Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th DuBrin

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

***Human Relations for Career & Personal Success, 11e* (DuBrin)**
Chapter 2 Self-Esteem and Self-Confidence

1) Self-esteem deals specifically with what we _____.
A) *think* about our self
B) *feel* about our self
C) make of our potential
D) do to be liked by others
Answer: B
Diff: Challenging
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Analytical Thinking
Skill: Concept

2) Self-esteem is the experience of feeling _____.
A) like you are better than other people
B) like you are not as good as other people
C) over-confident
D) competent and being worthy of happiness
Answer: D
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Analytical Thinking
Skill: Concept

3) Fred and Wilma want their child Elmo to have healthy self-esteem, so they should _____.
A) give Elmo a lot of praise and hugs
B) yell at and spank Elmo when he makes mistakes
C) expect Elmo to be perfect most of the time
D) tease him about his appearance
Answer: A
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

4) A 25-year-long study of over 12,000 people found that those with high self-esteem _____.
A) experience less career success because they are so well-rounded
B) receive lower performance evaluations because of their arrogance
C) are likely to attain career success
D) perform less well in their first job, but improve later
Answer: C
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Analytical Thinking
Skill: Concept

Copyright © 2017 Pearson Education, Inc.

Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

5) Positive attitudes toward the self are more likely to result in high job performance when these attitudes are combined with _____.
A) a strong desire to win out over others
B) low self-confidence
C) strong narcissistic tendencies
D) concern for the welfare of others
Answer: D
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Analytical Thinking
Skill: Concept

6) As the owner and president of a waste-removal firm, which of the following tactics would give your company the best chance of succeeding?
A) Have all people who work the trucks to wear tee-shirts decorated with a happy face.
B) Decorate the waste-removal trucks with the slogan, "We are number one."
C) Hire job candidates with low self-esteem.
D) Hire job candidates with high self-esteem.
Answer: D
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

7) Self-esteem can act as a guide for regulating social relationships because self-esteem _____.
A) goes down when you do well
B) regulates your performance in terms of etiquette.
C) is likely to vary depending on how well you are doing.
D) shuts down unless you are at your best.
Answer: C
Diff: Challenging
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

8) Beatrice runs the risks of becoming a narcissist when her self-esteem _____.
A) becomes so low that she seeks pity from others
B) becomes so high that she becomes self-absorbed
C) reaches the neutral zone
D) is formed early in life
Answer: B
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

9) Phyllis has developed an exaggerated level of self-esteem, a situation that may result in her being _____.
A) narcissistic
B) low in self-confidence
C) unable to accept compliments well
D) negligent about her physical appearance
Answer: A
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

10) Deep down inside, Tamara feels that she is a worthy person, so she probably has high self-esteem.
Answer: TRUE
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

11) If you have high self-esteem you are probably secure enough to be able to profit from some negative feedback.
Answer: TRUE
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

12) A long-term study with over 12,000 men and women indicated that people with high core self-evaluations increased their success at a faster pace than their counterparts with lower core self-evaluations.
Answer: TRUE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Analytical Thinking
Skill: Concept

13) Workers with low self-esteem tend to be highly creative and innovative because they frequently seek to improve.
Answer: FALSE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

14) People with high self-esteem tend to readily dismiss negative feedback, therefore getting very little advantage from such feedback.
Answer: FALSE
Diff: Challenging
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

15) Nick has developed his self-esteem to the highest point of his life. A potential problem for Nick now is that he may become narcissistic.
Answer: TRUE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

16) Heaping undeserved praise and recognition on people produces genuine self-esteem.
Answer: FALSE
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

17) People who perceive themselves as being successful tend to engage in activities that prove themselves right.
Answer: TRUE
Diff: Easy
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

18) Zelda exhibits high self-esteem behavior by taking personal responsibility for problems.
Answer: TRUE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

19) A n example of high self-esteem behavior on the part of an employee would be waiting for specific instructions before attempting to solve problems.
Answer: FALSE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

