🏠 | Quizzes & Tests | **Take Test: Midterm Fall 2018** | ?

Take Test: Midterm Fall 2018

Test Information

Description	
Instructions	
Timed Test	This test has a time limit of 2 hours.This test will save and submit automatically when the time expires. Warnings appear when **half the time**, **5 minutes**, **1 minute**, and **30 seconds** remain.
Multiple Attempts	This test allows 2 attempts. This is attempt number 1.
Force Completion	Once started, this test must be completed in one sitting. Do not leave the test before clicking **Save and Submit**.

Remaining Time: 1 hour, 06 minutes, 05 seconds.

⟱ **Question Completion Status:**

QUESTION 1   1 points | Saved

Genetic experts verify that we are one race that is

- ○ 80 percent genetically alike
- ⦿ 99 percent genetically alike
- ○ 70 percent genetically alike
- ○ 79 percent genetically alike

QUESTION 2   1 points | Saved

People in Play-It-Safe cultures might say

- ⦿ We keep things under control
- ○ Nothing ventured, nothing gained
- ○ There are exceptions to every rule
- ○ I like investing in the future

QUESTION 3   1 points | Saved

Culture is

- ○ a mental map of reality
- ○ personal reality
- ○ hidden programming

○ hidden programming

◉ all of the above

QUESTION 4   **1 points** | Saved |

According to the text, multiple intelligence is the ability to understand and adapt to a variety of perspectives depending on the situation.

○ True

◉ False

QUESTION 5   **1 points** | Saved |

The role of qualifications and standards in AA is

○ they must be modified in order to let in minorities

○ the Euro-American male way of doing things is the best way

◉ nothing in the laws calls for lowering valid standards or hiring an unqualified person

○ significantly lesser-qualified minorities must sometimes be hired over better-qualified majority applicants, in order to balance the workforce

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QUESTION 6   **1 points** | Saved |

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

○ one-sixth

○ two-sixths

○ three-sixths

◉ five-sixths

QUESTION 7   **1 points** | Saved |

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

◉ True

○ False

QUESTION 8   **1 points** | Saved |

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

○ Minimizing conflicts between cultural groups to emphasize the need for tolerance

○ Minimizing the similarities between cultural groups to emphasize the uniqueness of each group

○ Minimizing cultural differences to emphasize individual differences

◉ Minimizing the differences between cultural groups to emphasize universal human needs and behaviors

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QUESTION 9   **1 points** | Saved |

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

○ True

◉ False

QUESTION 10

1 points   Saved

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

◉ True

○ False

QUESTION 11

1 points   Saved

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.

◉ True

○ False

QUESTION 12

1 points   Saved

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

○ time is made up of past, present, and future

○ I pay most attention to the future

◉ good relationships are more important than schedules

○ I focus on one task, appointment, or event at a time

QUESTION 13

1 points   Saved

Diversity consciousness is

○ Common sense

○ Simply ignoring differences

○ The result of good intentions

◉ Important for all of us

○ All of the above

QUESTION 14

1 points   Saved

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

○ agricultural

○ industrial

◉ post-industrial

○ semi-agricultural

QUESTION 15

1 points   Saved

According to the text, diversity is a new phenomenon.

○ True

◉ False

QUESTION 16

1 points   Saved

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

○ The term "minority group" implies an oppressive power differential while "diversity" refers to all aspects of human differences

○ "Minority group" concedes power to majority groups while "diverse" groups share power equally

○

"Minority group" refers only to race while "diversity" refers to all manner of human differences

○ There is no distinction between the terms "minority group" and "diversity"

QUESTION 17   **1 points**   Saved

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

○ Degree and occasion for eye contact

○ Providing concern for the feelings of others

○ Paying attention to one's conversational partner

◉ All of the above

QUESTION 18   **1 points**   Saved

In Us-First cultures

○ job and private life are inseparable

○ "we" is more important than "I"

