Lifespan Development in Context 2nd edition Kuther Test Bank

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Lifespan Development in Context (2nd)

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Total Questions: 45

Multiple Choice (35)

Q1. *[Multiple Choice] · Cognitive Domain: Analysis*

Which practice is unethical every case?

a) committing fraud ✓ correct
b) firing an employee
c) increasing prices
d) dissolving a team

Q2. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which is a characteristic of ethics?

a) only applicable in America
b) only critical in large corporations
c) can result in financial consequences ✓ correct
d) does not affect reputation

Q3. *[Multiple Choice] · Cognitive Domain: Comprehension*

Someone who is behaving virtuously is doing what?

a) the right thing ✓ correct
b) something controversial
c) the smart thing
d) something that easy to do

Q4. *[Multiple Choice] · Cognitive Domain: Comprehension*

In relation to their job, an employee's ethics should be aligned with _____.

a) how they were raised
b) the organizational code of ethics ✓ correct
c) ethical practices at home
d) their religious values

Q5. *[Multiple Choice] · Cognitive Domain: Analysis*

What is an example of an ethical dilemma?

a) choosing which of two high-performing employees to promote
b) determining which candidate among a group of qualified candidates to hire
c) deciding which employees will work together as a team
d) deliberating which of two good employees to fire ✓ correct

Q6. *[Multiple Choice] · Cognitive Domain: Analysis*

If you witness a coworker doing something that goes against company policy, what would be an unethical reaction?

a) removing yourself from the situation and staying out of it ✓ correct
b) submitting an anonymous report to leadership
c) going to your supervisor to name the coworker and describe the observation
d) confronting the coworker, notifying them of your observation, and requesting they self-report

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Q7. *[Multiple Choice] · Cognitive Domain: Knowledge*

What is the key to being ethical?

a) being consistent ✓ correct
b) conforming to social opinion
c) reducing conflict
d) implementing the easiest solutions

Q8. *[Multiple Choice] · Cognitive Domain: Analysis*

How can managers best prepare their employees to make ethical decisions?

a) advise employees to ask each other to help them when dilemmas arise
b) trust their employees to make the right decisions on their own
c) avoid discussing ethics to prevent conflict
d) provide ethics training ✓ correct

Q9. *[Multiple Choice] · Cognitive Domain: Knowledge*

What is the foundation for the utilitarian approach to making ethical decisions?

a) answering to a higher power
b) contributing to the greater good ✓ correct
c) maintaining equality
d) following orders and commands

Q10. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which ethical decision approach is based on moral principles?

a) faith-based approach
b) justice approach
c) rights approach ✓ correct
d) utilitarian approach

Q11. *[Multiple Choice] · Cognitive Domain: Application*

Sharon she was just promoted from team leader to site manager, and her first assignment is to choose the new team leader. She has worked on this team for 5 years and is closer with some teammates more than others. Sharon decides to list the relevant qualifications without names or identifying information and base her decision on unbiased criteria. What is Sharon's approach to making this decision ethically?

a) utilitarian approach
b) justice approach ✓ correct
c) rights approach
d) faith-based approach

Q12. *[Multiple Choice] · Cognitive Domain: Analysis*

Tonya notices that one of her coworkers often wears open-toed shoes, even though the employee handbook states that open-toed shoes are not to be worn in the office. She wonders if this is something worth mentioning because it just doesn't seem like a grievance report that would be worthwhile, and the coworker dresses professionally and in adherence otherwise. In terms of the moral compass, which lens is Sharon using to exploring her decision?

a) Lens 1: Is this action worthwhile? ✓ correct
b) Lens 2: Does this action comply with the company principles?
c) Lens 3: What impact does this action have on others?
d) Lens 4: Had this action been approved by the right authority?

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Q13. *[Multiple Choice] · Cognitive Domain: Comprehension*

According to the moral compass, which is a question a person should ask themselves when trying to make an ethical decision?

a) Will I benefit from this?
b) Am I judging others?
c) How will this affect others? ✓ correct
d) Would I have engaged in this same behavior?

