

TEST 1

-
- **Question 1**

2 out of 2 points

A number of experts who study group development believe that

Selected Answer: conflict is an unavoidable aspect of group interaction and necessary 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 Answer: guarantee no member feels left out.

- **Question 3**

2 out of 2 points

The most important concept of group leadership is having

Selected Answer: clarity of 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 Answer: instrumental

- **Question 5**

2 out of 2 points

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

Selected Answer: Offering a good solution to a problem the 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 Answer: discuss with the group why the change might be helpful.

- **Question 7**

2 out of 2 points

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

Selected Answer: Disagreement about the group norms

• **Question 8**

2 out of 2 points

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

Selected Answer: Making those reluctant to self-disclose doing so by applying 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 Answer: Content refers to the dynamics and therapeutic forces in the group 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 Answer: emerge as members reach a consensus through reciprocal influence.

• **Question 11**

2 out of 2 points

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

Selected Answer: Fantasy

• **Question 12**

2 out of 2 points

Interdependence, a key quality of groups, requires

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

• **Question 13**

2 out of 2 points

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

Selected Answer: Conducting a 30-45 minute warm-up 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 Answer: Middle or 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 Answer: interchange

- **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 Answer: Leader directed and 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 Answer: Making up the rules as a group decision 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 Answer: asking those members to leave the group.

- **Question 19**

2 out of 2 points

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

Selected Answer: collectives; social 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 Answer: When the leader is clear about the purpose, the members 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 Answer: start by reviewing group rules.

• **Question 28**

2 out of 2 points

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

Selected Answer: Descriptive; proscriptive

• **Question 29**

2 out of 2 points

When a group is formally organized in a hierarchical structure,

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

• **Question 30**

2 out of 2 points

Which of the following is TRUE about member screening?

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

• **Question 31**

2 out of 2 points

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

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

• **Question 32**

2 out of 2 points

Which of the following distinguishes a group from a network?

Selected Answer: Boundary

• **Question 33**

Liking for a group is ____ cohesion, whereas goal-focused team work is ____ cohesion. 2 out of 2 points

Selected Answer: social;
task

• **Question 34**

2 out of 2 points

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

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

• **Question 35**

2 out of 2 points

Which one is NOT a characteristic of norms?

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

• **Question 36**

2 out of 2 points

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

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

• **Question 37**

2 out of 2 points

These are common group planning mistakes, EXCEPT:

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

• **Question 38**

2 out of 2 points

Group formation is influenced significantly by all these factors EXCEPT

Selected Answer: the gender of those seeking group
membership.

• **Question 39**

2 out of 2 points

"Big picture" planning involves

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

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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: referent

- **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: facilitation.

- **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 Answer: Being very directive with a quiet member

- **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 Answer: is giving productive feedback to another member.

- **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 Answer: has great trust in the other group members.

- **Question 8**

2 out of 2 points

Which is FALSE according to Forsyth?

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

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

- **Question 10**

2 out of 2 points

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

Selected Answer: power tactics.

- **Question 11**

2 out of 2 points

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

Selected Answer: Shifting the focus to a different topic

- **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 Answer: word or phrase

- **Question 13**

2 out of 2 points

Group polarization is the

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

- **Question 14**

2 out of 2 points

Which is true?

Selected Answer: Consensus is generally preferred when the group is grappling with 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 Answer: Alternate leading

- **Question 16**

2 out of 2 points

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

Selected Answer: power of the experimenter in the situation.

- **Question 17**

2 out of 2 points

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

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

- **Question 18**

2 out of 2 points

Jacobs et al. do not advise shifting the focus

Selected Answer: from an activity to an activity.

- **Question 19**

2 out of 2 points

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

Selected Answer: encourage a review of the last 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 Answer: trait

- **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 Answer: mini-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 Answer: shifts the focus from a person to an activity.

- **Question 23**

2 out of 2 points

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

Selected Answer: touch-proximity

- **Question 24**

2 out of 2 points

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

Selected Answer: Low external 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: Holding

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

- **Question 32**

2 out of 2 points

Teams are

Selected Answer: made up of members who pursue performance goals through 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 Answer: transformational

- **Question 34**

2 out of 2 points

The implicit leadership theory argues that

Selected Answer: leadership emergence is influenced by members' expectations and 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 Answer: Cutting off

- **Question 36**

2 out of 2 points

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

Selected Answer: link members together.

- **Question 37**

2 out of 2 points

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

Selected Answer: get it started as quickly as possible.

- **Question 38**

2 out of 2 points

Studies suggest that social loafing can be avoided if

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

- **Question 39**

2 out of 2 points

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

Selected Answer: implementing.

- **Question 40**

2 out of 2 points

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

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

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- **TEST 3Question 1**

2 out of 2 points

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

Selected Answer: altruistic

- **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 Answer: disagree with each other and like 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 Answer: interpersonal learning

- **Question 4**

2 out of 2 points

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

exercises?

Selected Answer: Asking members to explain their 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 Answer: Feedback should not be given during the closing stage, as it could be hurtful.

- **Question 6**

2 out of 2 points

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

Selected Answer: pleasant-unpleasant; stimulating-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 Answer: "here and 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 Answer: the member is disagreeing with the leader or other 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 Answer: Refer the member to another group that is less intense

- **Question 10**

2 out of 2 points

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

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

• **Question 11**

2 out of 2 points

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

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

• **Question 12**

2 out of 2 points

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

Selected Answer: make little eye contact with one another.

• **Question 13**

2 out of 2 points

Studies of the impact of noise on people indicate that

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

• **Question 14**

2 out of 2 points

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

Selected Answer: Hiding: Covert disagreements and secretive maneuvering

• **Question 15**

2 out of 2 points

Feedback exercises are most valuable when

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

• **Question 16**

2 out of 2 points

Spinning-off is appropriate for the following reasons, EXCEPT

Selected Answer: it gives the leader a 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: Movement

- **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 Answer: deepen the focus to a level that is meaningful for most or all of 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 Answer: rescuing

- **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 Answer: decide if therapy is appropriate for handling the 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 Answer: Talk to the member who breached confidentiality

- **Question 28**

2 out of 2 points

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

Selected Answer: To allow the members to get to know the 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 Answer: It is a good idea to shift the focus to a another activity quickly

- **Question 30**

2 out of 2 points

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

Selected Answer: 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 Answer: It should be the main purpose of a 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 Answer: ensure that reluctant members 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 Answer: altruism

- **Question 34**

2 out of 2 points

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

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

- **Question 35**

0 out of 2 points

Personal space zones are smaller

Selected Answer: in the United States than in Latin 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 Answer: introducing the exercise 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 Answer: suggesting that the group take the topics and their participation more seriously.

- **Question 38**

2 out of 2 points

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

Selected Answer: Members have little experience with the problem the group 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 Answer: Avoiding

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

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