○ preserving face and avoiding shame are very important

◉ all of the above

QUESTION 19   **1 points**   Saved

The major problem of AA is

○ companies are not really required to observe it

◉ it has generated widespread resentment and backlash

○ it has never opened many doors for minorities

○ it changes the corporate culture

QUESTION 20   **1 points**   Saved

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

○ True
◉ False

QUESTION 21   **1 points**   Saved

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

◉ Impression management

○ Linguistic control

○ Linguistic diversity

○ Virtual imaging

QUESTION 22   1 points   Saved

Culture is an adaptation that

○ Accommodates environmental conditions and available natural and technological resources

○ Never changes

○ Makes urban and rural residents the same

○ All of these

QUESTION 23   1 points   Saved

Conflict and conflict resolution are inevitable.

◉ True

○ False

QUESTION 24   1 points   Saved

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

○ most naturally find their own sources of self-esteem

○ most continually provoke the snubs they resent through their rebellious attitudes and behaviors

◉ most show some mixture of acceptance and resentment

○ most develop self-hate, turning their resentment inward

QUESTION 25   1 points   Saved

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

○ Differences in the ways boys and girls are socialized

○ Boys are often encouraged to play aggressively while girls are encouraged to play "nice"

◉ Boys are genetically predisposed to be dominant, which is often reflected in the ways boys communicate

○ Boys are encouraged to play in larger often competitive groups while girls are encouraged to play with smaller groups engaged in conversation and collaboration

QUESTION 26   1 points   Saved

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

○ Latinos and Whites

○ The elderly and the young

○ First and third generation immigrants

◉ Men and women

○ Visual and auditory learners

QUESTION 27   1 points   Saved

A value is

○ something you want

◉ an enduring belief that one way of acting/being is preferable to another

○ a cultural role model

○ a way of doing things

QUESTION 28   1 points   Saved

Symbols are primarily

○ shortcuts for other cultural elements

○ any item that brings up cultural values

○ items that can trigger communal thoughts and feelings

◉ all of the above

QUESTION 29   1 points   Saved

According to the text, diversity refers to

○ Only race and gender

○ Individual but not cultural differences

○ Cultural but not individual differences

◉ All of the ways in which people are different

QUESTION 30   1 points   Saved

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

○ Setting an example

○ Limiting choices

◉ Free choice of values

○ Inspirational activity

QUESTION 31   1 points   Saved

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

◉ Groupthink

○ Emotional intelligence

○ Transculturation

○ Managing diversity

QUESTION 32   1 points   Saved

Who develops AA plans?

◉ the company

○ the OFCCP

○ federal reviewers

○ the company in conjunction with local minority groups

QUESTION 33   1 points   Saved

Examples of "consistent inconsistency" are

○ Americans being viewed as rugged individualists

○ Present in the American legal system

○
Present in the Declaration of Independence

◉ All of the above

QUESTION 34   1 points   Saved

Linguicism refers to

○ The study of sign language

○ The study of intercultural communication

◉ Discrimination based on language

○ The relationship between language and power

QUESTION 35   1 points   Saved

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

◉ True

○ False

QUESTION 36   1 points   Saved

Networked corporations are built upon

○ self-interest

◉ teamwork

○ adversarial relationships

○ all of the above

QUESTION 37   1 points   Saved

Which of the following is a stereotype?

○ Asian American workers are highly skilled in research

○ People in wheelchairs do not appreciate offers of assistance

○ People in the U.S. often emphasize individualism more than collectivism

○ all of the above

◉ only a and b

QUESTION 38   1 points   Saved

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

○ Cultural Cruise Control

○ Assimilation

○ Beginning Adjustments

◉ Enculturation

QUESTION 39   1 points   Saved

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

○ tight-knit collectivism

○ hierarchical focus

◉ equality

○ indirect communication

QUESTION 40   1 points   Saved

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"

