



# COUNTER FRAUD CENTER

Research | Counter Fraud Service | Technology | Compliance | Advisory | Capacity Development

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Exam Type	Course	Year	Status	Total Questions	Correct Answers	Grade Score
Counter Fraud Center	CAPACITY BUILDING ON TRANSFORMATIONAL LEADERSHIP	2023	Completed	65	16	24.62%

Q1 Which of the following is NOT a characteristic of transformational leaders in the context of the oil & gas industry?

- Option 1: Inspirational
- Option 2: Charismatic
- Option 3: Authoritative
- Option 4: Visionary

Wrong: Option 2

Correct Answer: Option 1

Q2 What is the best way to handle disruptive behavior in a meeting?

- Option 1: Confronting the individual immediately
- Option 2: Ignoring the behavior and moving on
- Option 3: Assigning a moderator to manage the behavior
- Option 4: Addressing the behavior privately after the meeting

Correct: Option 3

Q3 What are some common challenges in coaching employees to improve their performance?

- Option 1: Resistance to change, lack of motivation, and poor communication
- Option 2: A lack of resources, poor training, and a hostile work environment
- Option 3: A lack of time, poor performance metrics, and a lack of feedback
- Option 4: None of the above

Correct: Option 1

Q4 What are the most effective ways to follow up after a meeting?

- Option 1: Distributing meeting minutes and action items

Option 2: Holding follow-up meetings or check-ins

Option 3: Sending individual follow-up emails

Option 4: All of the above

**Wrong: Option 3**

**Correct Answer: Option 4**

**Q5 Which innovation model is best suited for the PIA 2021?**

Option 1: Design thinking

Option 2: Lean startup

Option 3: Open innovation

Option 4: Agile development

**Wrong: Option 2**

**Correct Answer: Option 3**

**Q6 Why is coaching important in improving employee performance?**

Option 1: It helps employees identify their strengths and weaknesses

Option 2: It helps employees learn new skills and behaviors

Option 3: It helps employees stay motivated and engaged

Option 4: All of the above

**Wrong: Option 1**

**Correct Answer: Option 4**

**Q7 Which of the following is NOT a key element of effective communication for leadership success?**

Option 1: Clarity

Option 2: Confusion

Option 3: Empathy

Option 4: Authenticity

**Wrong: Option 3**

**Correct Answer: Option 2**

**Q8 What are some benefits of virtual leadership?**

Option 1: Increased flexibility

Option 2: Increased productivity

Option 3: Increased collaboration

Option 4: All of the above

**Correct: Option 4**

**Q9 What are some essential skills for virtual leaders?**

Option 1: Communication skills

Option 2: Time management skills

Option 3: Technological skills

Option 4: All of the above

Wrong: Option 2

Correct Answer: Option 4

**Q10 What are the major challenges faced by organizations in implementing innovation in the PIA 2021?**

Option 1: Resistance to change and risk aversion

Option 2: Inadequate skills and expertise

Option 3: Poor communication and collaboration

Option 4: All of the above

Wrong: Option 3

Correct Answer: Option 4

**Q11 What is the primary objective of the Petroleum Industry Act 2021?**

Option 1: To promote the development and growth of the petroleum industry

Option 2: To regulate the upstream and downstream sectors of the petroleum industry

Option 3: To enhance transparency and accountability in the management of petroleum resources

Option 4: All of the above

Wrong: Option 1

Correct Answer: Option 4

**Q12 What are some key elements of effective coaching?**

Option 1: Active listening, asking open-ended questions, and providing constructive feedback

