

IT2090 Professional Skills

Mid term 2025 (Practice Questions)

Lecture 1 – PDP

Q1: Which of the following is **not** one of the five core aspects of self-awareness discussed in Lecture 1?

- A. Emotional Intelligence
- B. Financial Acumen
- C. Values
- D. Cognitive Style
- E. Core Self-Evaluation

Correct Answer: B

Q2: According to the lecture, what is *self-awareness* primarily concerned with?

- A. Understanding others through social interaction
- B. Memorizing psychological theories
- C. Seeing oneself clearly and objectively through reflection
- D. Managing stress in team environments
- E. Observing and imitating role models

Correct Answer: C

Q3: Why is it essential to understand the stages of personal development when creating a PDP?

- A. To ensure you avoid professional development courses
- B. To select a mentor in your chosen career path
- C. To evaluate others' progress and offer feedback
- D. To systematically identify personal goals and learning gaps
- E. To analyze team dynamics in workplace scenarios

Correct Answer: D

Q4: Which of the following best explains the difference between physical sciences and social sciences in the context of self-awareness?

- A. Physical sciences are subjective, while social sciences are mathematical
- B. Social sciences rely on lab experiments, while physical sciences do not
- C. Physical sciences study inanimate objects; social sciences study human behavior
- D. Social sciences deal only with economic theories
- E. Physical sciences do not use the scientific method

Correct Answer: C

Q5: A student consistently sets goals but fails to follow through. What is the **most likely** gap in their PDP process?

- A. Excessive use of digital tools
- B. Lack of knowledge about career options
- C. Absence of methods to assess progress and reflect
- D. Unwillingness to attend lectures
- E. Overdependence on peer support

Correct Answer: C

Q6 : Which of the following best evaluates the effectiveness of using a reflective practice model in personal development?

- A. It increases the number of job offers received
- B. It replaces the need for feedback from others
- C. It allows structured self-examination leading to deeper learning and behavioral change
- D. It guarantees academic success in technical subjects
- E. It eliminates emotional bias from all decisions

Correct Answer: C

Q7: You are mentoring a first-year IT student. Based on your knowledge of PDP, how would you design a simple PDP structure for them?

- A. Provide a list of motivational quotes to inspire confidence
- B. Ask them to memorize definitions of cognitive styles
- C. Help them set clear goals, assess current skills, identify learning methods, and reflect on progress
- D. Encourage them to compare their marks with others
- E. Instruct them to focus only on extracurricular activities

Correct Answer: C

Lecture 2

Q1 : What does the term *cognition* primarily refer to?

- A. The way people dream and sleep
- B. A scientific method of measuring intelligence
- C. Mental processes used to understand and interact with the world
- D. An emotional response to external stimuli
- E. Physical processes in the nervous system

Correct Answer: C

Q2: Which psychological test is commonly used to evaluate personality traits?

- A. Myers-Briggs Type Indicator
- B. DISC Assessment
- C. Big Five Personality Test
- D. HEXACO Model
- E. Stanford-Binet IQ Test

Correct Answer: C

Q3: How does **perception** differ from **sensation** in the context of cognitive processes?

- A. Sensation is emotional while perception is physical
- B. Perception involves selecting and interpreting sensory input, whereas sensation is raw input
- C. Sensation is limited to smell and taste; perception includes thought
- D. Perception occurs in the subconscious, sensation in the conscious
- E. Sensation is a social construct; perception is scientific

Correct Answer: B

Q4: Why is understanding one's cognitive style important in personal development planning?

- A. It helps to reduce physical stress during exams
- B. It ensures conformity to organizational rules
- C. It guides individuals in selecting learning strategies and making effective decisions
- D. It eliminates the need for teamwork
- E. It allows a person to manipulate others

Correct Answer: C

Q5 : If a student prefers to experiment, brainstorm, and explore new ideas in uncertain situations, which cognitive style is most likely dominant?

- A. Knowing
- B. Planning
- C. Creating
- D. Evaluating
- E. Reasoning

Correct Answer: C

Q6 : A team member consistently focuses on facts, details, and evidence when making decisions. What potential **drawback** might this cognitive style have in a fast-paced, creative environment?

