

TEST 1

- **Question 1** 2 out of 2 points

A number of experts who study group development believe that

Selected conflict is an unavoidable aspect of group interaction and necessary
Answer: for achieving group cohesion.

- **Question 2** 2 out of 2 points

Explaining how the group will be conducted and the role of the group leader will accomplish the following, EXCEPT

Selected guarantee no member feels
Answer: left out.

- **Question 3** 2 out of 2 points

The most important concept of group leadership is having

Selected clarity of
Answer: purpose.

- **Question 4** 2 out of 2 points

Donald decides that he wants to do more for the group. He starts helping other members by taking on some of their work and organizing fund raisers. Donald is providing _____ support.

Selected instrument
Answer: al

- **Question 5** 2 out of 2 points

Which one is task-focused rather than relationship-focused?

Selected Offering a good solution to a problem the
Answer: group faces

- **Question 6** 2 out of 2 points

If the leader sees that a change of purpose is needed, he or she should

Selected discuss with the group why the change might
Answer: be helpful.

- **Question 7** 2 out of 2 points

Which of the following is NOT associated with “second session let down?”

Selected Disagreement about the group
Answer: norms

• **Question 8**

2 out of 2 points

Which of the following does NOT characterize an advantage of group work?

Selected Making those reluctant to self-disclose doing so by applying
Answer: group pressure

• **Question 9**

2 out of 2 points

Which of the following is NOT one of Jacobs et al.’s perspectives on the relationship between content and process in a group meeting?

Selected Content refers to the dynamics and therapeutic forces in the group
Answer: whereas process refers to the purpose and task of the group.

• **Question 10**

2 out of 2 points

Sherif’s study of the autokinetic effect indicated that group norms

Selected emerge as members reach a consensus through
Answer: reciprocal influence.

• **Question 11**

2 out of 2 points

Which exercise is NOT appropriate to use in the first session of a group?

Selected Fantas
Answer: y

• **Question 12**

2 out of 2 points

Interdependence, a key quality of groups, requires

Selected members’ outcomes depend, in part, on the actions of others
Answer: in the group.

• **Question 13**

2 out of 2 points

All of the following are appropriate ways to begin a session EXCEPT:

Selected Conducting a 30-45 minute warm-up
Answer: activity

- **Question 14**

2 out of 2 points

While other models typically include four or more group stages, Jacobs et al. propose three stages. In which stage do members benefit the most from being in the group?

Selected Middle or
Answer: Working

- **Question 15**

2 out of 2 points

In a therapy group, members expect everyone to communicate and share their thoughts and feelings. All members agree on informal rules regarding who should talk and for how long. This group has high levels of _____ compatibility.

Selected interchan
Answer: ge

- **Question 16**

2 out of 2 points

In a social skills group for children, the leader uses exercises to help members learn skills to improve peer relationships. Which leadership style is being utilized?

Selected Leader directed and
Answer: interpersonal

- **Question 17**

2 out of 2 points

According to Jacobs et al., which of the following can be a MISTAKE with regard to group rules?

Selected Making up the rules as a group decision
Answer: activity

- **Question 18**

2 out of 2 points

If there are group members who are not clear about the group's purpose, the following is recommended, EXCEPT

Selected asking those members to leave
Answer: the group.

- **Question 19**

2 out of 2 points

Audiences, bystanders and crowds are _____ while coworkers, sports teams, and study groups are _____.

Selected collectives; social
Answer: groups

- **Question 20** 2 out of 2 points

Most roles fit into one of two broad categories: _____ roles and _____ roles.

Selected Answer: relationship; task
- **Question 21** 2 out of 2 points

In the middle stage of a support group for step-parents, the members decided to focus on their individual concerns in a written exercise. Which leadership style is being utilized?

Selected Answer: Group directed and intrapersonal
- **Question 22** 2 out of 2 points

This theory assumes that how secure and comfortable you were with your primary caregiver influences your relationships, including group memberships, throughout your entire life.