20) Whether your self-esteem goes up or down can be a useful guide as to how well you are performing socially such as at a networking event.
Answer: TRUE
Diff: Moderate
LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.
AACSB: Interpersonal Relations and Teamwork
Skill: Application

21) Suppose you feel that your self-esteem is low. A plausible approach to boosting your self-esteem would be to _____.
A) prepare a document of all things wrong with you
B) ask others for financial help and emotional support
C) help others who could use some help
D) send a tweet to all your followers explaining how exceptional you really are
Answer: C
Diff: Challenging
LO: 2-2: Explain How to Enhance Self-Esteem.
AACSB: Analytical Thinking
Skill: Synthesis

22) Brad, the service manager in at a large automobile dealership, wants to boost his self-esteem. He should probably compare his accomplishments to _____.
A) service managers at smaller dealerships
B) owners of large automobile dealerships
C) executives at major automotive companies
D) well-known race-car drivers
Answer: A
Diff: Moderate
LO: 2-2: Explain How to Enhance Self-Esteem.
AACSB: Analytical Thinking
Skill: Application

23) Which one of the following approaches is *least* likely to help Ted, a chemist, elevate his self-esteem?
A) Spending time with people who are likely to boost his self-esteem
B) Avoiding settings that detract from his feelings of competence
C) Modeling the behavior of people with low self-esteem
D) Being aware of his personal strengths
Answer: C
Diff: Easy
LO: 2-2: Explain How to Enhance Self-Esteem.
AACSB: Interpersonal Relations and Teamwork
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

24) Ashley, a pet-food brand manager, displays self-efficacy when she says, _____
A) "I feel good about myself today."
B) "I am certain we will get our new line of bird feed into the Bronx Zoo."
C) "I am going to delegate the job of getting our new bird feed into the Bronx Zoo."
D) "Should we really be selling bird food to the zoo?"
Answer: B
Diff: Challenging
LO: 2-2: Explain How to Enhance Self-Esteem.
AACSB: Analytical Thinking
Skill: Application

25) A plausible possible approach for building your self-esteem is to establish a blog that provides positive information about yourself, and invite others to respond with positive comments about you.
Answer: TRUE
Diff: Moderate
LO: 2-2: Explain How to Enhance Self-Esteem.
AACSB: Reflective Thinking
Skill: Application

26) A key source of self-confidence is _____.
A) comparing one's present performance to past failures
B) actual experience or things a person has done
C) observations of public figures
D) tweets one receives from family and friends
Answer: B
Diff: Moderate
LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.
AACSB: Analytical Thinking
Skill: Concept

27) Being too self-confident may lead a person to _____.
A) ignore potential problems
B) long periods of depression
C) become too dependent on suggestions from others
D) strive for perfection in solving problems
Answer: A
Diff: Moderate
LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.
AACSB: Reflective Thinking
Skill: Concept

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

28) Actual experience, or things we have done, helps build self-confidence.
Answer: TRUE
Diff: Easy
LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.
AACSB: Application of Knowledge
Skill: Concept

29) If your self-efficacy is high, you are more likely to think that a goal is realistic.
Answer: TRUE
Diff: Easy
LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.
AACSB: Analytical Thinking
Skill: Concept

30) Charles is a leader with high self-efficacy, so it is likely he will often take a pessimistic view of the group's ability to do the task at hand.
Answer: FALSE
Diff: Moderate
LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.
AACSB: Application of Knowledge
Skill: Application

31) For Jean to develop self-confidence, she should _____.
A) learn to rely mostly on intuition
B) develop a base of knowledge for problem solving
C) use enough negative self-talk to appear humble
D) downplay acquiring a lot of facts
Answer: B
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

32) Ralph wants to engage in positive visual imagery, so the first step he should take is to _____.
A) pat himself on the back
B) brag to his coworkers
C) imagine the desired outcome occurring
D) act in an arrogant manner
Answer: C
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

33) A good question to ask yourself when engaging in positive self-talk to get past difficult times is _____
A) "Why did I do that?"
B) "What can I learn from this?"
C) "Who can I blame for this?"
D) "How can I be so stupid?"
Answer: B
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