- A. Resistance to ambiguity and slow decision-making
- B. Tendency to dominate discussions

- C. Lack of motivation and drive
- D. Inability to recall facts
- E. Poor time management

Correct Answer: A

Q7: Which scenario illustrates a **fundamental attribution error** in a workplace setting?

- A. Believing a coworker is late due to poor time management, ignoring traffic delays
- B. Recognizing that a teammate succeeded due to external training support
- C. Taking credit for a successful group project
- D. Attributing one's own failure to poor instructions
- E. Giving a colleague the benefit of the doubt

Correct Answer: A

Q8: An individual believes they have little control over events in their life and often blames external factors for failures. Which concept best evaluates this mindset?

- A. High emotional intelligence
- B. Internal locus of control
- C. External locus of control
- D. Optimistic attribution style
- E. Reflective self-regulation

Correct Answer: C

Q9: You are designing a development plan for a group of students with different cognitive styles. What is the **best** strategy to ensure all members engage meaningfully?

- A. Assign the same learning method to all students
- B. Encourage brainstorming only during final evaluations
- C. Use a variety of activities that cater to knowing, planning, and creating styles
- D. Eliminate reflective practices to save time
- E. Focus solely on individual assignments

Correct Answer: C

Lecture 3

Q1: Which of the following best defines *values* according to the lecture?

- A. Emotional responses shaped by early life experiences
- B. Observable behaviors in professional settings
- C. Principles that help determine right and wrong and guide actions
- D. Religious or political opinions acquired during adulthood

E. Regulations set by educational institutions

Correct Answer: C

Q2: Which of these is **not** listed as a foundational human value in the lecture?

A. Compassion

B. Gratitude

C. Innovation

D. Integrity

E. Respect

Correct Answer: C

Q3: What is the term for internalized values becoming criteria for guiding action?

A. Self-perception

B. Core competence

C. Personal standards

D. Value system

E. Moral compass

Correct Answer: D

Q4: How do *beliefs* differ from *attitudes* in the context of personal development?

A. Beliefs are fixed, while attitudes are biologically inherited

B. Beliefs are broader worldviews, while attitudes are emotional responses to specific situations

C. Attitudes are internal principles, and beliefs are only visible actions

D. Beliefs are measurable, while attitudes cannot be identified

E. Attitudes are culturally inherited, beliefs are not

Correct Answer: B

Q5: Why are focus values more visible in our daily decision-making compared to foundation or future values?

A. Because they are emotionally irrelevant and easily ignored

B. Because they are defined by academic institutions

C. Because they reflect our current priorities and worldviews

D. Because they are selected through standardized tests

E. Because they change every month based on external stimuli

Correct Answer: C

Q6: A student highly prioritizes **financial security, discipline, and routine** in their personal and academic life. Which category of values do these likely represent?

- A. Future Values
- B. Cultural Norms
- C. Focus Values
- D. Passive Traits
- E. Foundation Values

Correct Answer: C

Q7: You are mentoring a student who values *adventure*, *creativity*, and *legacy*. According to the lecture, these values are best categorized as:

- A. Focus values
- B. Ethical values
- C. Cultural values
- D. Foundation values
- E. Future values

Correct Answer: E

Q8 : Which of the following combinations most clearly reflects a potential **conflict between values** in a team setting?

- A. Kindness and empathy
- B. Honesty and transparency
- C. Creativity and rule-following
- D. Loyalty and teamwork
- E. Love and communication

Correct Answer: C

Q9: A software engineer refuses to compromise on project quality despite tight deadlines, citing *integrity* and *responsibility* as key drivers. How would you evaluate this behavior in terms of value alignment?

- A. It reflects a mismatch between technical and business goals
- B. It shows an overcommitment to future values
- C. It demonstrates strong alignment with foundation values influencing ethical decisions
- D. It indicates emotional instability in a high-pressure environment
- E. It represents a misunderstanding of team dynamics

Correct Answer: C

Q10: You're developing a training program to help students align their career goals with personal values. Which of the following steps would best initiate this alignment process?

