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| (Points: 4)    |
|   | The skills approach is not descriptive.TrueFalse  |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
|   |
| **2.**(Points: 4)    |
|   | Crystallized cognitive ability refers to one’s innate intellectual ability or intelligence.TrueFalse  |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
|   |
| **3.**(Points: 4)    |
|   | Technical skills grow in importance as one moves up the managerial hierarchy.TrueFalse  |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
|   |
| **4.**(Points: 4)    |
|   | Mumford’s research studied military personal rather than business and organizational leaders.TrueFalse  |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
|   |
| **5.**(Points: 4)    |
|   | Skills approach provides a structure consistent with leadership education programs.TrueFalse  |
|   | Save Answer 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 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 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 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 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 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 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 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 http://cauwebct.cau.edu/webct/images/shim.gif |
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| **14.**(Points: 4)    |
|   | The individual attributes factor in the skills model suggests thata. traits are important to leadershipb. traits are not important to leadershipc. suggests that the skills model is not just a competency-based modeld. both A and Ce. none of the above |
|   | Save Answer 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 assignmentsb. Mentoringc. Hands-on experienced. All of the abovee. None of the above |
|   | Save Answer 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 approachb. Skills approachc. Style approachd. Great person approache. Contingency approach |
|   | Save Answer 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 thea. great person approachb. trait approachc. skills approachd. Leader emergence theorye. none of the above |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
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| **18.**(Points: 4)    |
|   | In the skills model, crystallized knowledge refers toa. Intelligence Quotientb. intellectual ability acquired over timec. motivationd. effectivenesse. none of the above |
|   | Save Answer 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 witha. conceptual skillsb. technical skillsc. human and conceptual skillsd. human and technical skillse. none of the above |
|   | Save Answer 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 abilitya. Knowledgeb. information processingc. motivationd. intellectual ability acquired over timee. none of the above |
|   | Save Answer 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 abilityb. Motivationc. Personalityd. A and C onlye. A, B, and C |
|   | Save Answer 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 approachb. Jim is using Katz’s skills approachc. Jim is using the Mumford skills modeld. Jim is using the style approache. none of the above |
|   | Save Answer 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 skillsb. Cognitive abilityc. Social judgment skillsd. Knowledgee. All of the above |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
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| **24.**(Points: 4)    |
|   | Performance outcome is measured bya. Standard external criteriab. Original solutions to problemsc. Solutions that go beyond given informationd. A and B onlye. A,B, and C |
|   | Save Answer 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 humanb. Technical and conceptualc. Human and conceptuald. Human, technical, and conceptuale. None of the above |
|   | Save Answer http://cauwebct.cau.edu/webct/images/shim.gif |
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