34) To achieve peak performance, Beth must _____.
A) increase her stress level
B) engage in the right amount of negative self-talk
C) avoid input from others
D) totally focus on the task at hand
Answer: D
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

35) George, a city planner, can use the Galatea effect to boost his self-confidence by _____.
A) establishing the goal of developing an award-winning plan for an urban park
B) asking his boss to give him an outstanding performance evaluation
C) establishing a few easy work goals for the year
D) asking a large number of contacts to "like him" on Facebook
Answer: A
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

36) Laura doesn't feel self-confident. A practical suggestion to help Laura feel more self-confident would be for her to _____.
A) tell two friends about her low self-confidence
B) frequently repeat the message, "I am the greatest."
C) behave as if she felt self-confident
D) minimize situations calling for self-confidence
Answer: C
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

37) Bouncing back from setbacks and embarrassments is often referred to as _____, and is a major contributor to personal effectiveness.
A) resilience
B) jumping
C) helping
D) driving
Answer: A
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Concept

38) Which one of the following is a recommended way of getting past the emotional turmoil associated with adversity?
A) Take the setback personally.
B) Do not take the setback personally.
C) Deny the reality of your problem.
D) Exhibit a little panic behavior.
Answer: B
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

39) Bertha displays negative self-talk when she says, "I am smarter and more skilled than I was during the early part of my career."
Answer: FALSE
Diff: Challenging
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

40) The technique of positive visual imagery includes a mental rehearsal of the situation that helps you prepare for battle.
Answer: TRUE
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

41) Gail, an information technology specialist, can use the Galatea effect to boost her self-confidence by setting a very high performance goal for her next assignment.
Answer: TRUE
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Analytical Thinking
Skill: Concept

Copyright © 2017 Pearson Education, Inc.

Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

42) A key advantage to peak performance is that it can usually be achieved while doing two or more tasks at once.
Answer: FALSE
Diff: Challenging
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Analytical Thinking
Skill: Application

43) Even if you do not feel so confident about handling a given situation, if you behave as if you are confident, your self-confidence will often increase.
Answer: TRUE
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

44) Although the technique has existed for a long time, a person who practices public speaking will often gain in self-confidence.
Answer: TRUE
Diff: Easy
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Interpersonal Relations and Teamwork
Skill: Concept

45) A recommended approach to develop self-confidence through public speaking is to carefully read a series of PowerPoint slides to the group.
Answer: FALSE
Diff: Challenging
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

46) An effective way of getting past the emotional turmoil associated with adversity is to take setbacks personally.
Answer: FALSE
Diff: Moderate
LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.
AACSB: Application of Knowledge
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th

47) Gail is in a codependent relationship with her boss, Ralph, a gambling addict. It would therefore be typical of Gail to _____.
A) make up excuses for Ralph when he is at the race track for the afternoon
B) threaten to blackmail Ralph about his gambling dependency
C) enroll Ralph in a treatment program for gamblers
D) inform Ralph's boss about his or her problem
Answer: A
Diff: Challenging
LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.
AACSB: Analytical Thinking
Skill: Application

48) One of the recommendations for the codependent is to _____.
A) show more sympathy for the dependent person
B) provide more help to the dependent in hiding his or her problems
C) get his or her self-esteem down to a realistic level
D) learn to say no to the dependent person, perhaps in small steps
Answer: D
Diff: Moderate
LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.
AACSB: Interpersonal Relations and Teamwork
Skill: Application

49) Billy Joe is a codependent. As a result he has very little compassion for the problems of others and will not cover them for their mistakes.
Answer: FALSE
Diff: Moderate
LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.
AACSB: Reflective Thinking
Skill: Application

50) Missy is a codependent who has a strong need to be needed, so she would gain satisfaction from taking care of an alcoholic coworker.
Answer: TRUE
Diff: Easy
LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.
AACSB: Interpersonal Relations and Teamwork
Skill: Application

Copyright © 2017 Pearson Education, Inc.

s Complete Test Bank for Human Relations for Career and Personal Success Concepts Applications and Skills 11th