidate, Tom reads part of a reference letter out loud, "The best way I can describe Susan is that she is curious, imaginative, creative, and quite sophisticated. She should be an asset to your company." Marty says here is a good one for Allen. His reference says Allen is a dependable, organized, reliable, ambitious, and hard working person. Tom remarks that if want to hire a talkative, sociable, and assertive individual, we should look at Mary's application. Marty immediately comments, you know Tom, this is a type of position where we should really try to get someone who is cooperative, sympathetic, helpful, courteous, and warm to our customers.

Mary can be described as which of these?

**Scenario: Express Services, Inc. (ESI)**

- A. Conscientious
- B. Extraverted
- C. Agreeable
- D. Open
- E. Neurotic

104. Tom and Marty are managers at Express Services, an appliance service company. The company has advertised for a field manager position. Tom and Marty are evaluating various applications they have received for this position. For the first candidate, Tom reads part of a reference letter out loud, "The best way I can describe Susan is that she is curious, imaginative, creative, and quite sophisticated. She should be an asset to your company." Marty says here is a good one for Allen. His reference says Allen is a dependable, organized, reliable, ambitious, and hard working person. Tom remarks that if want to hire a talkative, sociable, and assertive individual, we should look at Mary's application. Marty immediately comments, you know Tom, this is a type of position where we should really try to get someone who is cooperative, sympathetic, helpful, courteous, and warm to our customers.

Marty believes that ESI should hire someone who is

**Scenario: Express Services, Inc. (ESI)**

- A. Conscientious
- B. Extraverted
- C. Agreeable
- D. Open
- E. Neurotic

105. \_\_\_\_\_ captures what people are like, in contrast to \_\_\_\_\_, which captures what people can do.
- A. Character; initiative
  - B. Emotion; expertise
  - C. Ability; character
  - D. Expertise; learning
  - E. Personality; ability
106. Mrs. Aniston, who has recently shifted to the 5<sup>th</sup> block, describes her new neighbor, Mr. Logan as a very courteous and sympathetic man. Considering Mrs. Aniston's opinion, Mr. Logan would fit which dimension of the Big Five?
- A. Neuroticism
  - B. Openness
  - C. Agreeableness
  - D. Extraversion
  - E. Conscientiousness
107. Paul, a B-school graduate, has written inhibited and submissiveness as his weaknesses, in his resume. If Paul works on his weaknesses constructively, he will become a(n) \_\_\_\_\_ person.
- A. Conscientious
  - B. Agreeable
  - C. Extraverted
  - D. Neurotic
  - E. Intellectual
108. A strong desire to accomplish task-related goals as a means of expressing personality is known as:
- A. communion striving.
  - B. accomplishment striving.
  - C. zero acquaintance.
  - D. negative affectivity.
  - E. differential reactivity.
109. People who are \_\_\_\_\_ have a built-in desire to finish work tasks, channel a high proportion of their efforts toward those tasks, and work harder and longer on task assignments.
- A. accomplishment strivers
  - B. communion strivers
  - C. status strivers
  - D. negativity strivers
  - E. empathetic strivers
110. \_\_\_\_\_ people focus on "getting along," not necessarily "getting ahead."
- A. Conscientious
  - B. Agreeable
  - C. Neurotic
  - D. Diligent
  - E. Emotional
111. Situations in which two people have only just met are known as:
- A. differential exposure situations.
  - B. zero acquaintance situations.
  - C. locus of control situations.
  - D. ethnocentric situations.
  - E. uncertainty avoidance situations.
112. People tend to view \_\_\_\_\_, who are more energetic and outgoing, as more "leader like."
- A. neurotics
  - B. intellectuals
  - C. extraverts
  - D. conscientious individuals
  - E. agreeable individuals

