

DuBrin, Human Relations for Career and Personal Success, 4ce

Chapter 2: Self-Motivation and Goal Setting

EXAMINATION QUESTIONS

Multiple Choice

1. A need is:
 - a. an external striving to achieve a goal.
 - b. an internal sense of calm and relaxation.
 - c. an external sense of calm and relaxation.
 - d. an internal striving or urge to do something, such as a need to drink when thirsty.

Answer: c

Difficulty level - 1

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2. According to the **need theory of motivation**, unsatisfied needs motivate us until:
 - a. they become satisfied.
 - b. they become frustrated.
 - c. they lead to self-actualization.
 - d. they lead to self-esteem.

Answer: a

Difficulty level - 2

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3. A strong need for achievement is characterized by:
 - a. a desire to control others.
 - b. a desire to achieve friendships.
 - c. joy in accomplishment for its own sake.
 - d. happiness with modest accomplishments.

Answer: c

Difficulty level - 2

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4. Being part of the "office gang" most directly satisfies the need for:
- a. power.
 - b. achievement.
 - c. self-actualization.
 - d. affiliation.

Answer: d

Difficulty level - 1

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5. Which of the following group of needs tends to be the most frequently satisfied?
- a. safety and security.
 - b. esteem.
 - c. belongingness and love.
 - d. self-actualization.

Answer: a

Difficulty level - 2

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6. An important contribution of goals to your life is that they prevent a _____ of effort.
- a. focusing
 - b. concentration
 - c. scattering
 - d. curtailment

Answer: c

Difficulty level - 1

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7. Most motivational goals are:
- a. general and considerably difficult.
 - b. long range rather than short range.
 - c. set by others for us.
 - d. specific and reasonably difficult.

Answer: d

Difficulty level - 1

p. 31

8. Popular opinion strongly suggests that the various generations have different needs which are based on their _____.
- a. values
 - b. needs
 - c. strengths
 - d. weaknesses

Answer: a

Difficulty level - 3

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9. _____ is the best-known categorization of needs.
- (a) Maslow's hierarchy
 - (b) Erikson's stages of development
 - (c) Freud's concepts of the self
 - (d) Descartes rules of induction

Answer: a
Difficulty level - 1
p. 30

10. A person with a learning-goal orientation would:
- a. prefer new learning to a high income.
 - b. want to prove his or her own competency.
 - c. establish a goal for learning new skills.
 - d. attempt to impress others through good performance.

Answer: c
Difficulty level - 2
p. 32

11. A problem noted with a performance-goal orientation is that it can:
- a. reduce interest in the task itself.
 - b. place too much emphasis on new learning.
 - c. place too much emphasis on mastering a situation.
 - d. make a person obsessed with finding joy in the task.

Answer: a
Difficulty level - 3
p. 32-33

12. According to the technique of priority setting on the job, the worker:
- a. tells the superior which goals should have the highest priority.
 - b. gives the highest priority to goals that fit his or her values.
 - c. pursues diligently goals that he or she finds most important.
 - d. pursues diligently goals that are most important to management.

Answer: d

Difficulty level - 2

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13. A realistic goal is one that:
- a. includes money as well as happiness.
 - b. is relatively easy to attain.
 - c. matches the employer's desires.
 - d. represents the right amount of challenge.

Answer: d

Difficulty level - 1

p. 34

14. A goal that leads to success is usually:
- a. reasonably challenging.
 - b. set in the present tense.
 - c. set in the intermediate range.
 - d. established for us by another person.

Answer: a

Difficulty level - 2

p. 35

15. According to research, an advantage of fantasy goals is that they:
- a. improve daily performance.
 - b. help with personal adjustment.
 - c. help us appreciate an ordinary job.
 - d. make other goals unnecessary.

Answer: b

Difficulty level - 2

p. 38

16. An appropriate (or key) objective in a work setting specifies:

- a. the steps necessary to accomplish a goal.
- b. satisfaction levels for employees.
- c. outcomes of what the department was created to produce.
- d. process goals such as "teamwork" and "improve morale."

Answer: c

Difficulty level - 3

p. 40

17. A problem sometimes encountered with strict adherence to goal setting is that:

- a. performance is actually lowered.
- b. it becomes difficult to define success.
- c. the goal setter becomes too flexible.
- d. the goal setter has difficulty relaxing.

Answer: d

Difficulty level - 3

p. 40

18. Intrinsic motivation refers to:

- a. the natural tendency to avoid any kind of work.
- b. the natural tendency to seek out new challenges and to use one's abilities.
- c. the natural desire for what is routine and familiar.
- d. the inability to focus on a task due to other interests.

Answer: b

Difficulty level - 3

p. 41

19. Rewarding yourself for doing something right is an example of:

- a. behaviour modification.
- b. goal setting.

- c. raising your self-expectations.
- d. getting feedback on your performance.