Selected Answer: Attachment
- **Question 23** 2 out of 2 points

A multicomponent approach to cohesion assumes

Selected Answer: there are many different factors that contribute to group cohesion.
- **Question 24** 2 out of 2 points

When planning a session, the following is recommended, EXCEPT:

Selected Answer: Spending very little time planning the sessions if the group is in the beginning stage
- **Question 25** 2 out of 2 points

According to Jacobs et al., the single most important therapeutic force of a group is the

Selected Answer: clarity of purpose.
- **Question 26** 2 out of 2 points

Which of the following is FALSE about the purpose of a group?

Selected When the leader is clear about the purpose, the members
Answer: will also be

• **Question 27**

2 out of 2 points

To set a positive tone in the first session of the group, the leader should NOT

Selected start by reviewing group
Answer: rules.

• **Question 28**

2 out of 2 points

____ norms articulate what people typically do; ____ norms articulate what people should avoid doing.

Selected Descriptive;
Answer: proscriptive

• **Question 29**

2 out of 2 points

When a group is formally organized in a hierarchical structure,

Selected some individuals in the group have more status
Answer: than others.

• **Question 30**

2 out of 2 points

Which of the following is TRUE about member screening?

Selected It is best if the leader screens prospective group members
Answer: himself/herself.

• **Question 31**

2 out of 2 points

Which one is NOT an important group dynamic for a support group?

Selected The group encountering diversity by including members with little
Answer: in common

• **Question 32**

2 out of 2 points

Which of the following distinguishes a group from a network?

Selected Bounda
Answer: ry

• **Question 33**

2 out of 2 points

Liking for a group is _____ cohesion, whereas goal-focused team work is _____ cohesion.

Selected social;
Answer: task

• **Question 34**

2 out of 2 points

To become an effective group leader, Jacobs et al. recommend

Selected organizing sessions so that the intended topics
Answer: are covered.

• **Question 35**

2 out of 2 points

Which one is NOT a characteristic of norms?

Selected They are flexible and change rapidly over time as new members
Answer: join the group.

• **Question 36**

2 out of 2 points

Which of the following is FALSE regarding ethical group practices? The leader should

Selected make sure members continue with an exercise once it has
Answer: been started.

• **Question 37**

2 out of 2 points

These are common group planning mistakes, EXCEPT:

Selected Considering the flow of the session and the sequencing
Answer: of exercises

• **Question 38**

2 out of 2 points

Group formation is influenced significantly by all these factors EXCEPT

Selected the gender of those seeking group
Answer: membership.

• **Question 39**

2 out of 2 points

“Big picture” planning involves

Selected thinking about all the topics to be covered in
Answer: the group.

- **Question 40**

2 out of 2 points

Which statement describes a group at the orientation, or forming, stage of development?

Selected Answer: Members tend to be guarded while gathering information about the leader and other members.

Friday, October 25, 2019 1:19:22 PM EDT

TEST 2

- **Question 1**

2 out of 2 points

Leadership is best defined as

Selected Answer: guidance of others in their pursuits.

- **Question 2**

2 out of 2 points

The control of a charismatic leader comes from what type of power?

Selected Answer: refere nt

- **Question 3**

2 out of 2 points

Improvement in task performance that occurs when people work in the presence of others is known as social

Selected Answer: facilitatio n.

- **Question 4**

2 out of 2 points

The tendency for individuals to become less productive as group size increases is known as

Selected Answer: the Ringelmann effect.

- **Question 5**

2 out of 2 points

Which of the following is NOT recommended when drawing out a member?

Selected Being very directive with a quiet member
Answer:

• **Question 6**

2 out of 2 points

The leader should cut off a member for all of the following reasons EXCEPT if the member

Selected is giving productive feedback to another member.
Answer:

• **Question 7**

2 out of 2 points

According to Jacobs et al., silence from a member may indicate all of the following EXCEPT that the member

Selected has great trust in the other group members.
Answer:

• **Question 8**

2 out of 2 points

Which is FALSE according to Forsyth?

Selected Those with power tend to respond more compassionately to others' problems.
Answer:

• **Question 9**

2 out of 2 points

In which of the following situations would it NOT be appropriate for the leader to use the technique of cutting off?