113. A dispositional tendency to experience unpleasant moods such as hostility, nervousness, and annoyance is called:
- A. zero acquaintance.
  - B. communion striving.
  - C. accomplishment striving.
  - D. negative affectivity.
  - E. differential reactivity.
114. What type of jobs benefit from high levels of openness?
- A. Jobs that are slow-moving, with very few changes required.
  - B. Jobs that require low levels of creativity.
  - C. Jobs that have more beneficial characteristics, such as autonomy and significance.
  - D. Jobs that are very fluid and dynamic, with rapid changes in job demands.
  - E. Jobs that are ordinary and do not make much of an impact.
115. Together with cognitive ability, \_\_\_\_ is a key driver of creative thought, as smart and open people excel at the style of thinking demanded by creativity.
- A. conscientiousness
  - B. extraversion
  - C. agreeableness
  - D. openness to experience
  - E. neuroticism
116. According to Hofstede's dimensions of cultural values, if a culture values aspects such as assertiveness and the acquisition of money and things, it would be classified as high on which of the following?
- A. Collectivism
  - B. Uncertainty avoidance
  - C. Masculinity
  - D. Power distance
  - E. Short-term orientation
117. A culture high on \_\_\_\_\_ accepts the fact that power is usually distributed unequally within organizations.
- A. collectivism
  - B. uncertainty avoidance
  - C. masculinity
  - D. power distance
  - E. short-term orientation
118. A culture high on \_\_\_\_ feels threatened by uncertain and ambiguous situations and relies on formal rules to create stability.
- A. collectivism
  - B. power distance
  - C. masculinity
  - D. uncertainty avoidance
  - E. short-term orientation
119. According to Hofstede's dimensions of cultural values, when a culture stresses values that are more past and present oriented, such as respect for tradition and fulfilling obligations, it is high on:
- A. collectivism.
  - B. power distance.
  - C. masculinity.
  - D. uncertainty avoidance.
  - E. short-term orientation.

120. The principle of \_\_\_\_\_ suggests that "strong situations" have clear behavioural expectations, incentives, or instructions that make differences between individuals less important, whereas "weak situations" lack those cues.
- A. situation awareness
  - B. situational strength
  - C. situational prevention
  - D. situational ethics
  - E. situation specificity
121. Which of these refers to the relatively stable capabilities people have to perform a particular range of different but related activities?
- A. Knowledge
  - B. Perception
  - C. Ability
  - D. Values
  - E. Attitudes
122. Abilities can be grouped into which of these categories?
- A. Social, physical, and emotional
  - B. Emotional, social, and cognitive
  - C. Cognitive, emotional, and physical
  - D. Physical, cognitive, and external
  - E. External, internal, and transactional
123. Abilities related to the acquisition and application of knowledge in problem solving refers to \_\_\_\_\_ abilities.
- A. social
  - B. emotional
  - C. physical
  - D. cognitive
  - E. transactional
124. Ellen is getting ready to take her GMAT test in two weeks. The GMAT test is a test of which of these?
- A. Transactional ability
  - B. Emotional ability
  - C. Physical ability
  - D. Social ability
  - E. Cognitive ability
125. Which of these is not a type of cognitive ability?
- A. Verbal
  - B. Quantitative
  - C. Auditory attention
  - D. Spatial
  - E. Perceptual
126. Understanding written and spoken word and sentences refers to which facet of the verbal ability?
- A. Oral and written comprehension
  - B. Number facility
  - C. Problem sensitivity
  - D. Spatial orientation
  - E. Perceptual speed

127. Which of these refers to the capability to do simple math operations?
- A. Oral and written comprehension
  - B. Number facility
  - C. Problem sensitivity
  - D. Mathematical reasoning
  - E. Perceptual speed
128. Joanna is really good at choosing and applying formulas to solve problems that involve numbers. Joanna has which of these abilities?
- A. Inductive reasoning
  - B. Number facility
  - C. Problem sensitivity
  - D. Mathematical reasoning
  - E. Perceptual speed
129. \_\_\_\_\_ ability is a diverse set of abilities associated with sensing and solving problems using insight, rules, and logic.
- A. Verbal
  - B. Quantitative
  - C. Perceptual
  - D. Spatial
  - E. Reasoning
130. Which ability refers to the use of general rules to solve problems?
- A. Verbal comprehension
  - B. Deductive reasoning
  - C. Perceptual speed
  - D. Quantitative
  - E. Inductive reasoning
131. Amber has a wonderful ability to consider several specific pieces of information and then reach a more general conclusion regarding how those pieces are related. Amber has which of these abilities?
- A. Verbal comprehension
  - B. Deductive reasoning
  - C. Perceptual speed
  - D. Quantitative
  - E. Inductive reasoning
132. There are two main types of spatial abilities: spatial orientation and
- A. verbal comprehension
  - B. deductive reasoning
  - C. perceptual speed
  - D. visualization
  - E. inductive reasoning
133. Which of these refers to having a good understanding of where one is relative to other things in the environment?
- A. Spatial orientation
  - B. Visualization
  - C. Problem sensitivity
  - D. Inductive reasoning
  - E. Perceptual speed

