Self Leadership 3rd edition Neck Test Bank

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Self Leadership (3rd)

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Total Questions: 50

Multiple Choice (25)

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

Leadership has been conceived in which of the following manners?

a) A personality concept ✓ correct
b) A form of dissuasion
c) An instrument of goal setting
d) An art of inducing conflict

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

Which of the following are key components of the most useful definitions of leadership?

a) process of achieving interdependence
b) directing behavior ✓ correct
c) involving others
d) setting goals

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

Self-leadership can originate from _____.

a) influence over others
b) leading ourselves ✓ correct
c) power given by authorities
d) rewards and punishments

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

In which of the following situations do we lead ourselves?

a) Deciding which methods to use when completing a task ✓ correct
b) Deciding when to accept rewards
c) Accepting anything we hear and making the communication our own
d) Receiving of orders

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

Which of the following are areas that leadership can originate from?

a) external leadership and coworkers
b) yourself, external leadership, and the group ✓ correct
c) The group
d) yourself and coworkers

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

The most commonly recognized source of leadership involves the influence that leaders exercise over their followers. Which form of leadership is this representative of?

a) externally oriented ✓ correct
b) participative
c) self-leadership
d) shared leadership

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

Which of the following is an example of participative leadership?

a) A manager and subordinate competing over who can achieve the highest sales increase in the next quarter.
b) A manager telling a subordinate the expectations for sales increases in the next quarter.
c) A manager and subordinate reaching an expectation of a reward for completing a certain task. ✓ correct
d) A manager and subordinate disagreeing on how to improve the sales in the next quarter.

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

Which of the following is an example of external leadership?

a) A manager asking an employee to set the goals for the next quarter.
b) A manager working with an employee to set goals for the next quarter.
c) A manager setting the time periods for which work will be done. ✓ correct
d) A manager delegating the work schedule.

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

Which of the following is an example of self-leadership?

a) working with a boss to set goals
b) setting self-goals to accomplish ✓ correct
c) the boss setting goals
d) the boss consulting you before setting goals

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

Which of the following represents a situation in which we influence our own behavior?

a) low and high control situations
b) moderate control situations
c) high control situations
d) low, medium, and high control situations ✓ correct

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

Having little or no control over work can result in _____.

a) feeling empowered
b) being content at work
c) greater risk of coronary disease ✓ correct
d) not having to make any decisions

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

Having control over your own lives, including where we work and whom we work for, can be known as _____.

a) making our own lunch ✓ correct
b) picking our path
c) deciding our future
d) choosing our destiny

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

Which of the following are ways in which individuals can effectively lead themselves?

a) focus on positives in work ✓ correct
b) be discontent
c) give up self-leadership potential to others
d) not focusing on what drives their happiness

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

Self-leadership involves strategies that help individuals understand _____ we need to do certain activities.

a) what and why
b) what, why, and how ✓ correct
c) why and how
d) what and how

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

How did Condoleezza Rice demonstrate self-leadership?

a) She decided to be a concert pianist. ✓ correct
b) She felt she was a failure.
c) She was a difficult child.
d) She worked hard and learned from her failures.

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

When engaging in self-leadership strategies, which of the following does a process of self-influence strategies include?

a) behavioral
b) cognitive
c) behavioral and cognitive ✓ correct
d) personality and behavioral

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

If individuals are engaging in strategic analysis and strategic implementation parts of self-leadership, what parts of self-leadership are they engaging in?

a) The what
b) The what and how
c) The why and what
d) The why and how ✓ correct

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

_____ theory recognizes the adoption and change of human behaviors as a complex process with many parts.

a) Intrinsic motivation
b) Social cognitive ✓ correct
c) Social impact
d) Social role

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

_____ theory recognizes the importance of natural rewards from doing activities that we enjoy.

a) Intrinsic motivation ✓ correct
b) Social cognitive
c) Social role
d) Social impact

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

Which of the following theories have been primarily driving research in self-leadership?

a) social cognitive and social role
b) intrinsic motivation and social role
c) social role theory
d) social cognitive and intrinsic motivation ✓ correct

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

The importance on capacity of a person to manage or control oneself, particularly when faced with difficulty, is a key component of which theory?

a) social cognitive ✓ correct
b) intrinsic motivation
c) social impact
d) social role

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

Which theory is vicarious learning and symbolic mechanisms for learning and experiencing tasks and events a key part of?

