Developing Multicultural Counseling Competence 3rd edition Hays Test Bank

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Instructor's Manual and Test Bank

For

Developing Multicultural Counseling Competence: A Systems Approach

Third Edition

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Prepared by

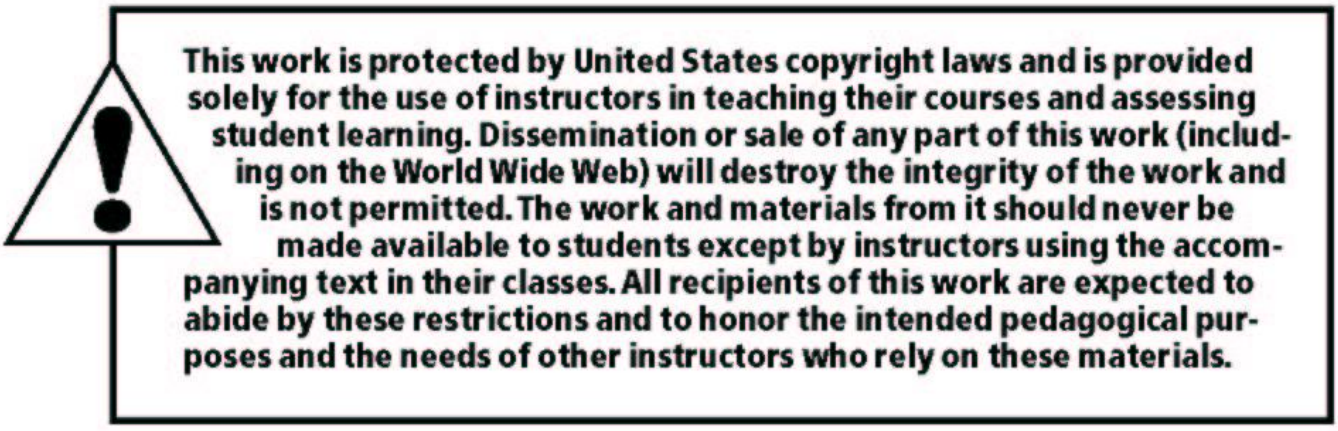
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Chapter 1: The Culturally Competent Counselor

Chapter Objectives

After reading this chapter, students will be able to:

- Understand what being a culturally competent counselor entails.
- Explain the changing U.S. demographics.
- Describe cultural identity, culture, and cultural encapsulation.
- Compare and contrast collectivism and individualism.
- Describe different cultural considerations (i.e., gender, sexual orientation, socioeconomic status, disability, spirituality).
- Explain a professional counselor's role in advocacy and social justice.
- Describe worldview and understand how it is created (i.e., locus of control, locus of responsibility).
- Explain the impact of verbal and non-verbal communication in counseling.
- Understand the differences of emotional expression and communication among diverse cultures.
- Describe the culturally based contextual factors (i.e., prejudice, discrimination, immigration, acculturation, violence) that play a role in the counseling process.
- Understand how to develop multicultural counseling competency.
- Explain the factors that have created the underuse of counseling among minority groups.

Multiple Choice

1. _____ is NOT one of the first three forces of counseling.
   a. Psychodynamic
   b. Gestalt
   c. Behaviorism
   d. Humanistic/Existentialism

2. One reason the United States has become so diverse is due to
   a. aging trends.
   b. higher birth rates in some ethnic minority groups.
   c. immigration trends.
   d. All of the above.

3. Ethnicity, gender, sexual identity, and spirituality are examples of
   a. cultures.
   b. identities.
   c. subgroups of cultural groups.
   d. values.

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4. Cultural identities of clients should be acknowledged in counseling because client cultural identities
   a. may differ from the counselor's cultural identity.
   b. affect client experiences in counseling.
   c. Both a and b.
   d. None of the above.

5. The human experience of culture is mediated by
   a. biological events.
   b. historical events.
   c. political events.
   d. All of the above.

6. Ethnocentrism is a danger to the counseling profession because
   a. counselors may project their values onto clients.
   b. counselors may ignore how the client's cultural values and beliefs may influence the client.
   c. there may be a disconnect between the counselor's practicing theory and the client's worldview.
   d. All of the above.

7. Cooperation, "saving face," and interdependence are examples of
   a. collectivistic values.
   b. individualistic values.
   c. ethnocentric values.
   d. worldview.