134. Sara has the ability to imagine how a room would look if it were rearranged and she can buy separate things from different places that go very well put together. Sara can be said to have which of these abilities?
- A. Spatial orientation
  - B. Visualization
  - C. Problem sensitivity
  - D. Inductive reasoning
  - E. Perceptual speed
135. Jason can pick out a pattern of information quickly in the presence of distracting information, even without all the information. Jason can be described as having which of these abilities?
- A. Spatial orientation
  - B. Visualization
  - C. Problem sensitivity
  - D. Speed and flexibility of closure
  - E. Inductive reasoning
136. The "g-factor" refers to
- A. general mental ability
  - B. gross motor facilitation
  - C. gross body equilibrium
  - D. gross body coordination
  - E. general adaptation syndrome
137. Emotional intelligence is defined in terms of all of these abilities except:
- A. self-awareness
  - B. other awareness
  - C. emotion regulation
  - D. use of emotions
  - E. emotion expectations
138. Being able to recover quickly from emotional experiences refers to
- A. self-awareness
  - B. other awareness
  - C. emotion regulation
  - D. use of emotions
  - E. emotion expectations
139. As Barry was driving to work, he was listening to a nice Jazz program on his car radio. Suddenly, another car cut in front of him without any indicators, and the occupants began throwing trash and empty beer cans out of the car window. Barry was in initial shock and anger for a few minutes but was able to quickly forget the incident and get back to his program and drive calmly to work. Barry can be described as high on which of these abilities?
- A. Self-awareness
  - B. Other awareness
  - C. Use of emotions
  - D. Emotion regulation
  - E. Emotion expectations
140. All of these are types of physical abilities except:
- A. stamina
  - B. psychomotor
  - C. sensory
  - D. flexibility and coordination
  - E. spatial orientation



141. Strengths can be classified as either static, explosive or
- A. stamina
  - B. dynamic
  - C. sensory
  - D. flexible
  - E. anabolic
142. In his job, Ryan has to constantly run from one building to another to get the documents signed and pick up material important for decision making by the executives. Ryan would rely on which of these strengths?
- A. Static
  - B. Dynamic
  - C. Sensory
  - D. Flexible
  - E. Explosive
143. The ability to exert force for a prolonged period of time without becoming overly fatigued and giving out refers to which of these strengths?
- A. Static
  - B. Dynamic
  - C. Sensory
  - D. Flexible
  - E. Explosive
144. \_\_\_\_\_ refers to the ability of a person's lungs and circulatory system to work efficiently while he or she is engaging in prolonged physical activity.
- A. Static ability
  - B. Dynamic strength
  - C. Stamina
  - D. Flexibility
  - E. Explosive temperament
145. Sonya works as an auto stereo installer at ABC Megamusic. Her job requires her to work in a cramped compartment and usually work in an awkward position in the trunk of cars. What type of flexibility would she require?
- A. Static
  - B. Dynamic
  - C. Extent
  - D. Managed
  - E. Explosive
146. When a job requires repeated and somewhat quick bends, stretches, twists, or reaches, the type of flexibility involved is called \_\_\_\_\_ flexibility.
- A. static
  - B. dynamic
  - C. extent
  - D. managed
  - E. explosive
147. There are two types of flexibility:
- A. extent and dynamic
  - B. static and dynamic
  - C. extent and static
  - D. static and explosive
  - E. explosive and managed

