

## FBLA Business Ethics Sample Questions

***Disclaimer:** These are sample test questions of what a competitor will find in this competition. To view the official study guide, with the knowledge area and objective list, visit the guidelines on the Competitive Events page of the national website at [www.fbla.org](http://www.fbla.org).*

### Communication Skills

1. Active listening primarily involves:
  - a) Thinking of your response while the other person talks
  - b) Interrupting to clarify immediately
  - c) Paying full attention, showing understanding, and providing feedback
  - d) Avoiding eye contact to focus on words only
2. Fostering open, honest communication means:
  - a) Filtering information to protect feelings
  - b) Encouraging transparency and trust in exchanges
  - c) Only sharing positive feedback
  - d) Avoiding controversial topics entirely
3. Which is a sign of effective workplace communication?
  - a) Frequent misunderstandings
  - b) Clear, concise messages with active feedback
  - c) Use of excessive jargon
  - d) Avoiding written communication
4. Which action best supports honesty in communication?
  - a) Exaggerating achievements to motivate others
  - b) Providing accurate information even when unfavorable
  - c) Avoiding difficult conversations
  - d) Using vague language to prevent criticism
5. In ethical communication, feedback should be:
  - a) Timely, respectful, and constructive
  - b) Delayed until annual reviews
  - c) Focused only on problems
  - d) Given publicly for maximum impact

### Self-Awareness

6. Emotional intelligence includes:
  - a) Suppressing all emotional responses
  - b) Recognizing, understanding, and managing emotions in oneself and others
  - c) Ignoring emotional cues from colleagues
  - d) Making decisions based only on facts
7. Overcoming personal biases starts with:
  - a) Avoiding people different from you
  - b) Recognizing stereotypes and challenging assumptions
  - c) Accepting stereotypes as facts
  - d) Ignoring diverse viewpoints

8. Assessing personal strengths and weaknesses helps:
  - a) Avoid feedback from others
  - b) Plan professional development effectively
  - c) Prevent new opportunities
  - d) Focus only on current skills
9. Which is an example of assessing personal values?
  - a) Identifying the salary you want in your next job
  - b) Determining which principles guide your decisions
  - c) Listing hobbies for a résumé
  - d) Tracking how much overtime you've worked
10. Ethical decision-making requires awareness of:
  - a) Risks and consequences of personal choices
  - b) Only legal restrictions
  - c) Peer opinions exclusively
  - d) Company profit margins

### **Doing the Right Thing**

11. Integrity in business means:
  - a) Doing what's right even when it's difficult or unnoticed
  - b) Always following majority opinion
  - c) Putting profits before all other considerations
  - d) Avoiding responsibility for mistakes
12. Responsible behavior at work includes:
  - a) Ignoring deadlines that seem unreasonable
  - b) Meeting commitments and being accountable for results
  - c) Passing work to others without notice
  - d) Prioritizing personal tasks during business hours
13. Demonstrating fairness means:
  - a) Favoring certain employees for personal reasons
  - b) Applying rules and opportunities consistently
  - c) Ignoring company policy for friends
  - d) Giving benefits to the highest earners only
14. Taking responsibility for decisions involves:
  - a) Blaming circumstances or others when things go wrong
  - b) Admitting mistakes and working to correct them
  - c) Avoiding projects with risks
  - d) Delegating all decision-making
15. Building trust in relationships is best achieved by:
  - a) Keeping promises and being consistent
  - b) Avoiding difficult discussions
  - c) Only sharing information with close colleagues
  - d) Agreeing with everyone regardless of truth

16. An ethical dilemma occurs when:
  - a) There is a clear and easy solution
  - b) Two or more ethical principles conflict
  - c) A law provides exact guidance
  - d) There are no consequences to actions
17. The spirit and intent of laws require:
  - a) Following both the letter of the law and its purpose
  - b) Only doing what's minimally legal
  - c) Interpreting laws for personal gain
  - d) Ignoring regulations without penalties
18. Showing empathy in the workplace means:
  - a) Agreeing with everyone's opinions
  - b) Understanding and respecting others' feelings and perspectives
  - c) Avoiding discussions about feelings
  - d) Providing solutions without listening
19. Responsible marketing of eco-friendly products requires:
  - a) Highlighting only benefits and ignoring environmental costs
  - b) Accurate claims supported by evidence
  - c) Using vague slogans for broader appeal
  - d) Avoiding disclosure of production impacts
20. Responding to an ethical dilemma should involve:
  - a) Acting quickly without gathering facts
  - b) Considering stakeholders, consequences, and values
  - c) Choosing the most profitable outcome
  - d) Following personal preference alone

### **Teamwork Skills**

21. A good team member:
  - a) Focuses only on personal success
  - b) Shares credit and responsibilities equally
  - c) Avoids giving feedback to others
  - d) Refuses to compromise
22. Treating others with dignity means:
  - a) Using respectful language and behavior
  - b) Avoiding direct communication
  - c) Only acknowledging leaders' contributions
  - d) Publicly correcting mistakes
23. Positive working relationships are built by:
  - a) Communicating respectfully and supporting team goals
  - b) Competing aggressively with teammates
  - c) Avoiding collaboration opportunities
  - d) Criticizing others' ideas without suggestions

24. Considering long-term value of actions means:
- a) Focusing only on immediate profits
  - b) Weighing future consequences for all stakeholders
  - c) Ignoring sustainability concerns
  - d) Minimizing customer input
25. Conflict resolution in teams should focus on:
- a) Assigning blame
  - b) Finding mutually beneficial solutions
  - c) Avoiding discussion
  - d) Voting without discussion

