

1(a) Career Development Questions

It is important to systemize your Career Development work. During the lectures we defined three important areas to identify and clarify in order to know yourself. One of these areas is Interests. Describe these area and give examples of at least 3 categories for the interests area. Motivate why this area is important and give three examples of your interests and motivate why these could be of interest for a possible employer.

Maximum marks: 9

1(b)

Which alternative is false when you should clarify your skills?

Select one alternative:

- ☐ Alternative 1: You shall state what theoretical courses you have studied at the university.
- ☐ Alternative 2: You shall identify what you are good at related to what you have learned and practiced.
- ☐ Alternative 3: You need to review your skills on a regular basis.
- ☐ Alternative 4: You need to openly state your skills.

Maximum marks: 2

1(c)

Why is leisure important to include in your job application?

Select one alternative:

- ☐ Alternative 1: It gives a supplementary picture of you as a person.
- ☐ Alternative 2: It may compensate a weakness in any other part of the application.
- ☐ Alternative 3: You shall not include your leisure into an application. It is not relevant for an application for a position in software engineering.
- ☐ Alternative 4: You shall only include leisure interests that is relevant for your job application.
- ☐ Alternative 5: Alternative 1 and Alternative 2 above is true.
- ☐ Alternative 6: Alternative 3 and Alternative 4 above is true.
- ☐ Alternative 7: Alternative 1 and Alternative 4 above is true.
- ☐ Alternative 8: None of the above, Alternative 1 - Alternative 4 is true.

Maximum marks: 2

1(d)

What does it mean to prize your values?

Select one alternative:

- ☐ Alternative 1: You choose your values freely.
- ☐ Alternative 2: You rank/prioritize your values.
- ☐ Alternative 3: You clarify your values.
- ☐ Alternative 4: You act consistently in trying to fulfill your values.
- ☐ Alternative 5: All of the above, Alternative 1 - Alternative 4.

Maximum marks: 2

1(e)

What is true in respect to use persons, e.g. former managers, as references in your job campaign?

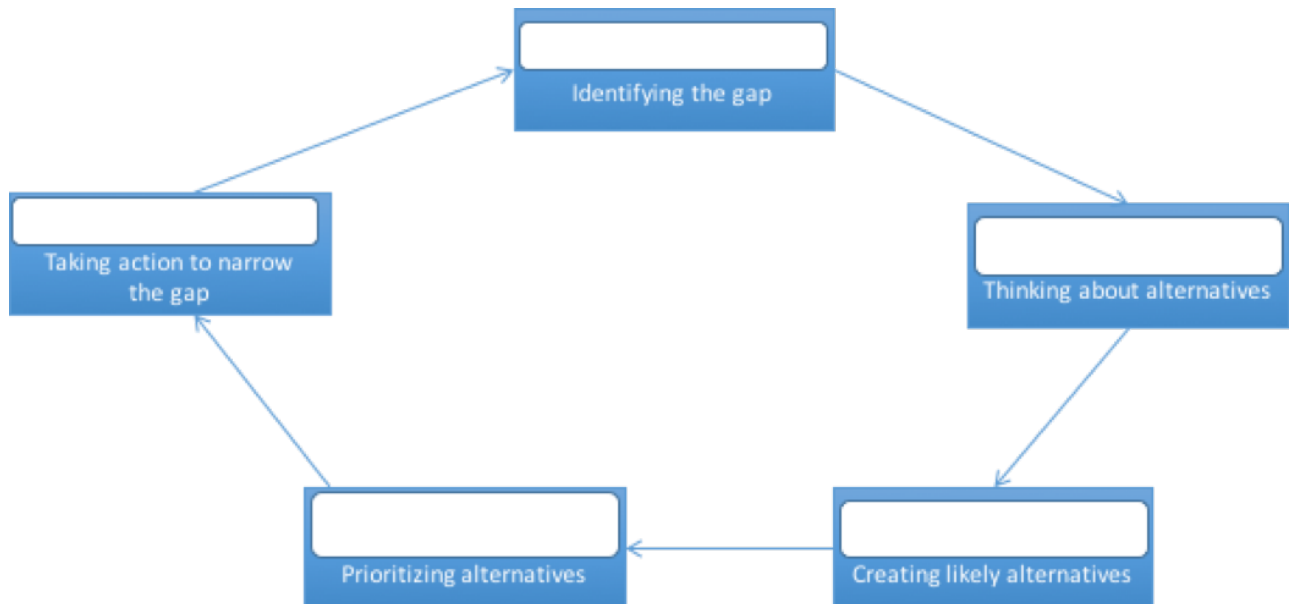
Select one alternative:

- ☐ Alternative 1: Do not use references since former managers never speaks positive about you.
- ☐ Alternative 2: External persons positive opinions strengthens your application and increases the probability to get the position.
- ☐ Alternative 3: References gives an opportunity for future employers to get input on your performance during a longer period of time.
- ☐ Alternative 4: You should use referencing to publications that you use in your work.
- ☐ Alternative 5: Alternative 1 and Alternative 4 above is true.
- ☐ Alternative 6: Alternative 2 and Alternative 3 above is true.
- ☐ Alternative 7: Alternative 1 and Alternative 3 above is true.
- ☐ Alternative 8: Alternative 2 and Alternative 4 above is true.

Maximum marks: 2

2(a) The Career Development Cycle

Please see below descriptions of the 5 elements of the Career Development Cycle, excluding the names of the five phases. Write the correct phase in the box with the right description of the phase.



