**Chapter 5**

Read Chapter 5 ("Personality and Values") in your e-text, answer these questions, and watch the Chapter 5 quiz video (found in your course) for course instructor clarification. In some videos, you may find references to specific pages; ignore those page numbers. Instead, refer to the page numbers in this document that follow each of the questions. The page numbers refer to the hard copy of the text; occasionally, the e-text page will be one page off. For further resources, such as additional videos and multiple choice questions, either consult the course tips section in your course or reach out to your course instructor at [ob@wgu.edu](mailto:ob@wgu.edu). Note: This is not an assignment. These resources are for you to use as needed to prepare for your assessment. Read the chapters and watch the videos. Check course tips and reach out to your course instructor if needed.

This is the first chapter in the course. Chapter 6 is the next chapter.

1) Which of the following does the heredity approach state? (**page 138)**

a) An individual's personality is determined by the social background one is brought up in.  
b) An individual's personality is determined by molecular structure of the genes.  
c) An individual's personality is influenced by the economic settings he is surrounded by.  
d) A person's personality traits are created by the company he keeps i.e., his friends and family.  
e) A person's personality traits are largely influenced by global trends and characteristics.

Answer:

2) Valerie Sinclair, a climate campaigner at an environmental organization, invariably uses rationale to make decisions for project implementation. She believes that the right decisions can be made only through scrutiny and analysis. Each time she needs to make a decision, she weighs all options before taking action. Which of the following is Sinclair's personality type according to the Myers-Briggs Type Indicator (MBTI) classification? **(page 140)**

a) intuitive  
b) introverted  
c) thinking  
d) feeling  
e) perceiving

Answer:

3) What is the major problem with the Myers-Briggs Type Indicator as a measure of personality? **(page 140)**

a) It has an excess of classifications which tends to confuse a person.  
b) It forces a person to be categorized as either one type or another.   
c) It does not have a clear demarcation between different personality types.  
d) It tends to overemphasize intuitive traits over analytical traits.   
e) It indicates results related exclusively to job performance  
  
Answer:

4) \_\_\_\_\_\_\_\_ is as important for managers as for front-line employees and, among all Big Five Model traits, is most consistently related to job performance. **(page 142)**

a. Extroversion   
b. Agreeableness   
c. Conscientiousness   
d. Emotional stability   
e. Openness to experience

Answer:

5) Individuals scoring \_\_\_\_\_\_\_\_ have a strong ability to adjust his or her behavior to external, situational factors and can behave differently in different situations. **(page 147)**

a) low on openness  
b) high on narcissism   
c) low on agreeableness   
d) high on self-monitoring   
e) low on conscientiousness

Answer:

6) Which of the following statements is most likely to be true regarding people with proactive personalities? (**page 148)**

a) They react passively to situations.  
b) They tend to display their true dispositions and attitudes in every situation.  
c) They tend to be selfish and exploitive and believe others exist for their benefit.  
d) They are more likely than others to be seen as leaders.  
e) They are narcissistic in nature and require constant admiration.

Answer:

7) Which of the following is true of values? **(page 151)**

a) They are void of a judgmental element.  
b) They are invariably fluid and flexible in nature.  
c) They have content and intensity attributes.  
d) They never change irrespective of external factors.  
e) They are always established in a person's later years.

Answer:

8) Which of the following is an instrumental value? (**page 152)**

a) economic success  
b) social recognition  
c) personal discipline  
d) world peace  
e) meaning in life

Answer:

9. John Holland's personality-job fit theory presents six personality types. Which of the following is one of these six types? **(page 154)**

a) analytic  
b) imaginative   
c) practical  
d) investigative  
e) intuitive

Answer:

10. With reference to the Hofstede's framework, which country scores highest in individualism? (**page 156)**

a) United States  
b) Finland  
c) Australia   
d) Great Britain  
e) Norway

Answer: