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Chapter 2

1. In the book, “bad apples” and “bad barrels” are referred to as:
@ Answer Location: Introduction; Cognitive Domain: Knowledge; Question Type: MC
a. Failed equipment; failed plans
b. Organized people; organized function
*c. Unethical people; unethical organizations
d. Bad fruit; bad equipment

2. Justin struggles with enjoying his job. Which option would NOT be a positive step of action for him to increase his job satisfaction?
@ Answer Location: Discovering Your Personal Gifts; Cognitive Domain: Analysis; Question Type: MC
a. Evaluate if his skills and interests are a good fit for the position
b. Get feedback from his boss or colleague about his strengths and weaknesses
*c. Complain to his supervisor about his work environment
d. Identify if this job could be an opportunity for growth for his future calling

3. Cam believes arriving to work 15 minutes early is extremely important to his work ethic. What value is Cam exercising?
@ Answer Location: Identifying Personal Values; Cognitive Domain: Application; Question Type: MC
a. Budget skills
b. Creativity
c. Avoidance
*d. Responsibility

4. Positive psychologists define virtues as:
@ Answer Location: Positive Psychology and Virtues; Cognitive Domain: Knowledge; Question Type: MC
a. Guiding principles
*b. Positive moral traits
c. A personal calling
d. Intense life experiences

5. Values are considered to be:
@ Answer Location: Identifying Personal Values; Cognitive Domain: Knowledge; Question Type: MC
*a. Guiding principles
b. Positive moral traits
c. Unpleasant aspects of self
d. A personal calling

6. Habits are considered:
@ Answer Location: Indirect Approaches to Character Development; Cognitive Domain: Knowledge; Question Type: MC

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a. Intense life experiences
b. Unpleasant aspects of the self
c. Inner life, meaningful work, community
*d. Voluntary routines or practices

7. Of the following, which has the potential to be a moral leader?
@ Answer Location: Role Models; Cognitive Domain: Comprehension; Question Type: MC
a. Teacher
b. Manager
c. Religious leader
*d. All of the above

8. The shadow side of a personality refers to:
@ Answer Location: Shadow Side of the Personality; Cognitive Domain: Knowledge; Question Type: MC
a. Inner life, meaningful work, community
*b. Unpleasant aspects of self
c. Guiding principles
d. Ethically grounded self-concepts

9. Discovering your vocation begins with
@ Answer Location: Discovering Your Vocation; Cognitive Domain: Knowledge; Question Type: MC
a. Finding the right job fit
b. Identifying your specific concern for others
c. Identifying your interests
*d. Determining your unique gifts

10. Which is a true statement about understanding vocation or calling?
@ Answer Location: Discovering Your Vocation; Cognitive Domain: Comprehension; Question Type: MC
a. Only religious people have a sense of calling
b. Vocation refers to our job or career
*c. Vocation provides a sense of meaning
d. Only those in high status jobs have a sense of calling

11. All of the following are elements of the organizational spirituality **EXCEPT**:
@ Answer Location: Drawing upon Spiritual Resources; Cognitive Domain: Analysis; Question Type: MC
a. Inner life
b. Meaningful work
c. Community
*d. Unity of belief

12. Which is the highest stage of spiritual transformation?

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@ Answer Location: Stages of Spiritual Development; Cognitive Domain: Knowledge; Question Type: MC
a. Self-actualizing
*b. Integral
c. Conventional
d. Unprincipled

13. Which is a benefit of finding a calling?
@ Answer Location: Discovering Vocation; Cognitive Domain: Knowledge; Question Type: MC
a. Fosters perseverance
b. Equips us for service to others
c. Increases personal sense of satisfaction
*d. All of the above

14. Those who take care of people and things are filling which type of preferred role?
@ Answer Location: Discovering Your Personal Gifts; Cognitive Domain: Knowledge; Question Type: MC
a. Creating
b. Leading/contributing
*c. Helping/assisting
d. Analyzing/solving problems

