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| (Points: 4) | |
|  | The skills approach is not descriptive.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',0)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **2.**  (Points: 4) | |
|  | Crystallized cognitive ability refers to one’s innate intellectual ability or intelligence.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',1)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **3.**  (Points: 4) | |
|  | Technical skills grow in importance as one moves up the managerial hierarchy.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',2)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **4.**  (Points: 4) | |
|  | Mumford’s research studied military personal rather than business and organizational leaders.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',3)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **5.**  (Points: 4) | |
|  | Skills approach provides a structure consistent with leadership education programs.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',4)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **6.**  (Points: 4) | |
|  | Katz states that human skills are most important for middle and top management levels.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',5)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **7.**  (Points: 4) | |
|  | Motivation and personality fall within the competencies component of Mumford’s skills model.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',6)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **8.**  (Points: 4) | |
|  | The skills approach suggests that many individuals have the potential for leadership.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',7)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **9.**  (Points: 4) | |
|  | Environmental influences are factors in a situation that lie outside the leader’s competencies, characteristics, and experiences.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',8)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **10.**  (Points: 4) | |
|  | Human skills are important at all levels of management.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',9)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **11.**  (Points: 4) | |
|  | Career experience is a strong influence on a leader’s competencies.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',10)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **12.**  (Points: 4) | |
|  | Social judgment is an individual attribute in the skills model.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',11)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **13.**  (Points: 4) | |
|  | The skills approach is relatively new and has not been widely used in training and development.    TrueFalse |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',12)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **14.**  (Points: 4) | |
|  | The individual attributes factor in the skills model suggests that    a. traits are important to leadership  b. traits are not important to leadership  c. suggests that the skills model is not just a competency-based model  d. both A and C  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',13)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **15.**  (Points: 4) | |
|  | Which of the following work experiences contribute to leaders’ knowledge and skills?    a. Challenging assignments  b. Mentoring  c. Hands-on experience  d. All of the above  e. None of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',14)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **16.**  (Points: 4) | |
|  | Which of the following presents a competency-based approach to leadership?    a. Trait approach  b. Skills approach  c. Style approach  d. Great person approach  e. Contingency approach |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',15)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **17.**  (Points: 4) | |
|  | Pat Smith is personnel director for a large bank. Her major goal is to find a person who can *adapt their leadership to different types of people and situations*. Pat is basing her selections on the    a. great person approach  b. trait approach  c. skills approach  d. Leader emergence theory  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',16)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **18.**  (Points: 4) | |
|  | In the skills model, crystallized knowledge refers to    a. Intelligence Quotient  b. intellectual ability acquired over time  c. motivation  d. effectiveness  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',17)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **19.**  (Points: 4) | |
|  | Bill is in charge of hiring a new manager for the first shift on the production line. According to Katz’ model Bill should be looking for a person with    a. conceptual skills  b. technical skills  c. human and conceptual skills  d. human and technical skills  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',18)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **20.**  (Points: 4) | |
|  | In the skills model, which of these is a general cognitive ability    a. Knowledge  b. information processing  c. motivation  d. intellectual ability acquired over time  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',19)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **21.**  (Points: 4) | |
|  | Which of the following is (are) an Individual Attribute(s)?    a. General cognitive ability  b. Motivation  c. Personality  d. A and C only  e. A, B, and C |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',20)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **22.**  (Points: 4) | |
|  | Jim is a district manager of Wendy's West Michigan. When he hires people the most important thing he looks for is whether people are good problem solvers.    a. Jim is using the trait approach  b. Jim is using Katz’s skills approach  c. Jim is using the Mumford skills model  d. Jim is using the style approach  e. none of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',21)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **23.**  (Points: 4) | |
|  | Which of the following is *not* a competency?    a. Problem-solving skills  b. Cognitive ability  c. Social judgment skills  d. Knowledge  e. All of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',22)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **24.**  (Points: 4) | |
|  | Performance outcome is measured by    a. Standard external criteria  b. Original solutions to problems  c. Solutions that go beyond given information  d. A and B only  e. A,B, and C |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',23)) http://cauwebct.cau.edu/webct/images/shim.gif |
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| **25.**  (Points: 4) | |
|  | For leaders operating at lower levels of management, which skills are most important?    a. Technical and human  b. Technical and conceptual  c. Human and conceptual  d. Human, technical, and conceptual  e. None of the above |
|  | [Save Answer](javascript:saveAnswer('saveResponse.dowebct',24)) http://cauwebct.cau.edu/webct/images/shim.gif |
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