a) intrinsic motivation
b) social role
c) social cognitive ✓ correct
d) goal setting

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

What happens when we use our influence on ourselves?

a) participatory leadership
b) external leadership
c) internal leadership ✓ correct
d) shared leadership

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

Who is ultimately your leader?

a) yourself ✓ correct
b) your boss
c) your coworkers
d) the world

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

Which of the following are results of engaging in effective self-leadership processes and making choices that are beneficial?

a) unhappiness
b) discontentment
c) wrong work
d) motivation ✓ correct

True/False (15)

Q26. *[True/False] · Cognitive Domain: Knowledge*

Most leadership literature focuses on the influence exercised by one or more persons over others.

a) True ✓ correct
b) False

Correct answer: True

Q27. *[True/False] · Cognitive Domain: Comprehension*

Self-leadership is a comprehensive process of self-influence that only consists of behavioral strategies of influence.

a) True
b) False ✓ correct

Correct answer: False

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Q28. *[True/False] · Cognitive Domain: Knowledge*

The concept of self-leadership is primarily derived from research on social cognitive theory and intrinsic motivation theory.

a) True ✓ correct
b) False

Correct answer: True

Q29. *[True/False] · Cognitive Domain: Comprehension*

All influence that an individual experiences comes from influential external leaders.

a) True
b) False ✓ correct

Correct answer: False

Q30. *[True/False] · Cognitive Domain: Knowledge*

Self-leadership consists of a process of influencing ourselves toward accomplishing goals.

a) True ✓ correct
b) False

Correct answer: True

Q31. *[True/False] · Cognitive Domain: Comprehension*

We choose what we are and what we become through various self-influence processes.

a) True ✓ correct
b) False

Correct answer: True

Q32. *[True/False] · Cognitive Domain: Comprehension*

If an individual provides the manager with suggested goals, expectations, and tasks, there is participative leadership occurring.

a) True
b) False ✓ correct

Correct answer: False

Q33. *[True/False] · Cognitive Domain: Comprehension*

External leadership recognizes the influence you exercise over yourself.

a) True
b) False ✓ correct

Correct answer: False

Q34. *[True/False] · Cognitive Domain: Knowledge*

When a manager and a follower set a goal jointly, a participative leadership process is at work.

a) True ✓ correct
b) False

Correct answer: True

Q35. *[True/False] · Cognitive Domain: Comprehension*

Leading yourself to do what you really want is easy.

a) True
b) False ✓ correct

Correct answer: False

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

You are your own leader much of the time.

a) True ✓ correct

b) False

Correct answer: True

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

Effective self-leadership stresses the importance of reshaping behaviors, intrinsic motivation, and effective cognitive processes.

a) True ✓ correct

b) False

Correct answer: True

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

Self-leadership strategies are designed to help you address only what you need to do by determining objectives and standards.

a) True

b) False ✓ correct

Correct answer: False

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

Social cognitive theory recognizes the influence of the importance of “natural” rewards from activities and tasks that you participate in.

a) True

b) False ✓ correct

Correct answer: False

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

Intrinsic motivation theory is also called self-determination theory.

a) True ✓ correct

b) False

Correct answer: True

Essay (10)

Q41. *[Essay] · Cognitive Domain: Comprehension*

What do you need to do first before you can lead others?

Suggested answer: *Sample response: Answers may vary. If you ever hope to be an effective leader of others, you need first to be able to lead yourself effectively.*

Q42. *[Essay] · Cognitive Domain: Comprehension*

What are the three primary sources of leadership?

Suggested answer: *Sample response: Answers may vary. Three primary sources of leadership are external, participative, and self-leadership.*

Q43. *[Essay] · Cognitive Domain: Comprehension*

Explain what it means to make your own lunch with regards to leadership.

Suggested answer: *Sample response: Answers may vary. What you do with your lives, including where you work and for whom you work, is largely left to you. In other words, you make your own lunch.*

Q44. *[Essay] · Cognitive Domain: Comprehension*

Define self-leadership.

> ***Suggested answer:*** *Sample response: Answers may vary. Self-leadership is a comprehensive process of self-influence that involves specific behavioral and cognitive strategies.*

Q45. *[Essay] · Cognitive Domain: Comprehension*

Which two areas of psychology contribute to the concept of self-leadership?