### **Leadership Skills**

26. Leadership is best described as:
- a) Holding a title of authority
  - b) Influencing and guiding others toward shared goals
  - c) Controlling every aspect of a project
  - d) Avoiding delegation
27. Ethical leadership requires:
- a) Making decisions based solely on popularity
  - b) Acting with integrity and fairness while guiding others
  - c) Focusing only on legal compliance
  - d) Delegating all tough choices
28. Modeling ethical behavior means:
- a) Demonstrating the standards you expect from others
  - b) Setting high expectations without following them
  - c) Keeping personal ethics private
  - d) Adopting the majority opinion
29. A personal vision statement should:
- a) Define your long-term goals and guiding values
  - b) Focus only on current tasks
  - c) Be kept vague for flexibility
  - d) Avoid personal beliefs
30. Inspiring others often involves:
- a) Sharing a compelling vision and leading by example
  - b) Avoiding direct involvement
  - c) Giving orders without context
  - d) Offering only financial incentives
31. Achievement orientation in leadership emphasizes:
- a) Meeting short-term minimum goals
  - b) Striving for excellence and continuous improvement
  - c) Avoiding risks at all costs
  - d) Maintaining the status quo

32. Enlisting others in a shared vision means:
- a) Encouraging collaboration and ownership of goals
  - b) Keeping goals confidential
  - c) Assigning tasks without explanation
  - d) Focusing on individual achievement
33. Ethical leaders handling environmental claims should:
- a) Ensure claims are transparent and accurate
  - b) Use terms like “eco-friendly” without definition
  - c) Ignore manufacturing impacts in messaging
  - d) Avoid discussing sustainability
34. Leadership in ethical crises requires:
- a) Quick denial of allegations
  - b) Gathering facts, communicating clearly, and taking corrective action
  - c) Avoiding media contact
  - d) Prioritizing shareholder profit above ethics
35. Leading change ethically involves:
- a) Aligning new initiatives with organizational values and stakeholder input
  - b) Implementing changes without consultation
  - c) Focusing only on cost reduction
  - d) Ignoring environmental or social impacts

### **Career Readiness**

36. Setting personal goals should involve:
- a) Broad, undefined ideas
  - b) Specific, measurable, achievable, relevant, time-bound criteria
  - c) Only goals that are easy to reach
  - d) Avoiding deadlines
37. Following rules of conduct ensures:
- a) Consistency and professionalism
  - b) Flexibility for each individual’s style
  - c) Avoiding accountability
  - d) Reducing efficiency
38. Ethical decision-making in careers requires:
- a) Considering only personal gain
  - b) Balancing personal, organizational, and societal impacts
  - c) Avoiding unpopular choices
  - d) Following peer pressure
39. Problem-solving skills include:
- a) Identifying problems, analyzing causes, and implementing solutions
  - b) Acting without considering options
  - c) Focusing only on symptoms
  - d) Avoiding feedback after solutions are applied

40. Career readiness in ethics means:
- a) Being prepared to face dilemmas with integrity and sound judgment
  - b) Memorizing laws without applying them
  - c) Ignoring personal values
  - d) Delegating ethics to management

### Applied Ethics Scenarios

41. A company marketing a product as “carbon neutral” must:
- a) Have credible evidence supporting the claim
  - b) Use vague language to avoid regulation
  - c) Focus only on offsets without reducing emissions
  - d) Ignore supply chain impacts
42. When an employee discovers a legal but unethical practice, they should:
- a) Ignore it since it’s legal
  - b) Report it through proper channels
  - c) Publicly post it on social media without context
  - d) Wait until others complain
43. In an interview, hiding a past mistake is:
- a) Acceptable if it’s not asked directly
  - b) Misleading and could be unethical
  - c) Necessary to secure the job
  - d) Encouraged to protect reputation
44. If a supplier uses child labor, the ethical action for a buyer is to:
- a) Ignore it to maintain cost advantage
  - b) Investigate and reconsider the relationship
  - c) Hide the information from customers
  - d) Negotiate lower prices
45. An environmental claim should be avoided if:
- a) The company has not yet verified its accuracy
  - b) It’s supported by scientific studies
  - c) It’s reviewed by legal counsel
  - d) It aligns with product testing results
46. A team leader takes full credit for a group’s success. This violates:
- a) Honesty and fairness
  - b) Confidentiality
  - c) Sustainability principles
  - d) Time management
47. Which safeguard could prevent misleading green marketing?
- a) Requiring independent environmental audits
  - b) Allowing unverified slogans
  - c) Using unregulated terminology
  - d) Avoiding transparency

48. A transparent sustainability report should:
- a) Include both successes and areas for improvement
  - b) Highlight only positive achievements
  - c) Avoid metrics to simplify reading
  - d) Exclude supply chain data
49. A company that ignores environmental regulations risks:
- a) Legal penalties, reputational damage, and loss of trust
  - b) Improved market share
  - c) Reduced operating costs only
  - d) Increased brand loyalty
50. Ethical business culture is reinforced by:
- a) Clear policies, leadership example, and accountability
  - b) Allowing each employee to set their own ethics
  - c) Avoiding discussion of ethics
  - d) Prioritizing profit over all else

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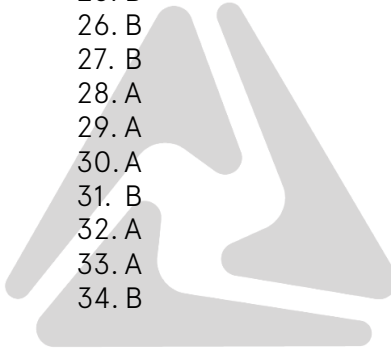
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## Answer Key

1. C
2. B
3. B
4. B
5. A
6. B
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10. A
11. A
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39. A
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44. B
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48. A
49. A
50. A



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