148. A house painter on a ladder trying to paint some trim just within reach would need what type of flexibility?
- A. Static
  - B. Explosive
  - C. Extent
  - D. Managed
  - E. Dynamic
149. The ability to synchronize the movements of the body, arms, and legs to do something while the whole body is in motion refers to
- A. static strength
  - B. gross body equilibrium
  - C. extent flexibility
  - D. gross body coordination
  - E. dynamic flexibility
150. The ability to maintain the balance of the body in unstable contexts refers to
- A. static strength
  - B. gross body equilibrium
  - C. extent flexibility
  - D. gross body coordination
  - E. dynamic flexibility
151. Whereas jumping rope effectively requires \_\_\_\_\_, walking on a balance beam requires \_\_\_\_\_.
- A. static strength; extent flexibility
  - B. gross body equilibrium; gross body coordination
  - C. extent flexibility; static strength
  - D. gross body coordination; gross body equilibrium
  - E. dynamic flexibility; static strength
152. All of these are types of psychomotor abilities except:
- A. reaction time
  - B. fine manipulative
  - C. response orientation
  - D. control movement
  - E. depth perception
153. Raj is an artist. He writes names of individuals on a grain of rice or any other small items. The work is so delicate and must be done with care, and the result is writing so small that you need a magnifying glass to read the name. Raj would need which of these psychomotor abilities?
- A. Reaction time
  - B. Fine manipulative
  - C. Response orientation
  - D. Control movement
  - E. Depth perception
154. \_\_\_\_\_ ability is important in tasks for which people have to make different precise adjustments using machinery to complete the work effectively.
- A. Reaction time
  - B. Fine manipulative
  - C. Response orientation
  - D. Control movement
  - E. Depth perception

155. All of these are types of sensory abilities except:
- A. night vision
  - B. depth perception
  - C. response orientation
  - D. auditory attention
  - E. visual color discrimination
156. Judging relative distances between things accurately requires which sensory ability?
- A. Depth perception
  - B. Night vision
  - C. Reaction time
  - D. Auditory attention
  - E. Visual color discrimination
157. A speech pathologist would require which of these physical abilities the most for her job?
- A. Stamina
  - B. Psychomotor
  - C. Sensory
  - D. Flexibility and coordination
  - E. Spatial orientation
158. Being able to focus on a single sound in the presence of many other sounds reflects
- A. auditory attention
  - B. hearing sensitivity
  - C. speech recognition
  - D. depth perception
  - E. spatial orientation
159. Capabilities to hear and discriminate sounds that vary in terms of loudness and pitch reflects
- A. auditory attention
  - B. hearing sensitivity
  - C. speech recognition
  - D. depth perception
  - E. spatial orientation
160. Verbal and spatial abilities are which type of abilities?
- A. Cognitive
  - B. Emotional
  - C. Physical
  - D. Sensory
  - E. Psychomotor
161. Psychomotor and sensory abilities are which type of abilities?
- A. Cognitive
  - B. Emotional
  - C. Physical
  - D. Perceptual
  - E. Spatial
162. Self and other awareness are which type of abilities?
- A. Cognitive
  - B. Emotional
  - C. Physical
  - D. Sensory
  - E. Psychomotor