Option 2: Ignoring employees, making assumptions, and being critical

Option 3: Giving orders, blaming employees, and avoiding feedback

Option 4: None of the above

Wrong: Option 3

Correct Answer: Option 1

**Q13 What is virtual leadership?**

Option 1: Leadership that is done in a virtual reality game

Option 2: Leadership that is done through virtual assistants

Option 3: Leadership that is done remotely through technology

Option 4: Leadership that is done in a virtual meeting room

Wrong: Option 2

Correct Answer: Option 3

**Q14 What is the most common source of motivation for employees in Nigeria?**

Option 1: Financial incentives

Option 2: Recognition

Option 3: Opportunities for growth and development

Option 4: Appreciation

Correct: **Option 3**

**Q15 What are some benefits of project planning?**

Option 1: Better organization and time management

Option 2: Improved communication and collaboration

Option 3: Increased productivity and efficiency

Option 4: All of the above

Wrong: **Option 1**

Correct Answer: **Option 4**

**Q16 How does employee motivation affect workplace productivity in Nigeria?**

Option 1: It has no effect

Option 2: It has a negative effect

Option 3: It has a moderate effect

Option 4: It has a significant effect

Wrong: **Option 3**

Correct Answer: **Option 4**

**Q17 Identify one of the following that is not a basic step in communication?**

Option 1: Deception

Option 2: Note verbal and nonverbal communication

Option 3: Know your audience

Option 4: Determine your message

Wrong: **Option 3**

Correct Answer: **Option 1**

**Q18 What is delegating in project management?**

Option 1: The process of assigning tasks to team members

Option 2: The process of taking on all the tasks yourself

Option 3: The process of ignoring tasks and hoping they get done

Option 4: The process of giving up on the project

Correct: **Option 1**

**Q19 What is the main benefit of employing transformational leadership in the fight against corruption in the oil & gas industry?**

Option 1: Increase in work load

Option 2: Increase in employee salary

Option 3: Decrease in corruption

Option 4: Increase in profits

Correct: **Option 3**

**Q20 What is trust in an organization?**

Option 1: The belief that others will do what they say they will do

Option 2: The belief that others are always right

Option 3: The belief that you are always right

Option 4: The belief that you can do whatever you want

Correct: **Option 1**

**Q21 How can you encourage participation in a meeting?**

Option 1: Asking open-ended questions

Option 2: Encouraging diverse opinions

Option 3: Creating a safe and respectful environment

Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q22 What is the most effective way to prioritize tasks?**

Option 1: Ranking tasks by their level of urgency

Option 2: Identifying tasks that align with your goals

Option 3: Grouping tasks by theme or category

Option 4: All of the above

Wrong: **Option 3**

Correct Answer: **Option 4**

**Q23 What are some effective strategies for managing email and digital communication?**

Option 1: Setting aside specific times to check email

Option 2: Prioritizing emails based on their importance

Option 3: Limiting email and digital communication outside of work hours

Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q24 Why is building trust and respect important in an organization?**

Option 1: It improves teamwork, communication, and productivity

Option 2: It makes the work more fun

Option 3: It makes you popular

Option 4: None of the above

Wrong: **Option 2**

Correct Answer: **Option 1**

**Q25 How can you manage your energy levels throughout the day?**

- Option 1: Taking regular breaks and resting when needed
- Option 2: Eating a healthy diet and staying hydrated
- Option 3: Engaging in physical exercise and stretching
- Option 4: All of the above

**Correct: Option 4**

**Q26 What are some strategies for improving cybersecurity for large organizations?**

- Option 1: Employee training, regular software updates, and strong passwords
- Option 2: Doing nothing and hoping for the best
- Option 3: Ignoring the problem and blaming others
- Option 4: None of the above

**Wrong: Option 3**

**Correct Answer: Option 1**

**Q27 What is problem-solving?**

- Option 1: The process of creating problems
- Option 2: The process of identifying and finding solutions to problems
- Option 3: The process of ignoring problems
- Option 4: The process of avoiding problems

**Correct: Option 2**

**Q28 How can managers and leaders support effective coaching in their organization?**

- Option 1: By providing training and resources to support coaching efforts
- Option 2: By recognizing and rewarding effective coaching behaviors
- Option 3: By creating a culture that values feedback and continuous improvement
- Option 4: All of the above

**Wrong: Option 1**

**Correct Answer: Option 4**

**Q29 Which of the following strategies can be employed by transformational leaders to fight corruption in the oil & gas industry?**

- Option 1: Implementing transparency measures
- Option 2: Increasing employee salaries
- Option 3: Ignoring corrupt practices
- Option 4: Enforcing harsh punishments

**Wrong: Option 3**

**Correct Answer: Option 1**

**Q30 What are some challenges of virtual leadership?**

- Option 1: Lack of communication and collaboration
- Option 2: Difficulty in managing remote teams
- Option 3: Limited access to technology
- Option 4: None of the above

**Wrong: Option 3**

**Correct Answer: Option 1**

**Q31 What are some consequences of a lack of trust and respect in an organization?**

- Option 1: Poor communication, decreased productivity, and increased turnover
- Option 2: Better communication, increased productivity, and higher profits
- Option 3: Better teamwork, improved customer satisfaction, and increased innovation
- Option 4: None of the above

**Wrong: Option 2**

**Correct Answer: Option 1**

**Q32 What are some strategies for effective virtual leadership?**

- Option 1: Regular check-ins with team members
- Option 2: Establishing clear communication channels
- Option 3: Setting clear expectations and goals
- Option 4: All of the above

**Correct: Option 4**

**Q33 What are some common cybersecurity threats for large organizations?**

- Option 1: Malware, phishing, and social engineering attacks
- Option 2: Power outages, floods, and earthquakes
- Option 3: Competitors, regulatory agencies, and customers
- Option 4: None of the above