○ Prejudice

◉ Stereotype

○ Bias

○ Discrimination

QUESTION 41   1 points   Saved

Sociocultural theory focuses on the

○ Biological context of one's thoughts and actions

○ Social context of one's thought and actions

◉ Way in which we are controlled and manipulated by our environment

○ The psychological and physiological underpinnings of our behavior

QUESTION 42   1 points   Saved

Communication competence equals communication effectiveness

○ True
◉ False

QUESTION 43   1 points   Saved

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

○ 30 percent

○ 40 percent

◉ 50 percent

○ 10 percent

QUESTION 44   1 points   Saved

Ethnocentrism is

○ Acceptance of all cultures different from our own

○ Our value system

○ The ability to learn a new language

○ The inability to view other cultures as equally viable alternatives

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QUESTION 45   **1 points**   ☐ Saved

"Ethnicity" includes

○ The cultural traditions of one's group

○ The country of origin of one's ancestors

○ The identity one chooses to claim

◉ All of the above

QUESTION 46   **1 points**   ☐ Saved

A major business advantage of the multicultural approach is

○ to attract and retain the best available human talent

○ to achieve higher creativity and innovation

○ to gain and keep minority market share

◉ all of the above

QUESTION 47   **1 points**   ☐ Saved

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

◉ Symbol

○ Culture

○ Morpheme

○ Enculturation

○ Phoneme

QUESTION 48   **1 points**   ☐ Saved

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

○ denial of membership in own group

◉ enhanced striving

○ ingroup aggression

○ clowning

QUESTION 49   **1 points**   ☐ Saved

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

○ Ethnocentrism

○ Language differences

○ Inactive listening

◉ All of the above

○ None of the above

QUESTION 50   **1 points**   ☐ Saved

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

○ Amalgamation

◉ Cultural Cruise Control

○

Diversity Consciousness

○ Transculturation

QUESTION 51   **1 points**   Saved

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

○ self-serving bias

○ pleasure bias

◉ confirmation bias

○ perceptual bias

QUESTION 52   **1 points**   Saved

People in Achievement-First cultures might say

○ I focus on building positive relationships

○ I value my hunches and intuition

◉ Hard work will bring me independence

○ I work in order to make a living

QUESTION 53   **1 points**   Saved

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

○ Meet employees' needs and expectation

○ Show respect for people from all the diverse groups

○ Maintain a strong, traditional corporate culture

◉ Both a and b

QUESTION 54   **1 points**   Saved

Acculturation is

◉ The process of adopting the dominant group's cultural patterns

○ Marginalization

○ Alienation

○ The process of being dominant over another culture

QUESTION 55   **1 points**   Saved

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

○ Cultural Control

◉ Glass Ceiling

○ Cultural Landscape

○ Social Class Discrimination

QUESTION 56   **1 points** | Saved |

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

○ Acculturation

○ Transculturation

⦿ Assimilation

○ Amalgamation

QUESTION 57   **1 points** | Saved |

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

○ True

⦿ False

QUESTION 58   **1 points** | Saved |

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

○ Flexible thinking skills

⦿ Emotional Intelligence

○ Adaptability

○ Cultural Awareness

QUESTION 59   **1 points** | Saved |

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

○ True

⦿ False

QUESTION 60   **1 points** | Saved |

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

⦿ True

○ False

QUESTION 61   **1 points** | Saved |

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?:

○ Tradition

○ Anthropology

○ Society

⦿ Culture

○ Enculturation

QUESTION 62   1 points   Saved

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

○ Dualism

○ Acculturation

○ Enculturation

◉ Cultural encapsulation

QUESTION 63   1 points   Saved

Which of the following illustrates diversity consciousness?