163. General cognitive ability has \_\_\_\_\_ effect on task performance.
- A. a near zero
  - B. a moderate negative
  - C. a moderate positive
  - D. a strong positive
  - E. a strong negative
164. The effects of general cognitive ability are \_\_\_\_\_ for citizenship behaviour and counterproductive behaviour.
- A. near zero
  - B. moderately negative
  - C. moderately positive
  - D. strong positive
  - E. strong negative
165. General cognitive ability has \_\_\_\_\_ effect on organizational commitment.
- A. strong negative
  - B. moderate negative
  - C. moderate positive
  - D. strong positive
  - E. no
166. Cognitive ability tends to be more strongly correlated with \_\_\_\_\_ than \_\_\_\_\_ or \_\_\_\_\_.
- A. citizenship behaviour; counterproductive behaviour; task performance
  - B. organizational commitment; counterproductive behaviour; task performance
  - C. task performance; citizenship behaviour; counterproductive behaviour
  - D. counterproductive behaviour; citizenship behaviour; task performance
  - E. citizenship behaviour; organizational commitment; task performance
167. According to research, the positive correlation between cognitive ability and performance is \_\_\_\_\_ in jobs that are complex or situations that demand adaptability.
- A. weaker
  - B. totally lost
  - C. moderate
  - D. even stronger
  - E. none of these
168. Which of these is one of the most widely used cognitive ability test?
- A. Wonderlic personnel test
  - B. Big five inventory (BFI)
  - C. Personnel characteristics inventory
  - D. NEO Five-factor Inventory
  - E. Hogan personnel inventory (HPI)
169. Suggested minimum Wonderlic score for an attorney is
- A. 16
  - B. 20
  - C. 25
  - D. 29
  - E. 70
170. Suggested minimum Wonderlic score for an office manager is
- A. 8
  - B. 15
  - C. 25
  - D. 29
  - E. 70

171.Suggested minimum Wonderlic score for an unskilled labourer is

- A. 17
- B. 20
- C. 25
- D. 29
- E. 70

172.Suggested minimum Wonderlic score for a police officer is

- A. 8
- B. 15
- C. 22
- D. 45
- E. 70

173.In his job, Steve would rely on which of these strengths?

- A. Static
- B. Dynamic
- C. Sensory
- D. Flexible
- E. Explosive

174.Stacy would need which of these psychomotor abilities?

- A. Reaction time
- B. Fine manipulative
- C. Response orientation
- D. Control movement
- E. Depth perception

175.Danny can be said to have which of these cognitive abilities?

- A. Problem sensitivity
- B. Spatial orientation
- C. Visualization
- D. Inductive reasoning
- E. Perceptual speed

176.Steve, Stacy and Danny have started an arts studio called A2C arts. Steve works on large potteries, and this work requires short bursts of muscular force to work on and move his potteries around the studio. Steve also knows himself well as a person. He knows what puts him in high spirits and what brings him down and he can express his feelings to others. Unfortunately he lacks understanding when it comes to other's feelings. Stacy works on very delicate and small objects such as gemstones and miniature jewellery parts. Finally, Danny works as an interior designer and can talk to people and convince them what they need and what their room would look like without having to rearrange the furniture to show them. He can buy items from different places and can imagine how they would go together and what it would look like. Unlike Steve, Danny is well groomed when it comes to understanding others' feelings. It helps him in his work as well as his relationships. Together, Steve, Stacy, and Danny feel that they cover a broad aspect of the arts field and can meet their clients' needs well.

Steve can be described as being high on which aspect of emotional intelligence?

**Scenario: A2C Arts**

- A. Self-awareness
- B. Other awareness
- C. Emotion regulation
- D. Use of emotions
- E. Emotion expectations

177. Steve, Stacy and Danny have started an arts studio called A2C arts. Steve works on large potteries, and this work requires short bursts of muscular force to work on and move his potteries around the studio. Steve also knows himself well as a person. He knows what puts him in high spirits and what brings him down and he can express his feelings to others. Unfortunately he lacks understanding when it comes to other's feelings. Stacy works on very delicate and small objects such as gemstones and miniature jewellery parts. Finally, Danny works as an interior designer and can talk to people and convince them what they need and what their room would look like without having to rearrange the furniture to show them. He can buy items from different places and can imagine how they would go together and what it would look like. Unlike Steve, Danny is well groomed when it comes to understanding others' feelings. It helps him in his work as well as his relationships. Together, Steve, Stacy, and Danny feel that they cover a broad aspect of the arts field and can meet their clients' needs well.

Danny can be described as being high on which aspect of emotional intelligence?