Words: 0

Maximum marks: 5

2(b)

Motivate why the career development model shall be continuous, a cycle. Why do we need to revisit each phase? What shall you do if the actions defined have no or little effect? Describe 3 forces that affects our career.

Maximum marks: 8

2(c)

Answer the following questions:

1. What do Meta-cognition skills mean?
2. Describe the concept of "self-talk".
3. What is self-awareness?

Maximum marks: 5

3(a) Unhealthy conflicts

Examples of signs, quotes, of unhealthy conflicts are listed in this section, section 3. This way of expressing is not to prefer. Give examples of how to turn these into healthy conflicts instead, i.e. provide examples of a better way of expressing yourself.

"That is absolutely not what I said!"

Maximum marks: 2

3(b)

"You have done how much did you say?"

Maximum marks: 2

3(c)

"I have just arrived to the meeting, but this is completely wrong!"

Maximum marks: 2

3(d)

"They would laugh at this horrible user interface already 50 years ago!"

Maximum marks: 2

3(e)

"Your e-mail was really offensive. How could you even think about writing such a thing?"

Maximum marks: 2

4 Stress Management

Stress Management is important for maintaining high performance. Name and describe four different ways of how to avoid or decrease stress.

Maximum marks: 8

5(a) Listening as the essential skill

Which alternative describes active listening?

Select one alternative:

- ☐ Alternative 1: You are active when someone else is speaking and try to enforce your own ideas at the listening session.
- ☐ Alternative 2: You are interested in testing assumptions.
- ☐ Alternative 3: You hear others ideas and elaborate on these ideas.
- ☐ Alternative 4: You decide to engage others.

Maximum marks: 2

5(b)

How can you solve "closed doors"? "Closed doors" is an obstacle to listening.

Select one alternative:

- ☐ Alternative 1: You can hide your own goals.
- ☐ Alternative 2: You can prepare actions of what to do if it happens, e.g. give support in elaborations.
- ☐ Alternative 3: You can confirm what you just heard.
- ☐ Alternative 4: You can jump directly to conclusions.

Maximum marks: 2

5(c)

Which alternative describes paraphrasing?

Select one alternative:

- ☐ Alternative 1: People are not synchronized.
- ☐ Alternative 2: You are having the wrong focus.
- ☐ Alternative 3: Paraphrase means that speaker repeat and/or reformulate herself/himself.
- ☐ Alternative 4: You let the speaker think.
- ☐ Alternative 5: You respect when the speaker gets off topic.

Maximum marks: 2

5(d)

Which alternative is an example of territorial behavior when listening?

Select one alternative:

- ☐ Alternative 1: You only see one way of solving the problems.
- ☐ Alternative 2: You demonstrate disinterest.
- ☐ Alternative 3: You feel defensive about feedback when listening.
- ☐ Alternative 4: You are deliberately delaying listening.

Maximum marks: 2

5(e)

Which alternative is an example of an audible cue?

Select one alternative:

- ☐ Alternative 1: You should observe others availability.
- ☐ Alternative 2: You reply when listening with a short reply, such as "Okey" and "Aha".
- ☐ Alternative 3: You interrupt only when necessary.
- ☐ Alternative 4: You can not make yourself understood.

Maximum marks: 2

6 The model of conflict

The model of conflict consists of

- i. Situations
- ii. Patterns for resolving situations
- iii. Traits (characteristics).

Group the expressions below into the right part of the model of conflict, i – iii above.

- ☐ Retrospectives are not held when the sprints have finished.
- ☐ You can choose between two different alternatives.
- ☐ Her skills in testing are very good.
- ☐ The stakeholder meetings are never documented.
- ☐ We need to reduce the scope of the project.
- ☐ The progress reports are always late.
- ☐ Reflect on the project status so that you really understand.
- ☐ Select the right time for enforcing your proposal.
- ☐ John is open about which faults he has introduced into the product.

Maximum marks: 9

7 External causes to conflicts

Brown describes four tensions of causes to conflicts, Disconnectedness, Exclusion, Misdirection and Ambiguity. Describe disconnectedness and exclusion. Describe also one pattern for each of these tensions of how to solve these two tensions.

Maximum marks: 8

8(a) The model of conflict

Consider the following situation.

One project in your organization has been working for several months in defining the overall requirements for one strategically important project without finalizing any contract with the customer. The customer is located several hundred miles from the head office of your organisation and is only available at a short time slot each day. Unfortunately the customer is very busy at these time slots. You have been asking for help by your top management, but have always got the reply: “That is your responsibility to solve!”. In your progress reports you have reported the color signal “Red” (which means that the contract/project are off track), without any usable feedback from upper management.

Question: Identify at least two possible Scenario Patterns, from Appendix A, applicable for this example. Motivate your choices. Make your own prerequisites if necessary.

Maximum marks: 4

8(b)

Consider the description of the situation in 8a above. Identify at least two possible Resolution Patterns, from Appendix B, for the two scenario patterns in 8a above. What would you focus on improving team collaboration? Motivate your choices. Make your own prerequisites if necessary.

Maximum marks: 8

8(c)

Identify two possible Collaboration Patterns, from Appendix C, for your selected solutions in 8b above. What would you focus on improving team collaboration? Motivate your answers. Make your own prerequisites if necessary.

Maximum marks: 8