○ Becoming aware of possible gender differences in the way people communicate

○ Being ready and able to adapt when communicating with men and women

○ Understanding why men and women sometimes misunderstand each other

◉ All of the above

○ Only a and c

QUESTION 64   1 points   Saved

When does attitude become action

○ Bias becomes prejudice

○ Bias becomes stereotyping

○ Stereotyping becomes prejudice

◉ Prejudice becomes discrimination

QUESTION 65   1 points   Saved

The concept of diversity

○ Is based mainly around differences in race

○ Is based mainly around differences in race and ethnicity

◉ Is based on real and perceived differences stemming from a wide variety of human characteristics

○ Is based on "perceived" differences stemming from a wide variety of human characteristics

QUESTION 66   1 points   Saved

The first step in building cross-cultural relationships is:

○ Learning about my own biases

○ Learning about my own culture

◉ Learning what culture is and how it affects us.

○ Learning about other cultures

QUESTION 67   1 points   Saved

"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?

areas?

○ Gauging the level of the playing field

○ Following through

◉ Checking up on ourselves

○ Stepping outside of ourselves

QUESTION 68   1 points   Saved

How are persons who are highly prejudiced affected by their prejudice?

○ their world becomes more hierarchical, with everyone categorized as better or worse.

○ their range of contacts is narrow and they are relatively isolated

○ they're more likely to fear being despised by others

◉ all of the above

QUESTION 69   1 points   Saved

Bias reveals itself in the form of

○ Irrational prejudgments

○ Unreliable overgeneralizations

○ Unequal treatment

◉ All of the above

QUESTION 70   1 points   Saved

The Civil Rights Commission's 1981 statement on AA said

○ remedies that provide for color blindness are positive

○ remedies that provide for gender neutrality are desirable

○ quotas are the only remedies that work

◉ the only effective remedies are those that respond to discrimination as a self-sustaining process and
that dismantle it

QUESTION 71   1 points   Saved

People in Rank/Status cultures might say

○ My company's organization chart looks like a low box

○ My boss has power because he's worked his way up

○ I like it when my boss consults me

◉ My company's organization chart looks like a pyramid

QUESTION 72   1 points   Saved

Myths are defined as

○ rigid, exaggerated, irrational beliefs about people

○ prejudiced beliefs about people

○ stories used to bond people and to coordinate social action

◉ all of the above

QUESTION 73   **1 points**   Saved

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

○ Dissonant acculturation

◉ Assimilation

○ Alienation

○ Socialization

QUESTION 74   **1 points**   Saved

Strong corporate cultures

○ have clear values and norms

○ give considerable direction to people on how to act

○ give strong reinforcement when people adopt corporate values and norms

◉ all of the above

QUESTION 75   **1 points**   Saved

A key aspect of traditional melting-pot assimilation is

○ valuing diversity

◉ eliminating cultural differences

○ empowering all groups

○ adaptation as a two-way shared street

QUESTION 76   **1 points**   Saved

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

◉ Me-First Culture

○ Us-First Culture

○ Collectivism Culture

○ Tight Ties Culture

QUESTION 77   **1 points**   Saved

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

○ minority status

◉ cultural status

○ master status

○ transgender status

QUESTION 78   **1 points**   Saved

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

○ obsessive concern, suspicion

○ competitiveness

○ attacking in-group members

◉ trying harder

QUESTION 79   1 points   Saved

People from I'm-Controlled cultures tend to say

○ What happens to me is up to me

◉ It depends on my boss

○ God helps those who help themselves

○ It depends on what I do

QUESTION 80   1 points   Saved

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

◉ I focus on one task, appointment, or event at a time

○ good relationships are more important than schedules

○ time is like a circle

○ several people may need my attention at one time

QUESTION 81   1 points   Saved

Culture can manifest itself in nonverbal communication patterns such as

○ Shaking hands

○ Gesturing

◉ Both a and b

○ Speaking

QUESTION 82   1 points   Saved

The role of quotas in AA is

○ they are the only way to achieve fair representation

◉ they are not required unless a lawsuit is brought and the judge rules that the situation calls for quotas

○ they are the same as numerical goals

○ they are the best measure of how well an AA plan is working

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QUESTION 83   1 points   Saved

Early in life, values are often learned through

○ Examples that are set by one's family and community

○ Situations in which we are convinced to adopt certain values

○ Inspirational events or circumstances

◉ All of the above

QUESTION 84   1 points   Saved

QUESTION 84   1 points   Saved

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?