**Scenario: A2C Arts**

- A. Self-awareness
  - B. Other awareness
  - C. Emotion regulation
  - D. Use of emotions
  - E. Emotion expectations
178. Oral and written expression are associated with \_\_\_\_ ability.
- A. quantitative
  - B. reasoning
  - C. verbal
  - D. spatial
  - E. perceptual
179. Understanding when there is a problem or when something may go wrong, is referred to as \_\_\_\_.
- A. deductive reasoning
  - B. problem sensitivity
  - C. inductive reasoning
  - D. originality
  - E. mathematical reasoning
180. Which of the following abilities is especially important for pilots, drivers, boat captains, photographers, set designers, sketch artists?
- A. Reasoning
  - B. Quantitative
  - C. Spatial
  - D. Verbal
  - E. Perceptual
181. A professor who had published several well regarded books and articles had a very difficult time expressing concepts and theories to students effectively. This was because the professor had \_\_\_\_\_ but \_\_\_\_\_.
- A. high ability of written expression; low ability of oral expression
  - B. low ability of written expression; high ability of oral expression
  - C. low ability of written comprehension; high ability of oral comprehension
  - D. high ability of written comprehension; low ability of oral comprehension
  - E. high deductive reasoning; low inductive reasoning
182. Quantitative ability refers to two types of mathematical capabilities; \_\_\_\_\_ and \_\_\_\_\_.
- A. speed and flexibility of closure; perceptual speed
  - B. spatial orientation; visualization
  - C. number facility; mathematical reasoning
  - D. problem sensitivity; originality
  - E. deductive reasoning; inductive reasoning

183. \_\_\_\_\_ is important in any job in which people are presented with a set of facts that needs to be applied to make effective decisions.
- A. Inductive reasoning
  - B. Verbal comprehension
  - C. Problem sensitivity
  - D. Perceptual speed
  - E. Deductive reasoning
184. The job of a judge which involves making decisions by applying the rules of law to make verdicts, requires \_\_\_\_\_.
- A. deductive reasoning
  - B. perceptual speed
  - C. verbal comprehension
  - D. problem sensitivity
  - E. inductive reasoning
185. Which of these refers to the ability to develop clever and novel ways to solve problems?
- A. Deductive reasoning
  - B. Inductive reasoning
  - C. Originality
  - D. Visualization
  - E. Problem sensitivity
186. \_\_\_\_\_ refers to being able to perceive, understand, and recall patterns of information.
- A. Spatial ability
  - B. Perceptual ability
  - C. General mental ability
  - D. Emotional ability
  - E. Physical ability
187. Effectiveness in jobs in which people need to proofread documents, sort things, or categorize objects depends a lot on \_\_\_\_\_.
- A. speed and flexibility of closure
  - B. perceptual speed
  - C. spatial orientation
  - D. visualization
  - E. originality
188. Mrs. Bradshaw is very quick in her daily shopping; also the best fruits and vegetables at the mart are picked by her. Considering this, one can say that Mrs. Bradshaw has high \_\_\_\_\_.
- A. speed and flexibility of closure
  - B. perceptual speed
  - C. spatial orientation
  - D. visualization
  - E. inductive reasoning
189. \_\_\_\_\_ is a human ability that affects social functioning.
- A. intelligence quotient
  - B. general mental ability
  - C. emotional intelligence.
  - D. perceptual ability
  - E. spatial ability

