### SELF TEST FOR STUDY UNIT 4

### ADDITIONAL MULTIPLE-CHOICE QUESTIONS

1. Which of the following characteristics is not associated with an extravert?

a) impulsiveness

b) risk-taking

c) introspection

d) expressiveness

e) b and c.

2. Which personality model is considered the most integrative?

a) the 16PF

b) Eysenck’s model

c) the Five-Factor Model

d) the Interpersonal Circumplex Model

e) none of the above.

3. According to the Five-Factor Model, conscientiousness is the opposite of:

a) openness to experience

b) antagonism

c) emotional stability

d) closedness

e) lack of direction.

4. The aim of criterion research in personality research is to:

a) correlate personality traits and maladjustment

b) predict performance based on personality traits

c) identify similarities and differences in people

d) develop personality theory

e) none of the above.

5. Organisational citizenship includes:

a) performing tasks not in your job description

b) helping fellow colleagues when they cannot cope with their workload

c) following organisational rules even when they are inconvenient to you

d) supporting organisational goals and objectives

e) all of the above.

6. Which temperament is associated with a person who is very optimistic by nature?

a) melancholic

b) phlegmatic

c) choleric

d) sanguine

e) artistic

7. Cattell’s personality theory consists of:

a) three factors

b) sixteen factors

c) five factors

d) thirteen factors

e) four factors.

8. The Three-Factor Model of personality is associated with:

a) Costa and McCrae

b) Eysenck

c) Cattell

d) Freud

e) Myers-Briggs.

9. Which of the following is a factor indicated by both the Three-Factor and Five- Factor Models of personality?

a) conscientiousness – lack of direction

b) submissiveness – dominance

c) tough-mindedness – psychotism

d) concrete reasoning – abstract reasoning

e) extraversion – introversion

10. Which conflict-management style is based on a high concern for others and a low concern for the self?

a) obliging

b) dominating

c) compromising

d) avoiding

e) integrating

Answers:

1. c

2. c

3. e

4. b

5. e

6. d

7. b

8. b

9. e

10. a

**QUICK SELF-ASSESSMENT**

(This can be done individually or in a group.)

1. Which statistical analyses are typically used to establish trait descriptions?

2. Which two words summarise the main assumptions of trait theory?

3. What kinds of constructs or dispositions are created when trait characteristics are combined?

4. What are the main factors in Eysenck’s Three-Factor Model?

5. What characteristic describes a person who is outgoing, impulsive and prone to taking risks?

6. Who presented personality as consisting of 16 factors?

7. Name some characteristics associated with “agreeableness” in the Five-Factor Model.

8. What factor in the Five-Factor Model is associated with hostility, anger and anxiety?

9. Which factor in the Five-Factor Model is consistently related to performance across many jobs?

10. What is the basic assumption of the Interpersonal Trait Model which distinguishes it from personality models such as the 16PF or Five-Factor Models?

11. What is the collective name for pro-social work behaviours that include supportive, positive and work-engagement behaviours?

12. Name three characteristics of a learning organisation.

13. What is the main danger in using type descriptions to explain differences?

14. Name the four functions in Jung’s theory of psychological types that, together with introversion and extraversion, form the basis of the Myers-Briggs Type Indicator.

15. Name the four temperaments as classified by Galen, a Greek physician.

16. Which conflict-management style is based on a high concern for the self and the other person?

17. What traits are associated with psychologically healthy or mature people?

18. What concept does Allport use to describe adults who are motivated by activities

that they perceive as an extension of the self?

19. Who identified value orientations that denote personality types?

20. What concept, used by Cattell, indicates the reciprocal relationship between situation and personality?

Answer:

1. factor analysis and correlational research

2. endurance and consistency (meaning traits stay the same across situations)

3. types, styles or profiles

4. extraversion/introversion, neuroticism/emotional stability, psychoticism/tough- mindedness

5. extraversion

6. Cattell

7. trust, tender-mindedness, straightforwardness, altruism, compliance and modesty

8. neuroticism

9. conscientiousness

10. Personality is best expressed in interpersonal situations.

11. organisational citizenship behaviours

12. shared vision, systems thinking, team learning, participative management, efficient communication and flexible structures

13. People might be labelled based on one dominant type, and the uniqueness of people in the way they express themselves may be ignored.

14. thinking, feeling, sensing and intuition

15. choleric, sanguine, phlegmatic and melancholic

16. integrating

17. future-directedness, altruism, self-acceptance, self-insight, positive relationships and a realistic perception of reality

18. propriate functional autonomy

19. Spranger

20. interactionism