|  |  |  |
| --- | --- | --- |
| 1. What are the three categories of attitudes toward work? Provide an example of how an employee in each category would behave at work.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 2. Describe how Csikszentmihalyi came up with the concept of flow and discuss the advantages of experiencing a state of flow.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 3. Identify specific situations in which you have experienced a state of flow. Describe some of the features of those situations that could help you to better understand your own personal interests and vocational commitments.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 4. Provide a few tips to help someone identify activities that will provide them with a sense of flow.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 5. Based on your current career interests, what do you think your main interest type would be if you took the career interest questionnaire, and why?   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 6. Describe the major focus of industrial-organizational psychology’s subfields, as well as that of human factors psychology, and provide an example of each area’s work.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 7. Compare and contrast the unstructured and structured interview. How does each fare with regard to predicting employee performance?   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 8. Describe each of the performance appraisal methods and discuss how appraisals may be affected by supervisors committing halo, leniency, severity, and recency errors.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 9. Research by organizational psychologists indicates that worker satisfaction benefits both workers and their employers. Give specific examples of how employers benefit from worker satisfaction.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 10. Describe how a company might initiate annual reviews of employee performance without discouraging worker satisfaction and engagement.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 11. Describe the contrasting effects of task leadership and social leadership on employee morale and productivity. Explain why the effectiveness of each style of leadership might depend on the specific task at hand, as well as on the personality traits and cultural backgrounds of both managers and employees.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 12. Imagine that you are a manager at a large corporation. Which leadership style would you adopt, and why? What leadership qualities would you use?   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 13. Provide two examples of how culture can influence a person’s leadership style.   |  |  | | --- | --- | | *ANSWER:* |  | |

|  |  |  |
| --- | --- | --- |
| 14. Social and workplace interactions increasingly require web-based online communication. Describe how our advancing communication technologies might provide new career opportunities for human factors psychologists.   |  |  | | --- | --- | | *ANSWER:* |  | |