Q14. *[Multiple Choice] · Cognitive Domain: Application*

The company policy states that employees cannot use USB thumb drives on their work computers. Travis sees a coworker using a thumb drive 1 day at work. When he asks his coworker about it, the coworker tells him he got approval from IT and shows him an e-mail confirming this. Travis decides he doesn't need to report this incident. What lens of the moral compass led Travis to this decision?

a) Lens 1: Is this action worthwhile?
b) Lens 2: Does this action comply with the company principles?
c) Lens 3: What impact does this action have on others?
d) Lens 4: Had this action been approved by the right authority? ✓ correct

Q15. *[Multiple Choice] · Cognitive Domain: Knowledge*

In the Foursquare Protocol, what is involved in Protocol Element 1?

a) comparing the past and present
b) gathering all the facts ✓ correct
c) analyzing the situation
d) reflecting on the past

Q16. *[Multiple Choice] · Cognitive Domain: Comprehension*

In the Foursquare Protocol, what is the goal of reflecting on the past?

a) to avoid making the same decision that was previously made
b) to evaluate similar decisions and their outcomes ✓ correct
c) to determine what are the relevant facts
d) to identify any areas of self-interest that may affect your judgment

Q17. *[Multiple Choice] · Cognitive Domain: Comprehension*

In the Foursquare Protocol, which question might you ask yourself in the final protocol element (analysis)?

a) Have we encountered a similar situation in the past?
b) How does the situation today differ from similar situations in the past?
c) How would I feel if I were on the receiving end of the decision being made? ✓ correct
d) Do I have all of the information about the current situation?

Q18. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which stage of Kohlberg's moral development uses the reasoning that we should not participate in something that is against the rules?

a) postconventional morality
b) preconventional morality ✓ correct
c) conventional morality
d) unconventional morality

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Q19. *[Multiple Choice] · Cognitive Domain: Knowledge*

When someone is in the conventional stage of moral development, ethical decision-making is primarily based on _____.

a) belief systems
b) fear of punishments
c) specific rules
d) norms and role models ✓ correct

Q20. *[Multiple Choice] · Cognitive Domain: Knowledge*

Decision making during the postconventional stage of moral development is based on _____.

a) self-protection
b) personal beliefs ✓ correct
c) role models
d) obedience

Q21. *[Multiple Choice] · Cognitive Domain: Knowledge*

The Heinz experiment related to moral development has been called into question. One criticism of this experiment is that it _____.

a) involves a hypothetical situation ✓ correct
b) is based on an all-female assessment
c) does not depict a situation people can relate to
d) involves committing an illegal act

Q22. *[Multiple Choice] · Cognitive Domain: Comprehension*

In the context of the Six Pillars of Character, the concepts of honesty, sincerity, and loyalty are components of which pillar?

a) caring
b) respect
c) fairness
d) trust ✓ correct

Q23. *[Multiple Choice] · Cognitive Domain: Comprehension*

In the context of the Six Pillars of Character, what are some features of the caring pillar?

a) hard work, self-awareness, and self-improvement
b) courtesy, appreciation, and tolerance
c) forgiveness, gratitude, and compassion ✓ correct
d) honesty, sincerity, and loyalty

Q24. *[Multiple Choice] · Cognitive Domain: Comprehension*

What action can CEOs take to increase their credibility and trustworthiness?

a) take a pay cut
b) participate in company social events
c) increase autonomy of upper managers
d) be transparent about what they are working on ✓ correct

Q25. *[Multiple Choice] · Cognitive Domain: Application*

A member of the leadership team is made aware of pay cuts that will take place but was told to keep that information confidential. When a follower asks one of the leaders if the rumor is true, how should the leader respond?

a) "I don't know. They haven't told me anything."
b) "That's just a rumor. There will be no upcoming pay cuts."
c) "Yes, but don't tell anyone!"
d) "I'm not permitted to discuss those kinds of issues." ✓ correct

Q26. *[Multiple Choice] · Cognitive Domain: Analysis*

What is the best method of giving a critique or feedback to employees in a performance review?

a) use a demerit system
b) identify areas of weakness and underperformance
c) identify areas for improvement ✓ correct
d) compare each employee to the others

Q27. *[Multiple Choice] · Cognitive Domain: Comprehension*

If a business cannot remain profitable, what type of corporate social responsibility (CSR) is weak?

a) economic ✓ correct
b) ethical
c) legal
d) discretionary

Q28. *[Multiple Choice] · Cognitive Domain: Knowledge*

The practice of doing the right thing in regard to fair wages and environmental issues is associated with what level of corporate social responsibility (CSR)?