15. Which virtue is based on appreciation of beauty and gratitude?
@ Answer Location: Identifying Personal Virtues; Cognitive Domain: Comprehension; Question Type: MC
a. Wisdom and knowledge
*b. Transcendence
c. Temperance
d. Justice

16. This type of role model (exemplar) strives to be ethical consistent throughout life.
@ Answer Location: Role Models; Cognitive Domain: Knowledge; Question Type: MC
a. Moral leader
b. Moral hero
*c. Moral worker
d. Moral friend

17. Which of the following is a **DIRECT** approach to character development?
@ Answer Location: Direct Approaches to Character Development; Cognitive Domain: Comprehension; Question Type: MC
*a. Service learning
b. Developing habits
c. Observing role models
d. Reading inspiring stories

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18. Which of the following is part of the shadow side of the personality?
@ Answer Location: Realistic Self-Appraisal; Cognitive Domain: Knowledge; Question Type: MC
a. Socially acceptable thoughts and behavior
b. Humorous elements of ourselves
*c. Dangerous elements of ourselves
d. All of the above

19. What is the **GREATEST** benefit of following our purpose or vocation?
@ Answer Location: Discovering Vocation; Cognitive Domain: Comprehension; Question Type: MC
a. Personal satisfaction
*b. More effective service to others
c. Higher productivity
d. Channels energies

20. Two barriers to discovering vocation are:
@ Answer Location: Discovering Vocation; Cognitive Domain: Knowledge; Question Type: MC
a. Forgetfulness and avoidance
b. Anger and pride
*c. Ambition and avoidance
d. Time pressures and lack of guidance

21. You want to go into social work but go into business instead so you can earn more money. Which barrier stands in the way of your following your vocation?
@ Answer Location: Barriers to Obeying Our Callings; Cognitive Domain: application; Question Type: MC
*a. Ambition
b. Avoidance
c. Apathy
d. Pride

22. What is good advice about personal values?
@ Answer Location: Discovering Personal Values; Cognitive Domain: Comprehension; Question Type: MC
a. Focus on intrinsic values that are naturally satisfying
b. Avoid focusing on acquiring wealth and possessions
c. Try to find a good fit between your values and your organization's values
*d. All of the above are true

23. Which habit is based on the premise that "all things are created twice?"
@ Answer Location: Habits; Cognitive Domain: Knowledge; Question Type: MC
a. Be proactive
*b. Begin with the end in mind
c. Put first things first

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d. Think win-win

24. Which virtue protects against excess:
@ Answer Location: Positive Psychology and Virtues; Cognitive Domain: Knowledge; Question Type: MC
a. Wisdom and knowledge
b. Courage
c. Transcendence
*d. Temperance

25. Which of the following is NOT a component of a habit, according to Steven Covey?
@ Answer Location: Habits; Cognitive Domain: Analysis; Question Type: MC
a. Knowledge
*b. Rewards
c. Skill
d. Desire

26. Exercise, reading, meditation and building friendships are all activities associated with
@ Answer Location: Habits; Cognitive Domain: Comprehension; Question Type: MC
a. Habit 6: Synergize
b. Habit 3: Put first things first
c. Habit 2: Begin with the end in mind
*d. Habit 7: Sharpen the saw

27. Which Type of role model is demonstrates ethical consistency throughout life?
@ Answer Location: Role Models; Cognitive Domain: Knowledge; Question Type: MC
*a. Moral worker
b. Moral hero
c. Moral leader
d. Moral crisis manager

28. To benefit from a life passage,
@ Answer Location: Passages; Cognitive Domain: Knowledge; Question Type: MC
a. Reflect
b. Learn resilience
c. Seek refuge
*d. All of the above