> ***Suggested answer:*** *Sample response: Answers may vary. The concept of self-leadership is derived primarily from research and theory in two areas of psychology. The first, social cognitive theory, views the adoption and change of human behavior as a complex process with many parts. The second important area of knowledge is that of intrinsic motivation theory.*

Q46. *[Essay] · Cognitive Domain: Analysis*

Describe what is meant by “we all lead ourselves.” Does this mean that all leaders effectively lead themselves? If not, what are some of the weaknesses in a self-leadership process that can occur?

> ***Suggested answer:*** *Sample response: A sample answer would discuss that even in highly controlled and constrained environments, individuals still influence their own behavior—through manners such as setting order of work, what you think about while doing work, goal setting, and making determinations on how one feels—the point is that you are your own leader much of the time.While we all lead ourselves, we do not all lead ourselves effectively. Each individual has weaknesses in their own self-leadership process, and in some people the process is dysfunctional.Weaknesses can occur if individuals do not think in functional terms and are ineffective self-leaders; it can lead to the wrong line of work, the wrong job, unhappiness, discontentment with lives, stress, and possibly to giving up self-leadership potential to other individuals.*

Q47. *[Essay] · Cognitive Domain: Analysis*

Compare and contrast the following sources of leadership: external leadership, participative leadership, and self-leadership.

> ***Suggested answer:*** *Sample response: External leadership occurs when a leader exercises influence over a follower, such as giving orders and using rewards/punishments from a manager. Participative leadership consists of when there is a goal or task that is jointly set by a manager and a follower. Thus, there is participation from both sides in this task setting process. Self-leadership is when individuals influence their own behavior and dictate their own actions. Self-leadership can occur in conjunction with the other forms and work to help individuals still reach goals.There are similarities among the different forms of leadership, specifically that they all involve an influence process that can dictate the actions and behaviors of an individual. The differences arise from where these sources of influence are coming from and how that affects the individual.*

Q48. *[Essay] · Cognitive Domain: Analysis*

Describe the basic tenets of social cognitive theory and intrinsic motivation theory—specifically focusing on the role that these theories have in laying a foundation for self-leadership.

> ***Suggested answer:*** *Sample response: Social cognitive theory recognizes the adoption and change of human behavior as a complex process with many parts. Further, it recognizes that we influence and are influenced by the world in which we live. This places an importance on the capacity of a person to manage or control oneself.Intrinsic motivation theory emphasizes the importance of the “natural rewards” that we enjoy from doing activities or tasks that we like to do. The ideas include the potential to harness motivational forces available in doing things that we really enjoy.Social cognitive theory lays a foundation for the behavior-focused strategies, constructive thoughts (using imagination), and the importance of perceptions on our own effectiveness. Intrinsic motivation theory lays a foundation for self-leadership by focusing on the natural rewards aspects and focusing on this particular self-leadership strategy.*

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Q49. *[Essay] · Cognitive Domain: Analysis*

Explain the various different ways that leadership has been conceived in the literature. In addition, provide a general definition of leadership that encompasses what leadership is.

> ***Suggested answer:*** *Sample response: Leadership is a process of influence for directing behavior toward accomplishing goals. This definition is broad and recognizes that human influence is of great importance in determining what we are and what we do—with an emphasis on the complexity involved. This is not an isolated event but rather a process that involves many parts, accomplishment of goals.The existing leadership literature has focused almost solely on influence exercised by one or more persons over others, with not nearly as much focus on leading yourself.Leadership has been conceived in a variety of different manners that all have some value and merit. These different conceptions include the art of inducing compliance, a personality concept, a form of persuasion, a set of acts or behaviors, an instrument of goal achievement, an effect of group interaction, a differentiated role, and the exercise of influence.*

Q50. *[Essay] · Cognitive Domain: Application*

Describe self-leadership by defining self-leadership and explaining the applications of the what, why, and how of self-leadership.

> ***Suggested answer:*** *Sample response: Self-leadership is a process of influencing oneself. This is a general definition that does not dig into the specifics of the process; however, it does recognize that self-leadership is a process and not an isolated event. This is a manner in which individuals can influence their own behavior through specific behavioral and cognitive strategies.There are three components that recognize how the strategies are designed to help us address the tasks in our lives. These are the what, why, and how of self-leadership. The what of self-leadership focuses on what we need to do, such as determining the standards and objectives. The why of self-leadership focuses on why we are doing this particular action, such as the strategic analysis to conduct with each activity. The how of self-leadership focuses on the process in which the task should be completed, such as the strategic implementation of strategies.*

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