Selected When a member is sharing information that could benefit other members
Answer:

• **Question 10**

2 out of 2 points

According to Forsyth, persistence, supplication, discussion, and instruction are all examples of

Selected power tactics.
Answer:

• **Question 11**

2 out of 2 points

Which of the following should NOT be used to deepen the focus of a session?

Selected Shifting the focus to a different topic
Answer:

- **Question 12**

2 out of 2 points

A leader who says, "In a word or phrase, how are you feeling about being in this group" is initiating a _____ round.

Selected word or
Answer: phrase

- **Question 13**

2 out of 2 points

Group polarization is the

Selected tendency for the group's decisions to be more extreme than
Answer: individuals' decisions.

- **Question 14**

2 out of 2 points

Which is true?

Selected Consensus is generally preferred when the group is grappling with
Answer: sensitive issues.

- **Question 15**

2 out of 2 points

Co-leaders who differ somewhat in their approach, and who are pulling the group in opposite directions may benefit most from using which model of co-leadership?

Selected Alternate
Answer: leading

- **Question 16**

2 out of 2 points

From a group dynamics perspective, obedience was high in the Milgram experiment because of the

Selected power of the experimenter in the
Answer: situation.

- **Question 17**

2 out of 2 points

Hersey and Blanchard's life cycle theory suggests that effective leaders emphasize

Selected task orientation and/or relationship orientation, depending on the
Answer: developmental level of the group.

- **Question 18**

2 out of 2 points

Jacobs et al. do not advise shifting the focus

Selected from an activity to an
Answer: activity.

• **Question 19**

2 out of 2 points

Jacobs et al. suggest using summarizing for all of the following reasons EXCEPT to

Selected encourage a review of the last
Answer: session.

• **Question 20**

2 out of 2 points

If I think a good leader should be intelligent, responsible, competitive, and well-balanced, I probably take a(n) _____ approach to leadership.

Selected trai
Answer: t

• **Question 21**

2 out of 2 points

Clarifying rambling or confusing comments made by a member can be done using each of the following techniques EXCEPT

Selected mini-
Answer: lecturing.

• **Question 22**

2 out of 2 points

A group member has been talking for some time. The leader asks members to pair up with a partner and discuss their thoughts and feelings about what the member has shared. In this instance, the leader

Selected shifts the focus from a person to an
Answer: activity.

• **Question 23**

2 out of 2 points

Obedience rates in Milgram's studies were lowest in the _____ condition.

Selected touch-
Answer: proximity

• **Question 24**

2 out of 2 points

The cohesiveness of a team is indicated by the following, EXCEPT:

Selected Low external
Answer: pressure

- **Question 25**

2 out of 2 points

Near the end of a session, a member wants to share something deep and personal. The leader should

Selected Answer: quickly cut the member off and ask them to share at the beginning of the next session.

- **Question 26**

2 out of 2 points

An inexperienced leader who lacks cutting off or drawing out skills may spend too much time _____ the focus.

Selected Answer: Holdin
g

- **Question 27**

2 out of 2 points

What is the meaning of the phrase, the “romance of teams?”

Selected Answer: Teams are thought to be effective and desirable, but their effectiveness may be overestimated.

- **Question 28**

2 out of 2 points

All of the following are true with regard to dyads EXCEPT

Selected Answer: At least 15 minutes should be devoted to a dyad activity to make sure both have time to talk.

- **Question 29**

2 out of 2 points

Steiner found that group productivity depends mainly on

Selected Answer: the type of task to be performed.

- **Question 30**

2 out of 2 points

Which of the following is FALSE regarding dyads? The leader should

Selected Answer: let people talk as much as they want to without a time limit.

- **Question 31**

2 out of 2 points

Teams with members who vary in ability and skill

Selected outperform homogeneous teams if the members of the homogenous
Answer: team have low skill levels.

• **Question 32**

2 out of 2 points

Teams are

Selected made up of members who pursue performance goals through
Answer: interdependent interaction.

• **Question 33**

2 out of 2 points

An inspirational approach to leading others that involves elevating followers' motivation, confidence, and satisfaction is _____ leadership.