○ Stepping outside of ourselves

○
Following through

○ Examining ourselves and our world

◉ Gauging the level of the playing field

QUESTION 85   1 points   Saved

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

○ Tolerance

○ Understanding

○ Minimalization

◉ Cultural Chauvinism

QUESTION 86   1 points   Saved

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?

◉ Adaptability

○ Diversity Consciousness

○ Emotional Intelligence

○ Blended Learning

QUESTION 87   1 points   Saved

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

◉ True
○ False

QUESTION 88   1 points   Saved

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?

○ Social marginality

○ Social differentiation

○ Perspective shifting

○ Taking the role of the other

◉ Enculturation

QUESTION 89   1 points   Saved

The most powerful method of teaching/learning the culture is

○ education

○ role modeling

○ training

◉ correction and direction

QUESTION 90   1 points   Saved

Field-dependent students

○ Prefer to work independently

◉ Like to work with others to achieve a common goal

○ Tend to be insensitive to the needs of others

○ Are inclined to compete for individual recognition

QUESTION 91   1 points   Saved

Solutions to conflict that are imposed through coercion

○ Are reasonable when the values of equality and nonviolence cannot be met

○ Provide a constructive opportunity for both parties to grow and change

◉ Do not provide lasting solutions to conflict

○ Both A and B

QUESTION 92   1 points   Saved

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

○ Attitudes towards people and groups; verbal and nonverbal action; observations and assumptions; conclusions and judgments

◉ Attitudes towards people and groups; observations and assumptions; verbal and nonverbal action conclusions and judgments

○ Attitudes towards people and groups; observations and assumptions; conclusions and judgments; verbal and nonverbal action

○ Observations and assumptions; verbal and nonverbal action; attitudes towards people and groups; conclusions and judgments

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QUESTION 93   1 points   Saved

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

◉ True
○ False

QUESTION 94   1 points   Saved

Culture can be learned through all of the following, EXCEPT

○ Teachings

○ Observations

○ Experiences (conscience or unconscious)

◉ Innate Ability

QUESTION 95   1 points   Saved

Companies should manage diversity because

○ they can't get enough qualified minorities

○ they should hire the best persons for jobs

⦿
they must meet the needs of the diverse workforce of the foreseeable future

○ a focus on diversity is divisive

QUESTION 96   **1 points**   Saved

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

○ Is smaller in number compared to the dominant group

⦿ Experiences a loss in power relative to a dominant group

○ Has a different racial or ethnic background from the dominant group

○ Chooses to share certain values

QUESTION 97   **1 points**   Saved

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

○ Selfishness, atonement, sacrifice, generosity

⦿ Dualism, multiplicity, relativism, commitment

○ Selfishness, sacrifice, atonement, generosity

○ Dualism, relativism, multiplicity, commitment

QUESTION 98   **1 points**   Saved

Culturally diverse workforces that collaborate can solve problems better because

○ a diverse group brings many diverse viewpoints to the situation

○ there is a lower probability of groupthink

○ there is a higher probability of generating creative solutions

⦿ all of the above

QUESTION 99   **1 points**   Saved

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

○ Culture and cultural identity

○ Socialization and social justice

⦿ Enculturation and socialization

○ All of these

QUESTION 100   **1 points**   Saved

Interpersonal communication is

⦿ A dynamic process of interaction between people in which they assign meaning to each other's verbal
and nonverbal behavior.

○ Those messages other than words that people exchange.

○ Paying attention to behaviors of another person that reinforce our expectations for that person.

○ An effective way in achieving a successful resolution to conflicts

Click Save and Submit to save and submit. Click Save All Answers to save all answers.

Save All Answers   **Save and Submit**

○ An effective way in achieving a successful resolution to conflicts