8. Those people born during the Baby Boomer generation were born between the years of
   a. 1901 – 1924.
   b. 1925 – 1942.
   c. 1943 – 1960.
   d. 1961 – 1981.

9. Socioeconomic status (SES) is defined by
   a. household income.
   b. education level.
   c. access to health care.
   d. All of the above.

10. _____ disabilities represent the majority of disabilities.
   a. Mental
   b. Physical
   c. Spiritual
   d. None of the above.

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11. Professional counselors who engage in advocacy efforts assume that there is a(n)
    a. common goal for advocacy among other professionals.
    b. power differential among U.S. individuals.
    c. unconscious and unearned power among all cultural groups.
    d. All of the above.

12. One way to deepen the level of understanding shared by a counselor and client is to use
    a. sympathy.
    b. metaphors.
    c. projection.
    d. kinesics.

13. _____ is NOT one of the hierarchical social relationship categories.
    a. Individualistic
    b. Lineal-hierarchical
    c. Collateral-individual
    d. Collateral-mutual

14. _____ may result when counselors cannot convey understanding to culturally and linguistically different clients.
    a. Frustration
    b. Invalidation
    c. Both of the above.
    d. None of the above.

15. It is imperative that professional counselors interpret client presentation based on
    a. norms from within the client's culture.
    b. norms from within the majority culture.
    c. what the professional counselor has researched about the client's culture.
    d. All of the above.

16. In order to increase open communication, counselors should consistently
    a. take notes throughout sessions.
    b. check with clients to ensure they are accurately interpreting and understanding clients' messages.
    c. write a synopsis of the session and ask the client to read it before the next session.
    d. record counseling sessions with the consent of the client.

17. As counselors work with clients who experience daily prejudice and discrimination, it is important that counselors examine
    a. clients' emotions associated with these experiences.
    b. clients' environmental stressors associated with stereotyping.
    c. their own prejudices.
    d. All of the above.

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18. Biculturalism is a part of the _____ model of acculturation.
    a. separation
    b. marginalization
    c. assimilation
    d. integration

19. _____ is a stressor that occurs across cultural identities.
    a. Violence
    b. Trauma
    c. Both of the above.
    d. None of the above.

20. Developing multicultural counseling competency involves a
    a. psychodynamic approach.
    b. existential approach.
    c. systems approach.
    d. behavioral approach.

21. Increased levels of counselor awareness and knowledge of oppression has led to a(n)
    a. focus on social justice and advocacy.
    b. decrease in minority groups attending counseling.
    c. focus on more effectively treating clients of the dominant group.
    d. All of the above.

22. When working with culturally diverse clients, it is essential to remember that there are more _____ differences than _____ differences.
    a. between-group; within-group
    b. within-group; between-group
    c. general; universal
    d. specific; universal

23. There is evidence that counselors may _____ culturally diverse clients due to prejudice.
    a. misdiagnose
    b. underdiagnose
    c. overdiagnose
    d. All of the above.

24. A factor that might cause diverse clients to avoid counseling is
    a. inaccessibility of services.
    b. misdiagnosis.
    c. mistrust of the counseling profession.
    d. All of the above.

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25. When considering both racial and ethnic minority group membership, which group represents the fastest growing population?
    a. Blacks/African Americans
    b. Hispanic/Latin Americans
    c. Asian Americans
    d. Both b and c.

26. The largest number of foreign-born individuals originate from
    a. Latin America.
    b. Europe.
    c. Asia.
    d. Africa.

27. The group with the highest median income is
    a. Hispanic/Latin Americans.
    b. Whites.
    c. Asian Americans.
    d. Blacks/African Americans.

28. "Those living in poverty" is an example of _____ culture.
    a. universal
    b. group
    c. individual
    d. None of the above.

29. Self-disclosure is an example of
    a. individualism.
    b. collectivism.
    c. universal culture.
    d. group culture.

30. "I am in charge of creating success for myself" is an example of the _____ worldview.
    a. internal locus of responsibility
    b. internal locus of control
    c. external locus of responsibility
    d. external locus of control

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31. “I believe what happens to me is based on my own doings” is an example of the _____ worldview.
    a. internal locus of responsibility
    b. internal locus of control
    c. external locus of responsibility
    d. external locus of control

32. _____ is NOT an example of nonverbal communication.
    a. Paralanguage
    b. Kinesics
    c. Proxemics
    d. Metaphor

33. Clients of diverse backgrounds may seek counseling because
    a. other services are inaccessible to them.
    b. counselors focus on within-group differences.
    c. there is social acceptance of counseling.
    d. None of the above.

34. Counselors engaging in community experiences to better understand a client of a cultural identity different from their own is an example of the _____ aspect of multicultural counseling competency.
    a. attitudes and beliefs
    b. knowledge
    c. skills
    d. advocacy

35. _____ refers to changes in behavior, cognitions, values, language, cultural activities, personal relational styles, and beliefs as a cultural minority group encounters the dominant culture.
    a. Cultural encapsulation
    b. Acculturation
    c. Enculturation
    d. Cultural identity

36. _____ culture refers to commonalities shared by all cultures and humankind.
    a. Group
    b. Individual
    c. Universal
    d. Collectivist

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37. The intrapersonal and interpersonal process in which individuals engage to build a clearer and more complex cultural identity is known as _____.
    a. acculturation.
    b. ethnocentrism.
    c. ethnicity.
    d. cultural identity development.

38. A(n) _____ perspective focuses on universal qualities common to all cultures and aspects of counseling that are generalizable across cultures, while the _____ perspective involves viewing each client as an individual and evaluating the client using their cultural norms.
    a. emic; etic
    b. etic; emic
    c. group; individual
    d. individual; group

39. _____ is the arbitrary, socially constructed classification of individuals often based on physical distinctions.
    a. Race
    b. Culture
    c. Ethnicity
    d. All of the above

40. _____ refers to the often unconscious and unearned power, access to resources, advantage, and social position based on cultural group memberships.
    a. Oppression
    b. Individualism
    c. Nationality
    d. Privilege

41. Which of the following factors may deter culturally diverse populations from participating in and completing counseling services?
    a. Attitudinal factors
    b. Structural factors
    c. Collectivist factors
    d. Both a and b

42. The type of nonverbal communication that includes body movements, positions, and postures is
    a. paralanguage.
    b. proxemics.
    c. kinesics.
    d. eye contact.

43. _____ refers to prematurely holding a belief or attitude without appropriate examination or consideration of actual data, while _____ refers to covert and overt behaviors based on generalizations about individuals' cultural group memberships.

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a. Prejudice; discrimination
b. Discrimination; prejudice
c. Stereotypes; prejudice
d. Discrimination; stereotypes

44. In the _____ model of acculturation, highly acculturated individuals identify solely with the new culture.
    a. integration
    b. marginalization
    c. separation
    d. assimilation

45. In the _____ model of acculturation, individuals reject the values and customs of both their own culture and the host culture.
    a. integration
    b. marginalization
    c. separation
    d. assimilation

Extended Response

1. Describe the factors that are contributing to an increasingly diverse U.S. society.
2. Compare and contrast race, ethnicity, and ethnocentrism.
3. Describe the terms collectivism and individualism, along with the implications these concepts may have for counseling.
4. Describe Kluckhohn and Strodbeck's theoretical model (1961) of worldview.
5. Compare and contrast the expression of emotions between Western and non-Western cultures.
6. Explain the different immigration patterns throughout U.S. history.
7. Describe the stressors related to acculturation among individuals of minority cultures.
8. Describe the factors that contribute to racial and ethnic minorities under-using counseling services and terminating counseling prematurely.
9. Explain the systems approach to becoming a multiculturally competent counselor.
10. Identify the four developmental domains proposed in the multicultural counseling and social justice competencies.
11. Discuss the etic and emic perspectives. Which perspective is supported by multicultural counseling literature? Why?
12. Describe attitudinal and structural factors, and explain how they deter culturally diverse populations from counseling.
13. Explain and support the following statement: The way normality and abnormality is defined in counseling is culturally based.
14. Identify at least three barriers that culturally diverse clients encounter regarding the accessibility of counseling services.
15. Identify and describe the four main models of acculturation with which counselors should be familiar.

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Chapter 1
Answer Key

1. b
2. d
3. a
4. c
5. d
6. d
7. a
8. c
9. d
10. b
11. b
12. b
13. c
14. c
15. a
16. b
17. d
18. d
19. c
20. c
21. a
22. b
23. d
24. d
25. d
26. a
27. c
28. b
29. a
30. a
31. b
32. d
33. a
34. c
35. b
46. c
47. d
48. b
49. a
50. d
51. d
52. c
53. a
54. d
55. b

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