Selected transformatio
Answer: nal

• **Question 34**

2 out of 2 points

The implicit leadership theory argues that

Selected leadership emergence is influenced by members' expectations and
Answer: assumptions about leaders.

• **Question 35**

2 out of 2 points

An essential leadership skill is monitoring nonverbal cues. Which of the following is NOT recommended when noticing several group members nodding their heads?

Selected Cutting
Answer: off

• **Question 36**

2 out of 2 points

The leader may use his or her eyes to do each of the following EXCEPT

Selected link members
Answer: together.

• **Question 37**

2 out of 2 points

When setting up a round, the leader needs to do each of the following EXCEPT

Selected get it started as quickly as
Answer: possible.

• **Question 38**

2 out of 2 points

Studies suggest that social loafing can be avoided if

Selected individuals' contributions to the group product are
Answer: identifiable.

- Question 39**

2 out of 2 points

The "I" in the ODDI decision process model stands for

Selected implementi
Answer: ng.

- Question 40**

2 out of 2 points

According to Rogelberg's research, who is likely to most dislike meetings?

Selected individuals who do not need to coordinate their activities
Answer: with others

Friday, October 25, 2019 1:37:08 PM EDT

- TEST 3Question 1**

2 out of 2 points

During conflicts, people are most likely to misinterpret and misperceive _____ behavior.

Selected altruisti
Answer: c

- Question 2**

2 out of 2 points

Balance theory predicts that hostility is greatest when group members who dislike each other also disagree with each other. Tension is greatest when group members

Selected disagree with each other and like
Answer: each other.

- Question 3**

2 out of 2 points

Feedback from one group member to another is most closely associated with which therapeutic factor?

Selected interpersonal
Answer: learning

- Question 4**

2 out of 2 points

Which of the following is NOT an important consideration when using touching

exercises?

Selected Asking members to explain their
Answer: objections

• **Question 5**

2 out of 2 points

Which of the following is NOT true regarding the use of feedback during the closing stage of group?

Selected Feedback should not be given during the closing stage, as it
Answer: could be hurtful.

• **Question 6**

2 out of 2 points

Individuals' perceptions of their environment are usually based on two dimensions:

Selected pleasant-unpleasant; stimulating-
Answer: relaxing

• **Question 7**

2 out of 2 points

Interpersonal psychotherapy groups stress dealing with issues that occur within the group itself, rather than reviewing what the members are experiencing outside of the group or what they experienced in the past. This focus is usually referred to as a(n) _____ orientation.

Selected "here and
Answer: now"

• **Question 8**

2 out of 2 points

Asking a member to leave a group might be done for all of the following reasons EXCEPT

Selected the member is disagreeing with the leader or other
Answer: members at times.

• **Question 9**

2 out of 2 points

Which of the following is NOT recommended as a way to handle a member's emotional reaction to an exercise?

Selected Refer the member to another group that is
Answer: less intense

• **Question 10**

2 out of 2 points

Which of the following is true regarding apportioning time to members?

Selected It is okay to occasionally give more time to one
Answer: member.

• **Question 11**

2 out of 2 points

When a member begins crying during the session, the leader should

Selected attempt to determine whether he or she is in pain or trying to gain
Answer: sympathy from others.

• **Question 12**

2 out of 2 points

According to equilibrium theory, if a group discussion lacks intimacy, participants will probably

Selected make little eye contact with one
Answer: another.

• **Question 13**

2 out of 2 points

Studies of the impact of noise on people indicate that

Selected people can cope with noise for short periods
Answer: of time.

• **Question 14**

2 out of 2 points

Which is NOT one of the basic causes of group conflict discussed by Forsyth?

Selected Hiding: Covert disagreements and secretive
Answer: maneuvering

• **Question 15**

2 out of 2 points

Feedback exercises are most valuable when

Selected a member wants to know what others think of
Answer: him or her.

• **Question 16**

2 out of 2 points

Spinning-off is appropriate for the following reasons, EXCEPT

Selected it gives the leader a
Answer: break.

