

Leadership quiz
chapters 1 – 4
flashcard



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- Chapters 1 - 4 Circle or highlight the correct answers

Leadership Quiz

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1. Leadership is defined as an influence relationship among leaders and followers who intend real changes that reflect their shared purposes.

True or False
2. Leaders of today must maintain strict control of work processes to assure that the organization functions efficiently. True or False

3. The new paradigm of leadership acknowledges that we live in a world characterized by uncertainty. True or False
4. Leadership involves all EXCEPT:

| a. | creating change. | | b.

influencing followers. | | c. | maintaining stability. | | d. | shared purpose. | 5.

Attempts to achieve teamwork, empowerment, and diversity can succeed only if: | a. | leaders follow the principles and practices of the industrial era.

| | b. | managers want to treat people the way they treat machines or the bottom line. | | c. | leaders value change over stability, control, competition, and uniformity. | | d. | leaders hire people who think and work alike. | 6.

Leadership vision is: | a.

| a picture of the future. | | b. | a desired future. | c. | an ambitious view of the future. | | d. | all of these choices. | 7.

The Leadership Grid shows that team management is the least effective style. True or False
8. A democratic leader is one who tries to centralize authority and derive power from position. True or False
9. Trait research does

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NOT consider the following personal characteristics of leaders: | a. | personal characteristics such as energy. | | b. | personality characteristics such as self-confidence.

| | c. | social characteristics such as interpersonal skills. | d. | professional characteristics such as work experience. | 10. Leaders can develop performance and productivity gains if they: | a. | use an operational role. | | b.

| are independent. | | c. | develop positive relationships one-on-one with each subordinate. | | d. | maintain the status quo. | 11. According to the Hersey and Blanchard model, subordinates vary in readiness level. True or False12.

Contingency approaches can best be described as: | a. | leadership styles that seek to delineate the characteristics of situations. | b. | leadership styles appropriate for one situation which may not work in another. | | c. | leadership traits or behaviors that can improve performance in all situations. | | d. | both leadership styles that seek to delineate the characteristics of situations and leadership styles appropriate for | | | one situation which may not work in another.

| 13. Researchers found that CEOs in turnaround situations—where companies must improve results quickly: | a. | relationship skills were more valuable leader qualities. | | b. teamwork was the most valuable leader quality. | | c. | task-focused characteristics were more valuable leader qualities. | | d.

| analytical skills were not valuable leader qualities. | Fill in the blank 14.

_____ is the set of unseen characteristics and processes that underlie a relatively stable pattern of behavior in response to ideas, objects, and people in the environment. 15. _____ defines whether a person places primary responsibility for what happens to him within himself or on outside forces. 16. _____ are fundamental beliefs that an individual considers to be important, that are relatively stable over time, and that have an impact on attitudes and behavior. 17.

The assumption that people are basically lazy and motivated to work and that they have a natural tendency to avoid responsibility is called

_____. 18. _____ refers to how a person perceives processes, interprets, and uses information. Answer in 1-2

paragraphs IN YOUR OWN WORDS. Directly quoting from the text requires citations. 19-20 Distinguish between Theory X and Theory Y leaders.