#### Organizational Ethics A Practical Approach 3rd Edition Johnson Test Bank

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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?

- @ 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

- 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; Ouestion 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

- 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

	refers describes how employees bring their
entire selves to work.  @ Answer Location: Drawing Upon Spir Question Type: MC  *a. inner life b. meaningful work c. community d. connection	ritual Resources; Cognitive Domain: Comprehension;
31. Self-doubt is MOST apparent in whice @ Answer Location: The Stages of Spirit Question Type: MC a. Integral b. Unprincipled *c. Conventional d. Self-actualizing	ch stage of spiritual development? tual Development; Cognitive Domain: Knowledge;
32. Which is of the following is NOT a c @ Answer Location: Creating a Moral Id MC a. Demonstrate integrity *b. Strong desire to work alone c. Positive approach to life d. Act consistently across situations	omponent of moral identity? lentity; Cognitive Domain: Analysis; Question Type:
Type: F 33. Two barriers to hearing the call of vo	cation are and
@ Answer Location: Discovering Vocati FIB *a. ambition; avoidance	on; Cognitive Domain: Knowledge; Question Type:
Type: F 34. A is a positive mora @ Answer Location: Developing Charac FIB *a. virtue	l trait or quality. ter; Cognitive Domain: Knowledge; Question Type:
	ely transfer our undesirable characteristics onto others. raisal; Cognitive Domain: Knowledge; Question Type:
T F	

Type: F

36. The phraseemotional and spiritual self	describes the ongoing process of cultivating the inner
	oul; Cognitive Domain: Knowledge; Question Type: FIB
Type: F 37. Moral respond @ Answer Location: Role Models; Co *a. heroes	to moral crises. ognitive Domain: Knowledge; Question Type: FIB
	st narratives are both and  ve Domain: Comprehension; Question Type: FIB
commitments.	define themselves in terms of their ethical  I Identity; Cognitive Domain: Knowledge; Question Type:
· ·	e inner life, meaningful work and spiritual Resources; Cognitive Domain: Knowledge;
organizational values.	s a high degree of compatibility between employee and onal Values; Cognitive Domain: Knowledge; Question
42. Vocational calling encompasses life.  @ Answer Location: Discovering Voc TF  *a. True b. False	fe both on and off the job. cation; Cognitive Domain: Comprehension; Question Type:
43. Only those in high status occupation @ Answer Location: Discovering Voc TF a. True *b. False	ons feel a sense of calling. cation; Cognitive Domain: Comprehension; Question Type:

- 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.

@ 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