

Women and minorities are what proportion of new employees coming into the workplace?

Question 7

1 out of 1 points

If an individual believes a stereotype about someone from a certain group, that stereotype is likely to be reinforced by selective perception

Question 8

1 out of 1 points

In Kimmel's levels of cultural awareness, "minimalization" refers to

Question 9

1 out of 1 points

The Implicit Association Test measures those biases that are known and visible to us.

Question 10

1 out of 1 points

If the influence of confirmation bias is reduced, the power and pervasiveness of stereotypes should be diminished.

Question 11

1 out of 1 points

Groups in the United States have been called subsocieties or subcultures by sociologists and anthropologists because they exist within the context of a larger society in which political and social institutions are shared along with some traits and values of the dominant culture.

Question 12

1 out of 1 points

People with a dive-right-in view of time are likely to say

Question 13

1 out of 1 points

Diversity consciousness is

Question 14

1 out of 1 points

Cultures with an interdependent worldview are likely to have what type of economic system?

Question 15

1 out of 1 points

According to the text, diversity is a new phenomenon.

Question 16

1 out of 1 points

A distinction between the terms "minority group" and "diversity" is

Question 17

1 out of 1 points

Communication styles between men and women have been identified as differing in which of the following ways?

Question 18

1 out of 1 points

In Us-First cultures

Question 19

1 out of 1 points

The major problem of AA is

Question 20

1 out of 1 points

Negative attitudes towards groups or individuals based on common qualities of group membership leads to destructive behaviors towards those groups or individuals.

Question 21

1 out of 1 points

By communicating electronically, individuals can attempt to control how others see them. Erving Goffman calls this

Question 22

1 out of 1 points

Culture is an adaptation that

Question 23

0 out of 1 points

Conflict and conflict resolution are inevitable.

Question 24

1 out of 1 points

How are persons who experience significant exclusion from the dominant group affected by the exclusion?

Question 25

1 out of 1 points

Communication style differences relative to gender likely occur as a result of all the following, EXCEPT:

Question 26

1 out of 1 points

Deborah Tannen's research focuses on the different communication styles of

Question 27

1 out of 1 points

A value is

Question 28

1 out of 1 points

Symbols are primarily

Question 29

1 out of 1 points

According to the text, diversity refers to

Question 30

1 out of 1 points

Which of the following does not represent a traditional approach to teaching values?

Question 31

1 out of 1 points

Rodney, who is working on a group project with a number of other coworkers in his department, has begun to feel that the rest of the group is not interested in his creative and sometimes outlandish ideas. Therefore, he finds it easier to keep quiet and go along with the group even if he disagrees. This is an example of

Question 32

1 out of 1 points

Who develops AA plans?

Question 33

1 out of 1 points

Examples of "consistent inconsistency" are

Question 34

1 out of 1 points

Linguicism refers to

Question 35

1 out of 1 points

Victim-blame rationalizations often assign problems to another person or group.

Question 36

1 out of 1 points

Networked corporations are built upon

Question 37

1 out of 1 points

Which of the following is a stereotype?

Question 38

1 out of 1 points

Sarah has hired a locksmith via the telephone to change her locks. Upon his arrival she discovers that he is Hispanic and now fears that he will return and rob her home. The next day, she hires another locksmith to replace her locks again. This is an example of

Question 39

1 out of 1 points

Cultures that have an independent focus tend to highly value the characteristic of

Question 40

1 out of 1 points

The following statement is an example of what? "A positive or negative trait or traits ascribed to a certain group and to most members of that group"

Question 41

0 out of 1 points

Sociocultural theory focuses on the

Question 42

1 out of 1 points

Communication competence equals communication effectiveness

Question 43

1 out of 1 points

By 2060 ethnic minorities are expected to be at least what portion of the U.S. population:

Question 44

1 out of 1 points

Ethnocentrism is

Question 45

1 out of 1 points

"Ethnicity" includes

Question 46

1 out of 1 points

A major business advantage of the multicultural approach is

Question 47

1 out of 1 points

What is the term for a sign that has no necessary or natural connection to the thing for which it stands?

Question 48

1 out of 1 points

People who are excluded tend to develop ego defenses that focus outwardly by

Question 49

1 out of 1 points

According to the text, which of the following can be a barrier to effective, cross-cultural communication?

Question 50

1 out of 1 points

Acting as though your personal beliefs are universal to everyone is known as

Question 51

1 out of 1 points

Believing information that reinforces beliefs already held and ignoring information that contradicts these beliefs is which type of bias

Question 52

1 out of 1 points

People in Achievement-First cultures might say

Question 53

1 out of 1 points

Employers that manage diversity effectively attract and retain the best people because they

Question 54

1 out of 1 points

Acculturation is

Question 55

1 out of 1 points

Sally has worked for a law firm for many years. During the past year she was passed looked over for a promotion in favor of a less experienced male applicant. This situation is an example of

Question 56

1 out of 1 points

Which of the following terms is the process by which people lose their cultural differences and blend into the wider society?