190. \_\_\_\_\_ refers to the ability of an individual to understand the types of emotions he or she is experiencing, the willingness to acknowledge them, and the capability to express them naturally.
- A. Self awareness
  - B. Other awareness
  - C. Emotion regulation
  - D. Use of emotion
  - E. Applying emotional intelligence
191. Charlotte has the ability to recognize and understand the emotions of other people. Hence it can be said that, Charlotte is high in the \_\_\_\_\_ aspect of emotional intelligence.
- A. self awareness
  - B. other awareness
  - C. emotion regulation
  - D. use of emotion
  - E. applying emotional intelligence
192. At college, the physics professor could not sense that students in class did not understand the material being presented in the lecture, he continued with the overheads, oblivious to the fact that the students were becoming even more confused. The stated example exhibits the professor's poor \_\_\_\_\_ in action.
- A. self awareness
  - B. other awareness
  - C. emotion regulation
  - D. use of emotion
  - E. application of emotional intelligence
193. The degree to which people can harness emotions and employ them to improve their chances of being successful in whatever they are seeking to do is known as \_\_\_\_\_.
- A. self-awareness
  - B. other awareness
  - C. use of emotions
  - D. emotion regulation
  - E. emotion expectations
194. \_\_\_\_\_ is the foundation for cultural intelligence, a type of intelligence that enables people to be effective in contexts in which they interact with people from different cultures.
- A. Emotional intelligence
  - B. Visualization
  - C. Problem sensitivity
  - D. Inductive reasoning
  - E. Perceptual speed
195. \_\_\_\_\_ refers to the degree to which the body is capable of exerting force.
- A. Strength
  - B. Visualization
  - C. Problem sensitivity
  - D. Inductive reasoning
  - E. Perceptual speed
196. \_\_\_\_\_ is involved in jobs in which the person has to climb ropes or ladders or pull him-or herself up onto platforms.
- A. Dynamic
  - B. Static
  - C. Explosive
  - D. External
  - E. Internal



197. Which of the following is not true of cognitive ability's impact on task performance and organizational commitment?
- A. An increased amount of job knowledge helps an employee complete job tasks.
  - B Cognitive ability tends to be more strongly correlated with task performance than citizenship behaviour . or counterproductive behaviour.
  - C. People may do poorly on a test of general cognitive ability for reasons other than a lack of cognitive ability.
  - D. Research has not supported a significant linkage between cognitive ability and organizational commitment.
  - E. Knowing how smart an employee is tells us a lot about the likelihood that he or she will remain a member of the organization.

## 9 Key

1. (p. 228) FALSE
2. (p. 229) TRUE
3. (p. 229) FALSE
4. (p. 229) FALSE
5. (p. 237) TRUE
6. (p. 253) TRUE
7. (p. 228) FALSE
8. (p. 228) FALSE
9. (p. 232) FALSE
10. (p. 230) FALSE
11. (p. 230) FALSE
12. (p. 232) FALSE
13. (p. 232) FALSE
14. (p. 232) FALSE
15. (p. 232) FALSE
16. (p. 233-234) FALSE
17. (p. 234) TRUE
18. (p. 234) FALSE
19. (p. 238) TRUE
20. (p. 237) FALSE
21. (p. 253) FALSE
22. (p. 228) FALSE
23. (p. 245) TRUE
24. (p. 245) FALSE
25. (p. 248) FALSE
26. (p. 249) TRUE
27. (p. 250) TRUE
28. (p. 250) FALSE
29. (p. 255) TRUE
30. (p. 255) FALSE
31. (p. 257) FALSE
32. (p. 228) FALSE
33. (p. 228) TRUE
34. (p. 243) FALSE
35. (p. 243) FALSE
36. (p. 244) FALSE

- 37. (p. 245) FALSE
- 38. (p. 245) TRUE
- 39. (p. 248) FALSE
- 40. (p. 248) FALSE
- 41. (p. 248) FALSE
- 42. (p. 249) TRUE
- 43. (p. 251) TRUE
- 44. (p. 251) FALSE
- 45. (p. 250) FALSE
- 46. (p. 255) FALSE
- 47. (p. 255) FALSE
- 48. (p. 230) TRUE
- 49. (p. 238) TRUE
- 50. (p. 238) FALSE
- 51. (p. 255) FALSE
- 52. (p. 228) A
- 53. (p. 228) B
- 54. (p. 228) D
- 55. (p. 228) A
- 56. (p. 228) E
- 57. (p. 229) C
- 58. (p. 229) A
- 59. (p. 229) C
- 60. (p. 229) E
- 61. (p. 229) D
- 62. (p. 229) B
- 63. (p. 230) A
- 64. (p. 230) C
- 65. (p. 230) A
- 66. (p. 253) A
- 67. (p. 229) C
- 68. (p. 229) E
- 69. (p. 230) B
- 70. (p. 229) D
- 71. (p. 230) C
- 72. (p. 232) E
- 73. (p. 232) A
- 74. (p. 232) B

