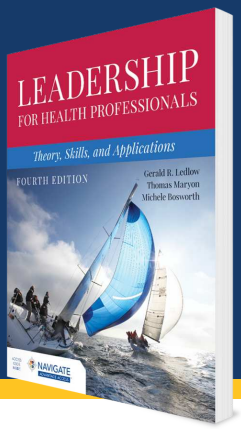
Leadership for Health Professionals - Theory Skills and Applications 4th edition Ledlow Test Bank

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CHAPTER 2
DISCUSSION QUESTIONS

Leadership for Health Professionals, Fourth Edition

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Discussion Questions

1. Describe four leadership, leadership-related, or personality assessments that were most informative for you. Did other students select the same assessments? Why or why not?

2. Distinguish the various typologies (categories) used in personality assessments and personality archetype assessments, and explain the differences associated with the various types.

3. Relate two or more assessments from this chapter to your personal situation: Were the assessment results complementary or contradictory? Why do you think these results occurred?

4. From the assessments (two or more), identify the health leader most appealing to you (a real leader or a fictitious one whom you create). Using the assessments' constructs and typologies, why is that health leader appealing?

5. Compile and categorize your assessment results, summarize the results, and tell the group your plan for leadership mastery.

6. Appraise the empirical strength of the various assessment instruments, critique two or more assessments, and justify your critique.

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Chapter 2: Determining Your Own Leadership Style

Multiple Choice

1. There are four types of learning: aural, reading/writing, kinesthetic, and:
A) doing.
B) copying.
C) role modeling.
D) visual.
E) exchange.
Ans: D
Complexity: Easy
A-Head: Know Thyself: What Kind of Leader Are You?
Subject: Chapter 2
Title: Determining Your Own Leadership Style

2. Four salient constructs of the emotional intelligence model are: 1) self-awareness, 2) self-management, 3) _____, and 4) social skills.
A) maturity
B) social awareness
C) personal relationships
D) listening
E) time management
Ans: B
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
Title: Determining Your Own Leadership Style

3. What does hemisphere dominance refer to?
A) Cultural identity
B) Leadership knowledge, skills, and abilities
C) Western leadership thought
D) Brain side dominance
E) Learning by seeing or doing
Ans: D
Complexity: Easy
A-Head: Leadership and Personality Assessments
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4. Jungian assessments are personality archetype evaluations that measure:
A) extraversion or introversion, sensing or intuition, thinking or feeling, and judging or perceiving.
B) extraversion or introversion, judging or intuition, thinking or feeling, and sensing or perceiving.
C) extraversion or introversion, judging or intuition, sensing or feeling, and thinking or perceiving.

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D) Type A, Type B, and Type A/B personalities.
E) None of the above is correct.
Ans: A
Complexity: Moderate
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
Title: Determining Your Own Leadership Style

5. Enneagrams can be divided into _____ primary constructs or types.
A) 15
B) 17
C) 3
D) 9
E) 4
Ans: D
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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6. The Dynamic Culture Leadership assessment measures leadership, _____, science (technical) and art (relationships) propensities, communication, planning, decision alignment, employee enhancement, and knowledge management constructs.
A) followership
B) management
C) subordinate skills
D) emotional intelligence
E) networking
Ans: B
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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7. The research is in agreement that personality archetypes _____ affect leadership style, success, and outcomes in the workplace.
A) do not
B) mildly
C) sometimes
D) do
E) rarely
Ans: D
Complexity: Easy
A-Head: The Relationship Between Personality Archetype and Leadership
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True or False

1. True or False? Learning styles include visual, auditory, reading/writing, and kinesthetic.
Ans: True
Complexity: Easy
A-Head: Know Thyself: What Kind of Leader Are You?
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2. True or False? Understanding the personalities of subordinates, peers, and superiors in the health organization is imperative to the general success of healthcare leaders.
Ans: True
Complexity: Easy
A-Head: Know Thyself: What Kind of Leader Are You?
Subject: Chapter 2
Title: Determining Your Own Leadership Style

3. True or False? Understanding personalities makes it harder for the healthcare leader to recognize potential, motivation, competitiveness, team structure, coalition building, interpersonal relationships, and communication.
Ans: False
Complexity: Easy
A-Head:
Subject: Chapter 2
Title: Determining Your Own Leadership Style

