

## ✔ Congratulations! You passed!

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Grade received 100% Latest Submission Grade 100% To pass 80% or higher

1. Which of the following are true of teams? Select all that apply.

1 / 1 point

☒ Foster creativity



Correct

Teams can use their diverse perspectives, skills, and experiences to develop better solutions.

☒ Collaborate to solve problems in service of a shared goal



Correct

Teamwork maximizes team members' individual strengths to bring out the best in each person.

☐ Follow the directives of a single person

☒ Encourage accountability



Correct

Understanding how individual tasks impact the rest of the team can be a powerful motivator.

2. Imagine you manage a large marketing team working on a new campaign. You want each individual to understand their job expectations and the consequences of their performance. To aid in this, you set up a central project tracker so the team can follow their progress. Which of the five elements of effective teams does this scenario demonstrate?

1 / 1 point

☐ Dependability

☒ Structure and clarity

☐ Psychological safety

☐ Meaning



Correct

Implementing a tracker will give the team more task clarity, feel more united, and be able to effectively collaborate.

3. Imagine you lead a team that keeps failing to hit its weekly targets. To help them get back on track, you ask them to record the time they spend on each task for five days. You then use this data to better scale the team's work to hit upcoming targets. Which aspect of effective team building does this scenario demonstrate?

1 / 1 point

☒ Create systems that turn chaos into order

☐ Delegate responsibility and prioritize tasks

☐ Demonstrate empathy and create motivation

☐ Promote trust and psychological safety



Correct

Good project managers provide structure by implementing standard, measurable, and scalable workflows.

4. In what two ways does delegating work make project managers more effective leaders?

1 / 1 point

☒ Allows project managers to focus on the project as a whole



Correct

By delegating smaller tasks, project managers can keep the project running smoothly overall.

- ☐ Makes project managers better at meeting stakeholder needs
- ☐ Lets team members feel safe asking questions
- ☒ Gives team members a chance to add value to the project

✓ **Correct**

Delegating demonstrates trust and lets team members use their particular skills.

5. What are Bruce Tuckman's five stages of team development?

1 / 1 point

- ☐ Conforming, warming, norming, transforming, conforming
- ☒ Forming, storming, norming, performing, adjourning
- ☐ Forming, warming, informing, performing, adjourning
- ☐ Conforming, storming, informing, transforming, adjourning

✓ **Correct**

These stages illustrate how a team grows from a disparate group of people into a high-functioning unit.

6. What can project managers do to support ethical and inclusive leadership? Select all that apply.

1 / 1 point

- ☒ Invite and integrate diverse perspectives

✓ **Correct**

Project managers can integrate diverse perspectives by inviting team members to share their thoughts, ideas, and concerns.

- ☒ Create equal opportunities for team members to succeed

✓ **Correct**

Project managers can ensure their teams have what they need by checking in regularly and providing accessible documentation.

- ☐ Delegate tasks and motivate team members

- ☒ Foster a culture of respect

✓ **Correct**

Project managers can set a tone of respect by modeling values, responding to misconduct, and recognizing team contributions.

7. What are Jay A. Conger's four steps to effective influencing?

1 / 1 point

- ☒ Establish credibility, frame for common ground, provide evidence, and connect emotionally
- ☐ Form the team, storm through conflict, norm practices, and perform actions
- ☐ Motivate the team; manage team dynamics, resolve conflicts, and celebrate milestones
- ☐ Create equal opportunities, foster a culture of respect; demonstrate ethical leadership, and align values with the team

✓ **Correct**

Getting people to consider new ideas isn't easy, but Conger's four steps can help you approach these conversations thoughtfully.

8. Which source of *organizational* power refers to the people you're connected with professionally and personally?

1 / 1 point

- ☐ Character
- ☒ Network
- ☐ Role
- ☐ Reputation

✓ **Correct**

Having strong connections can boost your ability to influence others and help them build networks of their own

9. Which of the following are steps in the ethical decision-making framework developed by the Markkula Center for Applied Ethics? Select all that apply.

1 / 1 point

☒ Evaluate alternative actions.

✓ Correct

☒ Recognize an ethical issue.

✓ Correct

☒ Get the facts.

✓ Correct

☐ Weigh the benefits.

☒ Make a decision and test it.

✓ Correct

10. As a project manager, you want to provide *air cover* for your team by not explicitly saying “no” to a stakeholder’s request. Which of the following are two possible strategies to achieve this?

1 / 1 point

☐ Refer the stakeholder to project management best practices such as how to effectively complete a project.

☐ Have each teammate email the stakeholder giving their perspectives on why the request cannot be completed.

☒ Offer to get back to the stakeholder once you gather more information, which may provide time for the stakeholder to reconsider their request.

✓ Correct

☒ Explain to the stakeholder that their request won’t be possible under the current constraints of the project.

✓ Correct