a) economic
b) legal
c) ethical
d) discretionary ✓ correct

Q29. *[Multiple Choice] · Cognitive Domain: Application*

Five years ago, Alyssa started a business that sells pet supplies. Now that her business has gone from consistent and stable to experiencing routine exponential growth, Alyssa feels that she owes something to her community for their continued support. Alyssa decides that from now on, the organization will make a large annual donation to an animal shelter. This is an example of what level of corporate social responsibility (CSR)?

a) ethical
b) legal
c) discretionary ✓ correct
d) economic

Q30. *[Multiple Choice] · Cognitive Domain: Analysis*

The employees at a company believe it is important to be honest in all interactions and do what you say you are going to do. These guiding principles are examples of the organization's _____.

a) needs assessment
b) core values
c) mission statement
d) discretionary responsibility ✓ correct

Q31. *[Multiple Choice] · Cognitive Domain: Application*

A team is creating a new mission statement for their organization, as a lot has evolved in the company over the past few years. What is something that the team should be sure to include in the new mission statement?

a) the company's past
b) a code of ethics
c) the company's purpose ✓ correct
d) a needs assessment

Q32. *[Multiple Choice] · Cognitive Domain: Analysis*

A management team is in charge of a new project. They have been assigned the task of creating one or two statements that reflect the true purpose of the company and who it hopes to serve. Leadership has also requested including the company's commitment to their product quality and customer satisfaction in the statement. What is the team creating?

a) organizational structure
b) code of ethics
c) mission statement ✓ correct
d) core values

Q33. *[Multiple Choice] · Cognitive Domain: Comprehension*

If a member of top leadership witnesses an unethical behavior, how should he or she approach the situation?

a) remain quiet to avoid employee conflicts
b) trust the employee(s) to correct the behavior on their own
c) address the issue and defend the organizational ethics ✓ correct
d) cover up the incident to prevent turbulence

Q34. *[Multiple Choice] · Cognitive Domain: Comprehension*

What is the difference between a traditional entrepreneur and a social entrepreneur?

a) Traditional entrepreneurs focus on products, whereas social entrepreneurs focus on services.
b) Traditional entrepreneurs are private citizens who found a company, whereas social entrepreneurs head up government programs.
c) Traditional entrepreneurs place a higher value on innovation than do social entrepreneurs.
d) Traditional entrepreneurs initially focus on making a profit, whereas social entrepreneurs initially focus on bringing about social change. ✓ correct

Q35. *[Multiple Choice] · Cognitive Domain: Comprehension*

The _____ model for ethical decision-making includes a step that involves reflecting on past experiences.

a) Paine's moral compass
b) Foursquare Protocol ✓ correct
c) The Six Pillars of Character
d) Kohlberg's stages of moral development

True/False (10)

Q36. *[True/False] · Cognitive Domain: Knowledge*

Ethics predict our behavior.

a) True ✓ correct
b) False

Correct answer: True

Q37. *[True/False] · Cognitive Domain: Evaluation*

All moral decisions will have a clear and specific ethical answer.

a) True

b) False ✓ correct

Correct answer: False

Q38. *[True/False] · Cognitive Domain: Knowledge*

Approximately 25% of women in the United States reported that they have experienced sexual harassment in the workplace.

a) True ✓ correct

b) False

Correct answer: True

Q39. *[True/False] · Cognitive Domain: Knowledge*

Power and privilege have a direct relationship.

a) True ✓ correct

b) False

Correct answer: True

Q40. *[True/False] · Cognitive Domain: Knowledge*

Working too hard can create fatal health conditions.

a) True ✓ correct

b) False

Correct answer: True

Q41. *[True/False] · Cognitive Domain: Knowledge*

If something is unethical, it will always be illegal as well.

a) True

b) False ✓ correct

Correct answer: False

Q42. *[True/False] · Cognitive Domain: Comprehension*

Social entrepreneurs focus exclusively on nonprofit organizations.

a) True

b) False ✓ correct

Correct answer: False

Q43. *[True/False] · Cognitive Domain: Knowledge*

Creating an ethical culture requires that employees and management have a shared sense of meaning.

a) True ✓ correct

b) False

Correct answer: True

Q44. *[True/False] · Cognitive Domain: Knowledge*

Most employees are engaged enough to report unethical incidents.

a) True ✓ correct

b) False

Correct answer: True

Q45. *[True/False] · Cognitive Domain: Comprehension*

The general public now holds CEOs to higher standards than in previous years.

a) True ✓ correct

b) False

Correct answer: True

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