

## Mini-test #2

Your Name \_\_\_\_\_

1. Which of the following statement is true concerning power?

- a) Trust and mistrust affect the expression of power.  
 X ☒ b) A person can have power over you only if he/she controls something you desire.  
☐ c) Power requires some congruence between the goals of the leader and those being led.  
 d) To be effective, power must be strong.

2. The two general groupings of power are \_\_\_\_\_

- a) informational and personal  
 b) formal and informal  
 c) informal and legitimate  
☒ d) personal and formal (positional)  
 e) static and fluid

= expert knowledge - legitimate im poss  
 = referent - reward nice  
 well liked - coercive mean  
 Personal & positional power

3. When your supervisor offers you a raise if you will perform additional work beyond the requirements of your job, he/she is exercising \_\_\_\_\_ power.

- a) delegation  
 b) coercive  
☒ c) reward  
 d) personal

4. Hersey and Blanchard say that the laissez-faire leadership style should be used when employees \_\_\_\_\_ to accomplish a task.

- a) unable and willing  
 b) able and unwilling  
 c) unable and unwilling  
☒ d) able and willing

able &amp; willing

5. According to French and Raven, there are five bases of power, with reward power being the most influential and advantageous.

True/False

Expert &amp; referent

6. According to research, coercive power had a generally positive effect on job performance and job satisfaction.

True/False

7. One of the oldest approaches to leadership proposed that leadership behavior varied along a continuum from laissez-faire leadership to transactional leadership to transformational leadership. NO!

True/False

8. The underlying assumption of the leader-member exchange (LMX) model of leadership is that leaders treat all employees in the same way.

True/False

treat them according to personality

9. In case of internal locus of control, people believe that their performance is the product of circumstances beyond their immediate control

True/False

external

generally + referent expert  
 slightly + reward legitimate