

Congratulations! You passed!

TO PASS 80% or higher

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Module 1 Quiz

LATEST SUBMISSION GRADE

100%

1. What is social psychology, according to the lecture?

1 / 1 point

- ☐ Social psychology is a study of how our relatives behave in relationship to our coworkers.
- ☐ Social psychology is a study of how people around us isolate from others.
- ☒ Social psychology is a study of how the thoughts, feelings, beliefs, and behavior of people are formed and influenced within a social context.

✓ **Correct**
Correct!

2. If we apply just the principles of organizational psychology when leading change, what important element might we miss?

1 / 1 point

- ☒ The fact that humans are constantly influenced by others.
- ☐ The fact that we are irrational regardless of the situation.
- ☐ The fact that humans don't like to work at all.

✓ **Correct**
Correct! Organizational psychology studies human behavior within work environments, it does not take into account the influence of others on us.

3. What are the five social motives defined by Susan Fiske?

1 / 1 point

☐ Depending

☒ Understanding

✓ **Correct**
Correct!

☐ Self-destructing

☒ Controlling

✓ **Correct**
Correct!

☐ Waving

☒ Trusting

✓ **Correct**
Correct!

☒ Self-enhancing

✓ **Correct**
Correct!

☒ Belonging

✓ **Correct**
Correct!

4. What do the five social motives represent according to the lecture?

1 / 1 point

- ☐ They represent nonessential desires.
- ☒ They represent fundamental psychological processes, a combination of which helps people assimilate better within groups and thus, create higher odds of survival.
- ☐ They represent five motives for working in an organization.

✓ **Correct**
Correct!

5. What is BELONGING according to the lecture material?

1 / 1 point

- ☐ Belonging is the need to be a part of a volunteer organization.
- ☐ Belonging is the need to be seeing people in person on a regular basis.
- ☒ Belonging is the need to create and maintain social connections.

✓ **Correct**
Correct!

6. What is UNDERSTANDING according to the lecture material?

1 / 1 point

- ☐ Understanding is the need to understand the job you are doing.
- ☐ Understanding is the need to understand the native language of the people working on your team.
- ☒ Understanding is the need for shared meaning.

✓ **Correct**

7. What are the two foundation motives that, if accounted for properly during change design and management, would yield 75% of success when implementing new initiatives?

1 / 1 point

- ☐ Self-enhancing and Trusting
- ☒ Belonging and Understanding
- ☐ Belonging and Self-enhancing

✓ **Correct**

Correct! Belonging and shared understanding are two foundational motives that we have to keep front and center when leading change. If these two are properly accounted for during change design and management, they will yield about 75% of success when implementing new initiatives.

8. What tools did we discuss that could help you build belonging and shared understanding within teams? Select all that apply.

1 / 1 point

- ☒ Assigning a difficult problem for the team to solve

✓ **Correct**

Correct!

- ☐ Asking the team to stop providing input

- ☒ Asking for the team's input

✓ **Correct**

Correct!

- ☐ Assigning a simple problem for the team to solve

- ☒ Creating opportunities for the team to connect

✓ **Correct**

Correct!

- ☒ Signature core message

**Correct**

Correct!

9. True or False

1 / 1 point

According to the lecture, Controlling is the need for a dependency between a certain idea and a particular reward.

☒ False☐ True**Correct**

Correct! Controlling is the need for a perceived dependency between a certain behavior and a particular outcome.

10. Define the Self-enhancing need according to the lecture.

1 / 1 point☐ Self-enhancing is the need for investing in your physical looks.☐ Self-enhancing is the need for helping others build their own self-esteem.☒ Self-enhancing is the need for maintaining self-esteem or improving it.**Correct**

Correct!