29. All of the following are dangers of incorporating spirituality into the workplace **EXCEPT**:
@ Answer Location: Dealing With the Dangers of Organizational Spirituality; Cognitive Domain: Analysis; Question Type: MC
*a. Spirituality frequently reduces employee productivity
b. Danger of proselytizing
c. Some are uncomfortable with the topic
d. Leaders can use spirituality to manipulate employees

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30. In organizational spirituality, _____ refers describes how employees bring their entire selves to work.
@ Answer Location: Drawing Upon Spiritual Resources; Cognitive Domain: Comprehension; Question Type: MC
*a. inner life
b. meaningful work
c. community
d. connection

31. Self-doubt is MOST apparent in which stage of spiritual development?
@ Answer Location: The Stages of Spiritual Development; Cognitive Domain: Knowledge; Question Type: MC
a. Integral
b. Unprincipled
*c. Conventional
d. Self-actualizing

32. Which is of the following is NOT a component of moral identity?
@ Answer Location: Creating a Moral Identity; Cognitive Domain: Analysis; Question Type: MC
a. Demonstrate integrity
*b. Strong desire to work alone
c. Positive approach to life
d. Act consistently across situations

Type: F
33. Two barriers to hearing the call of vocation are _____ and _____.
@ Answer Location: Discovering Vocation; Cognitive Domain: Knowledge; Question Type: FIB
*a. ambition; avoidance

Type: F
34. A _____ is a positive moral trait or quality.
@ Answer Location: Developing Character; Cognitive Domain: Knowledge; Question Type: FIB
*a. virtue

Type: F
35. In _____, we unconsciously transfer our undesirable characteristics onto others.
@ Answer Location: Realistic Self-Appraisal; Cognitive Domain: Knowledge; Question Type: FIB
*a. projection

Type: F

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36. The phrase _____ describes the ongoing process of cultivating the inner emotional and spiritual self.
@ Answer Location: Caring for the Soul; Cognitive Domain: Knowledge; Question Type: FIB
*a. caring for the soul

Type: F
37. Moral _____ respond to moral crises.
@ Answer Location: Role Models; Cognitive Domain: Knowledge; Question Type: FIB
*a. heroes

Type: F
38. For character development, the best narratives are both _____ and _____.
@ Answer Location: Stories; Cognitive Domain: Comprehension; Question Type: FIB
*a. vivid; vexing

Type: F
39. Those with high moral _____ define themselves in terms of their ethical commitments.
@ Answer Location: Creating a Moral Identity; Cognitive Domain: Knowledge; Question Type: FIB
*a. identity

Type: F
40. Workplace spirituality involves the inner life, meaningful work and _____.
@ Answer Location: Drawing Upon Spiritual Resources; Cognitive Domain: Knowledge; Question Type: FIB
*a. community

Type: F
41. _____ describes a high degree of compatibility between employee and organizational values.
@ Answer Location: Identifying Personal Values; Cognitive Domain: Knowledge; Question Type: FIB
*a. Person-organization fit

42. Vocational calling encompasses life both on and off the job.
@ Answer Location: Discovering Vocation; Cognitive Domain: Comprehension; Question Type: TF
*a. True
b. False

43. Only those in high status occupations feel a sense of calling.
@ Answer Location: Discovering Vocation; Cognitive Domain: Comprehension; Question Type: TF
a. True
*b. False

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44. Extraversion is a moral virtue.
@ Answer Location: Positive Psychology and Virtues; Cognitive Domain: Analysis; Question Type: TF
a. True
*b. False

45. Leaders can use spirituality to manipulate employees.
@ Answer Location: Dealing With the Dangers of Organizational Spirituality; Cognitive Domain: Knowledge; Question Type: TF
*a. True
b. False

46. Person-organization fit describes the degree of compatibility and his or her work environment.
@ Answer Location: Identifying Personal Values; Cognitive Domain: Knowledge; Question Type: TF
*a. True
b. False

47. Spiritual values have been linked to improved organizational performance.
@ Answer Location: Drawing Upon Spiritual Resources; Cognitive Domain: Knowledge; Question Type: TF
*a. True
b. False

48. When it comes to helping to develop character, the best stories are both vivid and vexing.
@ Answer Location: Stories; Cognitive Domain: Knowledge; Question Type: TF
*a. True
b. False

49. Moral identities continue to develop well beyond childhood.
@ Answer Location: Creating a Moral Identity; Cognitive Domain: Knowledge; Question Type: TF
*a. True
b. False

Type: E
50. Define vocation.
@ Answer Location: Discovering Your Vocation; Cognitive Domain: Knowledge; Question Type: SA
*a. Purpose in life that goes beyond a job

Type: E
51. Explain the two barriers to discovering vocation.

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@ Answer Location: Barriers to Obeying Our Callings; Cognitive Domain: Comprehension; Question Type: SA
*a. Ambition, avoidance

Type: E
52. How would you describe someone with strong moral identity?
@ Answer Location: Creating a Moral Identity; Cognitive Domain: Comprehension; Question Type: SA
*a. Defines self in terms of ethical commitments; acts consistently regardless of situation

Type: E
53. Describe the characteristics of effective character development programs.
@ Answer Location: Direct Approaches to Character Development; Cognitive Domain: Knowledge; Question Type: SA
*a. Engage participants, instructors act as role models, use a variety of activities

Type: E
54. Define values and outline how they relate to ethical decision-making and behavior.
@ Answer Location: Identifying Personal Values; Cognitive Domain: Analysis; Question Type: SA
*a. Values = desirable goals, guiding principles. Determine priorities, standards to determine right from wrong.

Type: E
55. Compare and contrast the two approaches to moral identity.
@ Answer Location: Creating a Moral Identity; Cognitive Domain: Analysis; Question Type: SA
*a. Approach 1—identity as a generalized personality trait. Approach 2—moral identity one of many identity frameworks that can be activated

Type: E
56. How do stories help shape character?
@ Answer Location: Stories; Cognitive Domain: Comprehension; Question Type: SA
*a. Promote values, provide role models, encourage us to live up to our roles in narratives

Type: E
57. Describe a recent example of unethical behavior in an organization and illustrate how it was the product of both individuals and elements of the context or situation.
@ Answer Location: Introduction; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary
Type: E
58. What advice would you give a friend who wants to pursue a vocation but is prevented from doing so by circumstances beyond his or her control?
@ Answer Location: Barriers to Obeying Our Callings; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary

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Type: E
59. What's your experience with service learning? How has this experience shaped your character development?
@ Answer Location: Direct Approaches to Character Development; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary

Type: E
60. Develop a plan for nurturing your soul at work.
@ Answer Location: Caring for the Soul; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary

Type: E
61. Why does ignoring the dark side of the personality put us at risk?
@ Answer Location: Realistic Self-appraisal; Cognitive Domain: Analysis; Question Type: Essay
*a. Answers Vary

Type: E
62. Evaluate virtue ethics. What strengths and weaknesses do you see in this approach?
@ Answer Location: Developing Character; Cognitive Domain: Analysis; Question Type: Essay
*a. Answers Vary

Type: E
63. Does spirituality have a place in the workplace? If so, what role should it play?
@ Answer Location: Drawing Upon Spiritual Resources; Cognitive Domain: Analysis; Question Type: Essay
*a. Answers Vary

Type: E
64. Identify the dangers of bringing spirituality into the workplace and how you might address these concerns.
@ Answer Location: Dealing With the Dangers of Organizational Spirituality; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary

65. Explain why character is often more "caught than taught."
@ Answer Location: Indirect Approaches to Character Development; Cognitive Domain: Comprehension; Question Type: Essay
*a. Answers Vary

66. Outline a strategy for implementing ONE of Covey's seven habits into your life.
@ Answer Location: Habits; Cognitive Domain: Application; Question Type: Essay
*a. Answers Vary

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