• **Question 17**

2 out of 2 points

Asking members to position themselves somewhere between two walls in the room that represents their level of comfort in the group is an example of conducting a

_____ exercise.

Selected Answer: Moveme nt

- Question 18**

2 out of 2 points

Which of the following is NOT a recommended leadership technique for handling a talkative member?

Selected Answer: Maintaining eye contact and nodding when the member speaks

- Question 19**

2 out of 2 points

Which is FALSE about leading the middle stage of a group?

Selected Answer: It is okay for the leader to plan only one exercise or activity.

- Question 20**

2 out of 2 points

These are reasons for using exercises in a group, EXCEPT:

Selected Answer: Testing members' boundaries

- Question 21**

2 out of 2 points

All of the following is true about distracting members EXCEPT

Selected Answer: they are always intentionally trying to distract the group

- Question 22**

2 out of 2 points

According to the authors, all of the following are important, but which is the MAIN focus of the closing stage of the group?

Selected Answer: Assessing growth

- Question 23**

2 out of 2 points

A mixed-motive situation occurs when

Selected Answer: the group's goal structures include elements of both cooperation and competition.

- Question 24**

2 out of 2 points

In the working phase, it is important for leaders to

Selected deepen the focus to a level that is meaningful for most or all of
Answer: the members.

• **Question 25**

2 out of 2 points

A member who says to another “Don’t worry, everything will be ok, you just have to make the best of things” is a _____ member.

Selected rescuin
Answer: g

• **Question 26**

2 out of 2 points

If a member shares a deep personal concern in a non-therapy group, the leader should FIRST

Selected decide if therapy is appropriate for handling the
Answer: concern.

• **Question 27**

2 out of 2 points

When a group member breaches confidentiality, the authors recommend that the leader do which of the following first?

Selected Talk to the member who breached
Answer: confidentiality

• **Question 28**

2 out of 2 points

Which of the following is a good reason for leaders to participate in an exercise?

Selected To allow the members to get to know the
Answer: leader better

• **Question 29**

2 out of 2 points

Which of the following is NOT true regarding holding the focus when processing a group exercise?

Selected It is a good idea to shift the focus to a another
Answer: activity quickly

• **Question 30**

2 out of 2 points

Which is NOT true about the closing phase of a session?

Selected The amount of time for closing should be the same for

Answer: every group

• **Question 31**

2 out of 2 points

According to Jacobs et al., which of the following is FALSE about the focus on process in a therapy group?

Selected It should be the main purpose of a
Answer: therapy group

• **Question 32**

2 out of 2 points

When introducing an exercise, leaders should clearly present the directions for all of the following reasons EXCEPT to

Selected ensure that reluctant members
Answer: participate.

• **Question 33**

2 out of 2 points

Many 12-step programs build _____ into their change program by requiring long-term members to assist newcomers.

Selected altruis
Answer: m

• **Question 34**

2 out of 2 points

All of the following represent common mistakes made in middle sessions EXCEPT?

Selected Moving group's focus to deeper, more
Answer: meaningful content

• **Question 35**

0 out of 2 points

Personal space zones are smaller

Selected in the United States than in Latin
Answer: American.

• **Question 36**

0 out of 2 points

Although ALL of the following are important, the MOST important thing to attend to when leading an exercise is

Selected introducing the exercise
Answer: clearly.

• **Question 37**

2 out of 2 points

To deepen the focus of the group and the level of commitment of members, Jacobs et al. suggest all of the following EXCEPT

Selected suggesting that the group take the topics and their participation
Answer: more seriously.

- **Question 38**

2 out of 2 points

Which is NOT one of the characteristics of most support groups?

Selected Members have little experience with the problem the group
Answer: focuses on

- **Question 39**

2 out of 2 points

According to the dual concern model, which conflict management strategy reflects low concern for both self and other?

Selected Avoidin
Answer: g

- **Question 40**

2 out of 2 points

Which of the following is NOT a purpose or goal of the closing phase of a session?

Selected To cover a planned topic that wasn't previously discussed in
Answer: the session

Friday, October 25, 2019 2:07:23 PM EDT