- A. Assign each student a predefined career based on their grades
- B. Conduct a team-building exercise and skip self-assessment

- C. Begin with reflective exercises to identify foundation, focus, and future values
- D. Limit the process to technical skills assessments
- E. Encourage group discussions without individual reflection

Correct Answer: C

Lecture 4

Q1: Which stage in Tuckman's model of team development involves resolving conflicts and establishing norms?

- A. Performing
- B. Forming
- C. Adjourning
- D. Storming
- E. Norming

Correct Answer: E

Q2 : According to Dr. Meredith Belbin, what is a "team role"?

- A. A mandatory position given by management
- B. A technical duty assigned to the most experienced person
- C. A tendency to behave, contribute, and interrelate in a particular way within a team
- D. A casual title held by informal leaders
- E. A designation decided based on academic performance

Correct Answer: C

Q3: Why is the **storming stage** of team development often challenging?

- A. Members lack proper equipment
- B. Goals are already fully aligned
- C. Conflicts may arise as roles and responsibilities are clarified
- D. Team members ignore the team leader
- E. Performance evaluation takes place in this stage

Correct Answer: C

Q4: How do "formal" and "informal" roles differ in a team setting?

- A. Formal roles are only for managers; informal roles are for subordinates
- B. Informal roles are assigned by HR departments
- C. Formal roles are officially assigned, while informal roles emerge through group interaction
- D. Informal roles are based on external expertise
- E. Formal roles always lead to conflict

Correct Answer: C

Q5: You're observing a new software development team. Members are polite but hesitant to share ideas. Based on Tuckman's model, which stage is this team most likely in?

- A. Storming
- B. Adjourning
- C. Norming
- D. Forming
- E. Performing

Correct Answer: D

Q6: A team includes a member who is imaginative, unorthodox, and good at solving complex problems. According to Belbin's theory, which team role does this describe?

- A. Coordinator
- B. Implementer
- C. Team Worker
- D. Plant
- E. Completer-Finisher

Correct Answer: D

Q7: Which combination of Belbin roles could create a **productive but potentially conflicting** dynamic if not managed well?

- A. Team Worker and Resource Investigator
- B. Implementer and Shaper
- C. Monitor Evaluator and Completer-Finisher
- D. Coordinator and Plant
- E. Specialist and Team Worker

Correct Answer: B

Q8: A project team delivered excellent results but had frequent internal disputes. What should be evaluated to improve future team effectiveness?

- A. The color scheme of reports
- B. Team's internet speed
- C. Team roles and communication patterns
- D. Office seating arrangement
- E. Technical tool proficiency only

Correct Answer: C

Q9: You're forming a cross-functional team to develop a new mobile app. Which strategy best ensures role diversity and balanced team dynamics?

- A. Assign team roles based solely on academic grades
- B. Select only introverts for better focus
- C. Include individuals representing different Belbin roles based on strengths and behavioral assessments
- D. Avoid mixing personality types to reduce conflict
- E. Choose people who prefer working alone

Correct Answer: C

Lecture 4A

Q1: What is the definition of *power* in the context of sociology, as per Max Weber?

- A. The right to make financial decisions
- B. The ability to influence outcomes through fear
- C. The probability of carrying out one's will despite resistance
- D. The authority granted by government institutions
- E. The physical ability to dominate in a group setting

Correct Answer: C

Q2: Which type of power is based on admiration and interpersonal attraction?

- A. Reward Power
- B. Coercive Power
- C. Legitimate Power
- D. Referent Power
- E. Structural Power

Correct Answer: D

Q3: A new manager is admired for her ethical leadership and calm demeanor during a crisis. Her team follows her suggestions even without formal authority. Which type of power is she most likely using?

- A. Coercive Power
- B. Reward Power
- C. Referent Power
- D. Legitimate Power
- E. Structural Power

Correct Answer: C

Q4: A software engineer proposes a design change that is immediately accepted by the team due to his deep expertise in system architecture. What type of power is he exercising?

- A. Reward Power
- B. Expert Power
- C. Coercive Power
- D. Legitimate Power
- E. Referent Power

Correct Answer: B

Q5: In what way did Stanley Milgram's obedience experiments contribute to our understanding of organizational behavior?