**Wrong: Option 2**

**Correct Answer: Option 1**

**Q34 What is the biggest challenge to maintaining employee motivation in Nigeria?**

- Option 1: Lack of resources
- Option 2: Lack of leadership support
- Option 3: Limited opportunities for growth and development
- Option 4: High turnover rates

**Correct: Option 3**

**Q35 What are some factors to consider when delegating tasks in project management?**

- Option 1: The skills and experience of team members
- Option 2: The workload of team members

Option 3: The deadline for the project

Option 4: All of the above

**Wrong: Option 1**

**Correct Answer: Option 4**

**Q36 What are some common obstacles to effective problem-solving?**

Option 1: Lack of information or resources

Option 2: Emotional attachment to a solution

Option 3: Resistance to change

Option 4: All of the above

**Wrong: Option 3**

**Correct Answer: Option 4**

**Q37 What is the most important factor for a successful meeting?**

Option 1: Having a clear agenda

Option 2: Starting on time

Option 3: Having the right attendees

Option 4: All of the above

**Correct: Option 4**

**Q38 What are the key drivers of innovation in the PIA 2021?**

Option 1: Technology and customer demand

Option 2: Competitive pressure and employee creativity

Option 3: Regulatory requirements and environmental concerns

Option 4: All of the above

**Wrong: Option 3**

**Correct Answer: Option 4**

**Q39 What are some common problem-solving techniques?**

Option 1: Brainstorming, root cause analysis, and SWOT analysis

Option 2: Ignoring the problem, blaming others, and hoping for the best

Option 3: Doing nothing and waiting for the problem to solve itself

Option 4: None of the above

**Wrong: Option 2**

**Correct Answer: Option 1**

**Q40 What is cybersecurity?**

Option 1: The process of protecting computers from viruses

Option 2: The process of protecting information systems from theft or damage

Option 3: The process of creating strong passwords

Option 4: The process of keeping your computer up-to-date



Wrong: **Option 4**

Correct Answer: **Option 2**

**Q41 What are the key elements of an effective agenda for a meeting?**

- Option 1: Listing topics in order of importance
- Option 2: Setting clear objectives and outcomes
- Option 3: Allocating specific times for each item
- Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q42 What is the importance of nonverbal communication in effective leadership communication?**

- Option 1: It can reinforce or contradict verbal messages
- Option 2: It is the only way to communicate in leadership
- Option 3: It can be easily misinterpreted
- Option 4: It is not important in leadership communication

Correct: **Option 1**

**Q43 How can employers measure the impact of employee motivation on workplace productivity in Nigeria?**

- Option 1: Employee satisfaction surveys
- Option 2: Performance evaluations
- Option 3: Attendance and punctuality records
- Option 4: All of the above

Correct: **Option 4**

**Q44 How does the Petroleum Industry Act 2021 promote transparency and accountability in the petroleum industry?**

- Option 1: By mandating the publication of petroleum industry data
- Option 2: By establishing a transparent and competitive bid process for petroleum licenses
- Option 3: By requiring companies to disclose their beneficial ownership
- Option 4: All of the above

Wrong: **Option 3**

Correct Answer: **Option 4**

**Q45 What is the expected impact of the Petroleum Industry Act 2021 on the Nigerian economy?**

- Option 1: Increased investment in the petroleum industry
- Option 2: Greater revenue generation for the government
- Option 3: More employment opportunities in the petroleum industry
- Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q46 What are some benefits of effective problem-solving?**

Option 1: Increased efficiency and productivity

Option 2: Improved decision-making

Option 3: Better teamwork and collaboration

Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q47 What is the most effective way to delegate tasks to others?**

Option 1: Assigning tasks based on each person's strengths and expertise

Option 2: Setting deadlines and following up on progress

Option 3: Providing clear instructions and expectations

Option 4: All of the above

Correct: **Option 4**

**Q48 What are the most effective ways to motivate employees in Nigeria?**

Option 1: Flexible work arrangements

Option 2: Training and development opportunities

Option 3: Incentives and rewards

Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q49 What is respect in an organization?**

Option 1: The belief that others are valuable and worthy of dignity

Option 2: The belief that others are not worth your time

Option 3: The belief that you are always right

Option 4: The belief that you are better than everyone else

Wrong: **Option 3**

Correct Answer: **Option 1**

**Q50 What is coaching in the context of employee performance?**

Option 1: A process of giving orders to employees

Option 2: A process of providing guidance, feedback, and support to employees to help them improve their performance

Option 3: A process of punishing employees for poor performance

Option 4: A process of ignoring employees' performance issues

Wrong: **Option 4**

Correct Answer: **Option 2**

**Q51 Who is responsible for cybersecurity in a large organization?**

Option 1: The IT department

Option 2: The CEO

Option 3: Every employee

Option 4: None of the above

Wrong: **Option 2**

Correct Answer: **Option 3**

**Q52 What impact does transformational leadership have on the overall culture of the oil & gas industry?**

Option 1: No impact

Option 2: Negative impact

Option 3: Positive impact on the short-term

Option 4: Positive impact on the long-term

Wrong: **Option 3**

Correct Answer: **Option 4**

**Q53 What are the key success factors for scaling innovation in the PIA 2021?**

Option 1: Developing a culture of innovation

Option 2: Building an ecosystem of partners and stakeholders

Option 3: Having a strong leadership team

Option 4: All of the above

Wrong: **Option 2**

Correct Answer: **Option 4**

**Q54 What are the steps in the problem-solving process?**

Option 1: Define the problem, identify alternatives, choose a solution, implement the solution, and evaluate the results

Option 2: Define the problem, ignore the alternatives, choose a random solution, implement the solution, and hope for the best

Option 3: Define the problem, ask someone else to identify alternatives, choose the easiest solution, implement the solution, and blame someone else if it fails

Option 4: Define the problem, procrastinate, forget about it, and hope it goes away on its own

Wrong: **Option 3**

Correct Answer: **Option 1**

**Q55 What are some consequences of a cybersecurity breach for a large organization?**

Option 1: Financial losses, damage to reputation, and legal liabilities

Option 2: Increased productivity, better communication, and higher profits

Option 3: Better teamwork, improved customer satisfaction, and increased innovation

Option 4: None of the above

Wrong: **Option 4**

Correct Answer: **Option 1**

**Q56 What is project planning?**

Option 1: The process of creating a project

Option 2: The process of assigning tasks to team members

Option 3: The process of developing a roadmap for a project

Option 4: The process of delaying a project

Wrong: **Option 2**

Correct Answer: **Option 3**

**Q57 What are some common challenges in project management?**

Option 1: Scope creep, resource constraints, and scheduling conflicts

Option 2: Lack of communication, lack of delegation, and lack of planning

Option 3: Procrastination, avoidance, and blaming others

Option 4: All of the above

Wrong: **Option 1**

Correct Answer: **Option 4**

**Q58 What is the significance of the host community development fund in the Petroleum Industry Act 2021?**

Option 1: It provides funding for the development of communities impacted by the petroleum industry

Option 2: It ensures that host communities have a say in the management of petroleum resources

Option 3: It promotes peaceful coexistence between host communities and petroleum companies

Option 4: All of the above

Wrong: **Option 3**

Correct Answer: **Option 4**

**Q59 What role do ethics play in the success of transformational leadership in the fight against corruption in the oil & gas industry?**

Option 1: They are irrelevant

Option 2: They are important, but not crucial

Option 3: They are crucial for success

Option 4: They are important only for top-level management

Correct: **Option 3**

**Q60 What are the key features of the Petroleum Industry Act 2021?**

Option 1: Establishment of a regulatory commission

Option 2: Introduction of new fiscal terms

Option 3: Creation of a host community development fund

Option 4: All of the above

Wrong: Option 3

Correct Answer: Option 4

**Q61 What are the key elements of effective time management?**

Option 1: Setting clear goals and priorities

Option 2: Minimizing distractions and interruptions

Option 3: Scheduling tasks and activities

Option 4: All of the above

Wrong: Option 2

Correct Answer: Option 4

**Q62 2. The process of conveying data to an audience group in a structured and deliberate manner, to inform, influence or entertain is called?**

Option 1: Openness

Option 2: Cultural awareness

Option 3: Active listening

Option 4: Communication

Wrong: Option 3

Correct Answer: Option 4

**Q63 Which of the following is NOT a communication style for effective leadership?**

Option 1: Authoritarian

Option 2: Democratic

Option 3: Laissez-faire

Option 4: Aggressive

Wrong: Option 2

Correct Answer: Option 4

**Q64 What are some ways to build trust and respect in an organization?**

Option 1: Being honest, listening actively, and showing empathy

Option 2: Being dishonest, ignoring others, and being selfish

Option 3: Blaming others, taking credit for others' work, and being arrogant

Option 4: None of the above

Wrong: Option 3

Correct Answer: Option 1

**Q65 What is the most important factor for successful innovation in the PIA 2021?**

Option 1: Having a strong R&D team

Option 2: Adopting a customer-centric approach

Option 3: Having a clear innovation strategy and vision

Option 4: Encouraging employee creativity and experimentation

Wrong: **Option 1**

Correct Answer: **Option 3**