75. (p. 232) C
76. (p. 230) D
77. (p. 232) E
78. (p. 232) C
79. (p. 233) E
80. (p. 233) A
81. (p. 232, 234) E
82. (p. 234) A
83. (p. 234) C
84. (p. 234) D
85. (p. 234) B
86. (p. 235) D
87. (p. 235) E
88. (p. 237) E
89. (p. 238) B
90. (p. 240) A
91. (p. 238) C
92. (p. 238) A
93. (p. 238) D
94. (p. 238) E
95. (p. 253) B
96. (p. 253) D
97. (p. 253) A
98. (p. 229, 233-234) E
99. (p. 256) C
100. (p. 256) C
101. (p. 229) A
102. (p. 229) D
103. (p. 229) B
104. (p. 229) C
105. (p. 228) E
106. (p. 229) C
107. (p. 229) C
108. (p. 229) B
109. (p. 229) A
110. (p. 229) B
111. (p. 232) B
112. (p. 232) C

- 113. (p. 234) D
- 114. (p. 235) D
- 115. (p. 235) D
- 116. (p. 238) C
- 117. (p. 238) D
- 118. (p. 238) D
- 119. (p. 238) E
- 120. (p. 254) B
- 121. (p. 228) C
- 122. (p. 242-243) C
- 123. (p. 243) D
- 124. (p. 243) E
- 125. (p. 250) C
- 126. (p. 244) A
- 127. (p. 244) B
- 128. (p. 244) D
- 129. (p. 244) E
- 130. (p. 244) B
- 131. (p. 244) E
- 132. (p. 244) D
- 133. (p. 244) A
- 134. (p. 244) B
- 135. (p. 244) D
- 136. (p. 246) A
- 137. (p. 248) E
- 138. (p. 248) C
- 139. (p. 248) D
- 140. (p. 250) E
- 141. (p. 250) B
- 142. (p. 250) E
- 143. (p. 250) B
- 144. (p. 250) C
- 145. (p. 250) C
- 146. (p. 250) B
- 147. (p. 250) A
- 148. (p. 250) E
- 149. (p. 250) D
- 150. (p. 250) B

151. (p. 250) D  
152. (p. 250) E  
153. (p. 250) B  
154. (p. 250) D  
155. (p. 250) C  
156. (p. 250) A  
157. (p. 250) C  
158. (p. 250) A  
159. (p. 250) B  
160. (p. 244) A  
161. (p. 250) C  
162. (p. 248) B  
163. (p. 255) D  
164. (p. 255) A  
165. (p. 255) E  
166. (p. 255) C  
167. (p. 255) D  
168. (p. 256) A  
169. (p. 257) D  
170. (p. 257) C  
171. (p. 257) A  
172. (p. 257) C  
173. (p. 250) E  
174. (p. 250) B  
175. (p. 244) C  
176. (p. 248) A  
177. (p. 248) B  
178. (p. 244) C  
179. (p. 244) B  
180. (p. 244) C  
181. (p. 244) A  
182. (p. 244) C  
183. (p. 244) E  
184. (p. 244) A  
185. (p. 244) C  
186. (p. 244) B  
187. (p. 244) B  
188. (p. 244) B

189. (p. 248) C

190. (p. 248) A

191. (p. 248) B

192. (p. 248) B

193. (p. 249) C

194. (p. 248) A

195. (p. 250) A

196. (p. 250) A

197. (p. 255) D

## 9 Summary

<u>Category</u>	<u># of Questions</u>
Colquitt - Chapter 09	197
Difficulty: Difficult	29
Difficulty: Easy	44
Difficulty: Moderate	124
Learning Objective: 09-01 What is personality? What are cultural values? What is ability?	13
Learning Objective: 09-02 What are the "Big Five" factors of personality?	59
Learning Objective: 09-03 What taxonomies can be used to describe cultural values?	15
Learning Objective: 09-04 What are the various types of cognitive ability?	35
Learning Objective: 09-05 What are the various types of emotional ability?	16
Learning Objective: 09-06 What are the various types of physical ability?	33
Learning Objective: 09-07 How do individual differences affect job performance and organizational commitment?	26