- A. They confirmed that rewards increase productivity
- B. They revealed the negative impact of technology in teams
- C. They demonstrated how authority figures can influence ethical decision-making
- D. They promoted laissez-faire leadership as most effective
- E. They highlighted the superiority of team-based decision-making

Correct Answer: C

Q6: A senior manager frequently uses reward power to influence employee performance. While results improve, employees start to expect incentives for every task. What is a key risk of overusing reward power?

- A. It may enhance informal communication
- B. It reduces the need for leadership training
- C. It can create dependency and reduce intrinsic motivation
- D. It increases team trust and collaboration
- E. It leads to long-term strategic thinking

Correct Answer: C

Q7: You are designing a leadership workshop for aspiring team leads. Which combination of power types would you encourage to promote ethical and sustainable influence?

- A. Coercive and reward power
- B. Legitimate and structural power
- C. Referent and expert power
- D. Transactional and passive power
- E. Charismatic and coercive power

Correct Answer: C

Lecture 5

Q1: According to Warren Bennis, what is a key function of leadership?

- A. Avoiding change in uncertain environments
- B. Managing people with strict authority
- C. Knowing oneself, communicating vision, building trust, and taking action
- D. Delivering tasks without feedback
- E. Delegating tasks without involvement

Correct Answer: C

Q2: Which leadership theory focuses on **goal-setting, methods, team morale, and individual development**?

- A. Trait Theory
- B. Great Man Theory
- C. Action-Centred Leadership
- D. Laissez-Faire Theory
- E. Situational Leadership

Correct Answer: C

Q3: Which leadership style gives complete freedom to group members with minimal guidance?

- A. Democratic
- B. Authoritarian
- C. Participative
- D. Laissez-Faire
- E. Directive

Correct Answer: D

Q4: How does the *Behaviorist Theory* differ from the *Trait Theory* in explaining leadership?

- A. Trait Theory focuses on team structure, Behaviorist Theory focuses on performance
- B. Trait Theory emphasizes actions; Behaviorist Theory emphasizes power
- C. Behaviorist Theory examines leaders' behavior; Trait Theory focuses on innate qualities
- D. Behaviorist Theory applies only in military settings
- E. Trait Theory assumes leadership is based on context

Correct Answer: C

Q5: What does the metaphor of “*Captain of a ship vs. Rafting in white water*” illustrate about leadership?

- A. All leaders prefer calm environments
- B. Some leaders are more focused on hierarchy
- C. Different business environments require different leadership approaches
- D. Leaders always function best under pressure

E. Calm environments are easier for team development

Correct Answer: C

Q6: You observe a team leader who is high in both “concern for people” and “concern for production.” According to Blake and Mouton's Managerial Grid, what leadership style is being used?

- A. Impoverished Management
- B. Country Club Management
- C. Authority-Compliance
- D. Team Management
- E. Middle-of-the-Road Management

Correct Answer: D

Q7: An IT project manager adapts their leadership style based on the urgency of deadlines and experience levels of team members. Which leadership model is being applied?

- A. Transformational Leadership
- B. Trait-Based Leadership
- C. Situational Leadership
- D. Charismatic Leadership
- E. Bureaucratic Leadership

Correct Answer: C

Q8: In the Iowa Leadership Study, what behavioral outcomes were commonly observed under authoritarian leadership?

- A. Increased collaboration and satisfaction
- B. Greater innovation and creativity
- C. Aggression or dependency among subordinates
- D. High autonomy in decision-making
- E. Low clarity in expectations

Correct Answer: C

Q9: A team leader insists on making all decisions alone. Team members feel undervalued and disengaged. How would you evaluate this leader's style?

- A. The leader is empowering others through participative methods
- B. The leader is using transformational leadership effectively
- C. The leader's autocratic approach may hinder motivation and innovation
- D. The leader demonstrates excellent democratic engagement
- E. The leader is encouraging long-term loyalty through freedom

Correct Answer: C

Q10: You are tasked with improving leadership skills in your student group. Which combination of activities would best support the development of Action-Centred Leadership?

- A. Independent study, memorization drills, weekly quizzes
- B. Team projects, goal-setting workshops, feedback sessions
- C. Competitive ranking systems, isolated tasks, rigid checklists
- D. One-way lectures with minimal student interaction
- E. Repetitive tasks that avoid peer collaboration

Correct Answer: B