

Test Bank for Counselor As Consultant 1st Scott

Chapter 2

1. The central thesis behind Bordin's Working Alliance Model is the importance of:
 - a. The Consultant and Consultee must appreciate each other
 - b. The consultant as the expert and final decision maker
 - *c. Collaboration for change between the consultant and consultee
 - d. The consultant having a psychodynamic background.
2. The three interrelated elements of the Working Alliance Model include:
 - a. Introductions, Tasks, Bonds, and Viability
 - b. Collaboration, Shared Responsibility, and Goals
 - *c. Goals, Tasks, and Bond
 - d. System Orientation, Trust, mutual liking, and caring.
3. Bordin views the alliance as a _____ relationship.
 - a. Static
 - *b. Dynamic
 - c. Passive
 - d. Uni-directional
4. Use of the collaborator role in consultation:
 - a. Can be confusing because consultation involves collaboration as a core factor.
 - b. Will involve persuasion.
 - c. Happens at the beginning only to ensure a quality working alliance.
 - *d. Provides an opportunity for sharing expertise between consultant and consultee.
5. Consultants consider which of the following variables during role selection?
 - a. Culture
 - b. Environmental
 - c. Ethical
 - *d. All of the Above
6. A consultant taking the position of a fact finder will likely:
 - a. Focus on asking question only.
 - *b. Work to gain as much information as possible.
 - c. Not worry as much about diversity or ethical issues because you're just asking questions.
 - d. Educate the consultee when information is understood.
7. Consultation approaches can be viewed broadly as:
 - a. Directive and Formative
 - b. Dynamic and Mutual
 - *c. Directive and Process-Oriented
 - d. Expert and Educator
8. When utilizing a collaborator role, how is decision making power distributed:
 - a. Consultant
 - b. Consultee
 - *c. Shared

d. None of the Above

9. A key goal of the process observer role is to:

- *a. respond to the goals and objectives
- b. respond to the needs of the organization at that time
- c. work on interpersonal issues
- d. All of the above

10. When applying the process facilitator role, the goal is:

- a. To respond to the goals and objectives
- *b. To respond to the needs of the organization at that time
- c. To work on interpersonal issues
- d. All of the above

11. Process specialists understand that interpersonal issues are an actionable area which can be addressed at any time.

- a. True
- *b. False

12. The three core elements of the Working Alliance, individually and in combination, are conducive to consultation endeavors?

- *a. True
- b. False

13. The primary role of an advocate would be to assume the expert role.

- a. True
- *b. False

14. A consultant using the process specialist role is likely to assume a less directive role than a factor finder or expert role.

- *a. True
- b. False

15. Positive Working Relationships have been linked with weaker consulting outcomes:

- a. True
- *b. False

16. A Consultant in the Fact Finder Role will adjust the material examined depending on goals.

- *a. True
- b. False

17. Selecting a role occurs during the initial phase of consultation.

- *a. True
- b. False

18. The establishment of clear roles in consultation is distinct from creating and maintaining a quality working alliance.

- a. True

*b. False

19. A consultant and consultee who like each other personally is all that is needed for a quality alliance to form and be sustained throughout consultation.

a. True

*b. False

20. Role selection requires awareness of the context in which the consultant is working (i.e., internal or external consultation):

*a. True

b. False