Question 57

1 out of 1 points

The Melting-pot approach to managing diversity is effective for overcoming discrimination

Question 58

1 out of 1 points

The ability to acknowledge, value and manage feelings so that they are expressed appropriately and effectively, laying groundwork for meaningful relationships and true teamwork is defined as

Question 59

1 out of 1 points

If we had no language with which to communicate, we would have no conflict.

Question 60

1 out of 1 points

Communication is the process by which people transfer information, ideas, attitudes, and feelings to each other.

Question 61

1 out of 1 points

What is the term for a way of life-traditions and custom-transmitted through learning, which play a vital role in molding the beliefs and behavior of the people exposed to them?:

Question 62

0 out of 1 points

Minal and her family moved to the US from India. While she is at school she speaks English but at home she speaks her native tongue and practices her native beliefs. This is an example of

Question 63

1 out of 1 points

Which of the following illustrates diversity consciousness?

Question 64

1 out of 1 points

When does attitude become action

Question 65

1 out of 1 points

The concept of diversity

Question 66

1 out of 1 points

The first step in building cross-cultural relationships is:

Question 67

1 out of 1 points

"To improve our communication skills, we need to be open to feedback. Otherwise, we will not know when we are relating well and when we are not." This statement relates most closely to which of the following areas?

Question 68

How are persons who are highly prejudiced affected by their prejudice?	1 out of 1 points
Question 69 Bias reveals itself in the form of	1 out of 1 points
Question 70 The Civil Rights Commission's 1981 statement on AA said	1 out of 1 points
Question 71 People in Rank/Status cultures might say	1 out of 1 points
Question 72 Myths are defined as	0 out of 1 points
Question 73 A group's distinctive cultural patterns either become part of the dominant culture or disappear as the group adopts the dominant culture. This is called	0 out of 1 points
Question 74 Strong corporate cultures	1 out of 1 points
Question 75 A key aspect of traditional melting-pot assimilation is	1 out of 1 points
Question 76 Chris wants to go to college to fulfill his own personal goals of having more money and a better education. After graduation he plans on helping his family and community, however his goals come first. Chris is exhibiting	1 out of 1 points
Question 77	0 out of 1 points

A status that has exceptional importance for social identity, often shaping a person's entire life is defined as

Question 78

0 out of 1 points

People who are excluded tend to develop ego defenses that focus inwardly by

Question 79

1 out of 1 points

People from I'm-Controlled cultures tend to say

Question 80

1 out of 1 points

People with a step-by step view of time are likely to say

Question 81

1 out of 1 points

Culture can manifest itself in nonverbal communication patterns such as

Question 82

1 out of 1 points

The role of quotas in AA is

Question 83

1 out of 1 points

Early in life, values are often learned through

Question 84

1 out of 1 points

According to the text, the status and power of the speaker and the receiver influence the communication that takes place between them. This statement relates most closely to which of the following areas?

Question 85

1 out of 1 points

Belief that one's culture is the best, superior to all other cultures; feeling no need to learn about other cultures define which term?

Question 86

1 out of 1 points

Bill is seen as an aloof team member. The evaluations by his team members indicate he is lacking cooperation skills. They also said he is emotionally distant. What is Bill missing?

Question 87

1 out of 1 points

Both individualism and equality have long been central themes of political discourse in a democratic society.

Question 88

1 out of 1 points

As a child, Tonya was immersed in an environment in which a college education was the norm. She was raised to believe that going to college, rather than getting a job, was the "natural thing to do" after graduating from high school. This situation reflects which of the following?

Question 89

0 out of 1 points

The most powerful method of teaching/learning the culture is

Question 90

1 out of 1 points

Field-dependent students

Question 91

1 out of 1 points

Solutions to conflict that are imposed through coercion

Question 92

0 out of 1 points

Identify the correct sequence of steps that is represented by the circular theory of interpersonal communication.

Question 93

1 out of 1 points

The degree to which we are willing to interact and develop relationships with certain groups is called social distance.

Question 94

1 out of 1 points

Culture can be learned through all of the following, EXCEPT

Question 95

1 out of 1 points

Companies should manage diversity because

Question 96

1 out of 1 points

A "minority group" refers to a socially defined group that

Question 97

1 out of 1 points

Sequence of stages to Perry's continuum of moral development are:

Question 98

1 out of 1 points

Culturally diverse workforces that collaborate can solve problems better because

Question 99

1 out of 1 points

Which two processes interact as one learns how to act in society?

Question 100

1 out of 1 points

Interpersonal communication is

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