Answer: a

Difficulty level - 1

p. 42

20. An important implication of expectancy theory for self-motivation is:

- a. people should acquire the training they need.
- b. a positive mental attitude is more important than training.
- c. people should choose their own rewards.
- d. self-determining work is an effective motivator.

Answer: a

Difficulty level - 3

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21. Developing a positive mental attitude is similar to:

- a. overcoming expectancy theory.
- b. raising your self-expectations.
- c. applying behaviour modification to yourself.
- d. getting feedback on your performance.

Answer: b

Difficulty level - 2

p. 43

22. A person who develops a strong work ethic will automatically:

- a. behave in a highly ethical manner.
- b. develop a learning-goal orientation.
- c. be strongly motivated.
- d. be qualified for a supervisory position.

Answer: c
Difficulty level - 2
p. 43-44

23. A key characteristic of self-disciplined people is that they:
- a. impose punishment and suffering on themselves.
 - b. rebel against goals set by management.
 - c. find very little joy in working.
 - d. work toward attaining goals without being distracted.

Answer: d
Difficulty level - 2
p. 44

24. The first step in the self-discipline model is to:
- a. develop role models.
 - b. formulate a mission statement.
 - c. compartmentalize spheres of life.
 - d. search for pleasure within the task.

Answer: b
Difficulty level - 3
p. 44

25. A self-disciplined person experiences considerable:
- a. day-by-day suffering.
 - b. distractions while attempting to achieve goals.
 - c. intrinsic motivation.
 - d. stress based on working so hard.

Answer: c
Difficulty level - 3
p. 45

True/False

26. According to the need theory of motivation, people have needs and motives that propel them toward achieving certain goals.

Answer: True
Difficulty level - 2
p. 25

27. The need for thrill seeking is a personal need that is rarely pursued on the job.

Answer: False
Difficulty level - 2
p. 26

28. The most difficult group of needs to satisfy are the self-actualization needs.

Answer: True
Difficulty level - 3
p. 26

29. The highest-level needs people strive to satisfy are called self-actualizing needs.

Answer: True
Difficulty level - 3
p. 27

30. Goals typically lead to a scattering of effort because the goal setter pursues several different activities at the same time.

Answer: False
Difficulty level - 1
p. 31

31. Goals create a discrepancy between what exists and an ideal situation.

Answer: True
Difficulty level - 1
p. 31

32. Goals that lead to a highly demanding task may create a state of over arousal that prompts the person to back away from getting the job done.

Answer: True
Difficulty level - 2
p. 32

33. A person with a learning-goal orientation is strongly interested in demonstrating his or her competency and adequacy.

Answer: False
Difficulty level - 2
p. 32

34. A person with a performance-goal orientation is heavily interested in acquiring new skills and mastering new situations.

Answer: False
Difficulty level - 2
p. 32

35. People with a performance-goal orientation are strongly interested in obtaining feedback on their performance.

Answer: False
Difficulty level - 2
p. 32

36. Goals set by lower-ranking employees are supposed to contribute to goals set at the top of the organization.

Answer: True
Difficulty level - 1
p. 32

37. A key consequence of priority setting on the job is that you attach the most importance to goals your employer thinks are the most important.

Answer: True
Difficulty level - 1
p. 34

38. An action plan describes what will be done if your original goal cannot be reached.

Answer: False
Difficulty level - 1
p. 35

39. Effective goals state what you will be doing when you achieve your goal.

Answer: True
Difficulty level - 1
p. 35

40. It is best to ignore past performance in setting goals.

Answer: False
Difficulty level - 1
p. 35

41. A realistic goal finds a mid-point between no challenge and extraordinary challenge.

Answer: True
Difficulty level - 1
p. 36

42. One problem with goals is that they may lead the goal setter to avoid important activities not related to the goal.

Answer: True
Difficulty level - 1
p. 40

43. A problem with goals is that they often interfere with relaxation.

Answer: True
Difficulty level - 1
p. 40

44. Setting goals is one of the most effective ways to increase motivation.

Answer: True
Difficulty level - 2
p. 40

45. According to the expectancy theory of motivation, building your skills relevant to the job will increase your motivation.

Answer: True
Difficulty level - 2
p. 43

46. Lowering your level of self-expectation is equivalent to developing a positive mental attitude.

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Answer: False

Difficulty level - 2

p. 43

47. Good questions to ask when formulating a personal mission statement are "Who are you?" and "What are you trying to accomplish in life?"

Answer: True

Difficulty level - 2

p. 35

48. A key part of the self-discipline model is to develop general goals that are the same from task to task.

Answer: False

Difficulty level - 2

p. 44

49. When using visual and sensory stimulation to help you achieve goals, it is recommended that you incorporate many senses into your visualizations.

Answer: True

Difficulty level - 3

p. 44

50. The self-disciplined person who compartmentalizes spheres of *life* keeps several different components of life in mind at the same time when performing a task.

Answer: False

Difficulty level - 3

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