4. True or False? Knowing yourself is helpful for personal growth but will not improve your leadership of others.
Ans: False
Complexity: Easy
A-Head: Introduction
Subject: Chapter 2
Title: Determining Your Own Leadership Style

5. True or False? Knowing yourself will allow you to leverage your weaknesses while improving your strengths.
Ans: False
Complexity: Easy
A-Head: Know Thyself: What Kind of Leader Are You?
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6. True or False? EI is considered to be just as important as, or even more important than, IQ for success

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as a leader.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
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7. True or False? Four salient constructs of the emotional intelligence model are: 1) self-awareness, 2) self-management, 3) social awareness, and 4) social skills.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
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8. True or False? Left-brained individuals may be best suited for creating new product and service lines, developing long-range strategic plans, and forecasting threats on the environmental horizon.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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9. True or False? The hemisphere dominance test determines a person's preference for either auditory or visual learning styles, depending on brain hemisphere dominance.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
Title: Determining Your Own Leadership Style

10. True or False? Jungian assessments suggest that all individuals are born with a personality archetype.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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11. True or False? The Jungian assessment dimensions are: extraversion or introversion, sensing or intuition, thinking or feeling, and judging or perceiving.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
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12. True or False? Type B individuals are competitive, are inquisitive, have a short fuse, often feel impatient, and may be aggressive.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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13. True or False? Type A individuals are easily bored with routine.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
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14. True or False? Individuals can be both Type A and Type B.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
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15. True or False? The VART assessment provides insight into an individual's predisposition to learn based on learning style.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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16. True or False? Enneagrams can be divided into nine primary constructs or types.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
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17. True or False? Motivator is a construct on the New Enneagram Test.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments

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18. True or False? Follower is a construct on the New Enneagram Test.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
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19. True or False? Leader is a construct on the New Enneagram Test.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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20. True or False? Leaders create culture.
Ans: True
Complexity: Easy
A-Head:
Subject: Chapter 2
Title: Determining Your Own Leadership Style

21. True or False? The Dynamic Culture Leadership Alignment Assessment evaluates the leadership styles and propensities of the leadership group, the organization's operating style, and the perceived external environment expectations of the organization.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
Title: Determining Your Own Leadership Style

22. True or False? The Dynamic Culture Leadership Alignment Assessment can be used to discipline employees.
Ans: False
Complexity: Easy
A-Head: Leadership and Personality Assessments
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23. True or False? The Dynamic Culture Leadership Alignment Assessment can be used as an individual assessment for leadership, management, technical, and relationship skills.

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Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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24. True or False? The Donabedian assessment is a quick evaluation of your coaching propensity.
Ans: False
Complexity: Easy
A-Head:
Subject: Chapter 2
Title: Determining Your Own Leadership Style

25. True or False? The categories of the “Leader as Coach” assessment are high, middle, or low.
Ans: True
Complexity: Easy
A-Head:
Subject: Chapter 2
Title: Determining Your Own Leadership Style

26. True or False? Research is in agreement that personality archetypes do affect leadership style, success, and outcomes in the workplace.
Ans: True
Complexity: Easy
A-Head: The Relationship Between Personality Archetype and Leadership
Subject: Chapter 2
Title: Determining Your Own Leadership Style

27. True or False? The Dynamic Culture Leadership Alignment Assessment recommends the consistent use of a leadership process.
Ans: True
Complexity: Easy
A-Head: Leadership and Personality Assessments
Subject: Chapter 2
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28. True or False? Understanding yourself as a leader, your strengths and weaknesses, does not enhance your leadership capabilities.
Ans: False
Complexity: Easy
A-Head: Introduction
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Short Answer

1. List three strategies to help maximize one's leadership capabilities.
Ans: Answers will vary.
Complexity: Moderate
A-Head: Strategies to Maximize Your Nature-Versus-Nurture Leadership State of Being
Subject: Chapter 2
Title: Determining Your Own Leadership Style

2. Why is it important to "know thyself" as a leader in the health business?
Ans: Answers will vary.
Complexity: Moderate
A-Head: Introduction
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