

MULTIPLE CHOICE. Choose the one alternative that best completes the statement or answers the question.

- 1) Self-esteem is the experience of feeling 1) \_\_\_\_\_  
A) like you are better than other people.  
B) over confident.  
C) competent and of being worthy of happiness.  
D) like you are not as good as other people.

Answer: C

- Explanation: A)  
B)  
C)  
D)

- 2) Ashley, a pet-food brand manager, displays self-efficacy when she says 2) \_\_\_\_\_  
A) "I am going to delegate the job of getting our new bird feed into the Bronx Zoo."  
B) "I feel good about myself today."  
C) "Should we really be selling bird food to the zoo?"  
D) "I am certain we will get our new line of bird feed into the Bronx Zoo."

Answer: D

- Explanation: A)  
B)  
C)  
D)

- 3) A major contributor to self-confidence is 3) \_\_\_\_\_  
A) receiving positive feedback from others.  
B) losing out in competition to people more talented than oneself.  
C) receiving negative feedback from others.  
D) setting low goals for oneself.

Answer: A

- Explanation: A)  
B)  
C)  
D)

- 4) While turning in peak performance, Adam is experiencing a mental state referred to as 4) \_\_\_\_\_  
A) excited.                      B) high.                      C) flow.                      D) running.

Answer: C

- Explanation: A)  
B)  
C)  
D)

- 5) Self-esteem results from 5) \_\_\_\_\_  
A) accomplishing worthwhile activities and feeling proud of the accomplishments.  
B) having a big ego.  
C) constantly being praised for every little accomplishment.  
D) expecting to be "perfect" all of the time.

Answer: A

Explanation: A)  
B)  
C)  
D)

- 6) Being too self-confident may lead a person to 6) \_\_\_\_\_  
A) ignore potential problems.  
B) become too dependent on suggestions from others.  
C) long periods of depression.  
D) strive for perfection in solving problems.

Answer: A

Explanation: A)  
B)  
C)  
D)

- 7) Priscilla frequently engages in negative self-talk which can be a problem because it 7) \_\_\_\_\_  
A) raises group morale. B) confuses group members.  
C) triggers emotional illness. D) lowers group morale.

Answer: D

Explanation: A)  
B)  
C)  
D)

- 8) A suggestion offered for developing your self-esteem is to 8) \_\_\_\_\_  
A) collect negative feedback about yourself so you know where to improve.  
B) develop and appreciation of your strengths and accomplishments.  
C) carefully study people with low self-esteem.  
D) place yourself in many situations that lower your self-esteem

Answer: B

Explanation: A)  
B)  
C)  
D)

9) Jim evaluates his self-worth on how others perceive him. People who do what Jim does 9) \_\_\_\_\_  
A) often suffer negative mental and physical consequences.  
B) tend to avoid alcohol abuse and eating disorders.  
C) usually develop effective role models early in life.  
D) often experience positive mental and physical consequences.

Answer: A

Explanation: A)  
B)  
C)  
D)

10) Young adult Marvin wants to boost his self-esteem. He should probably 10) \_\_\_\_\_  
A) invite 200 people to follow him on Twitter.  
B) four times a day look in the mirror and say, "You're the man."  
C) purchase a top-fashion wardrobe for himself.  
D) engage in behaviors that are esteem worthy.

Answer: D

Explanation: A)  
B)  
C)  
D)

11) When taking an inventory of personal assets and accomplishments, personal assets should be 11) \_\_\_\_\_  
related to your  
A) vehicle and home. B) political affiliation.  
C) characteristics and behaviors. D) job.

Answer: C

Explanation: A)  
B)  
C)  
D)

12) Self-esteem can act as a guide for regulating social relationships because 12) \_\_\_\_\_  
A) shuts down unless you are at your best.  
B) your self-esteem regulates your performance in terms of etiquette.  
C) your self-esteem is likely to vary depending on how well you are doing.  
D) when you do well your self-esteem goes down.

Answer: C

Explanation: A)  
B)  
C)  
D)

13) The final step in positive self-talk is to 13) \_\_\_\_\_  
A) become arrogant. B) pat yourself on the back.  
C) imagine the desired outcome occurring. D) brag to your coworkers.

Answer: C

Explanation: A)  
B)  
C)  
D)

- 14) To achieve peak performance Beth must 14) \_\_\_\_\_  
A) totally focus on the task at hand.  
B) avoid input from others.  
C) engage in the right amount of negative self-talk.  
D) increase her stress level.

Answer: A

Explanation: A)  
B)  
C)  
D)

- 15) Leaders can facilitate self-esteem when they 15) \_\_\_\_\_  
A) push people to do better on their jobs.  
B) let the employees do whatever they like.  
C) encourage self-rewards.  
D) provide rewards for every task completed.

Answer: C

Explanation: A)  
B)  
C)  
D)

- 16) The first step in positive self-talk is to 16) \_\_\_\_\_  
A) objectively state what the troubling incident does not mean.  
B) objectively state the troubling incident.  
C) ignore troubling incidents.  
D) look in the mirror and praise yourself.

Answer: B

Explanation: A)  
B)  
C)  
D)

- 17) Visual imagery boosts self-confidence because the person 17) \_\_\_\_\_  
A) forms an image of what went wrong in the past.  
B) no longer has to prepare for battle.  
C) imagines being in control of a situation.  
D) visualizes asking the right questions.

Answer: C

Explanation: A)  
B)  
C)  
D)

- 18) A good question to ask yourself when doing positive self-talk to get past difficult times is 18) \_\_\_\_\_  
A) How can I be so stupid? B) Why did I do that?  
C) What can I learn from this? D) Who can I blame for this?

Answer: C

Explanation: A)  
B)  
C)  
D)

- 19) Bouncing back from setbacks and embarrassments is often referred to as \_\_\_\_\_ and is a major 19) \_\_\_\_\_  
contributor to personal effectiveness.  
A) jumping B) helping C) driving D) resilience

Answer: D

Explanation: A)  
B)  
C)  
D)

- 20) For Jean to develop self confidence she should 20) \_\_\_\_\_  
A) use enough negative self-talk to appear humble.  
B) downplay acquiring a lot of facts.  
C) learn to rely mostly on intuition.  
D) develop a base of knowledge for problem solving.

Answer: D

Explanation: A)  
B)  
C)  
D)

- 21) A 25-year study of over 12,000 people found that those with high self-esteem 21) \_\_\_\_\_  
A) perform less well in their first job but improve later.  
B) are likely to be attain career success.  
C) experience less career success because they are so well-rounded.  
D) receive lower performance evaluations because of their arrogance.

Answer: B

Explanation: A)  
B)  
C)  
D)

- 22) Laura doesn't feel self-confident. A practical suggestion to help Laura feel more self-confident 22) \_\_\_\_\_  
would be for her to  
A) tell two friends about her low self-confidence.  
B) behave as if she felt confident.  
C) minimize situations calling for self-confidence.  
D) frequently repeat the message, "I am the greatest."

Answer: B

Explanation: A)  
B)  
C)  
D)

23) Which one of the following is an unlikely consequence of high self-esteem? 23) \_\_\_\_\_  
A) organizational prosperity B) career success  
C) resisting negative feedback D) good mental health

Answer: C

Explanation: A)  
B)  
C)  
D)

24) Which one of the following is a recommended way of getting past the emotional turmoil associated with adversity? 24) \_\_\_\_\_  
A) Exhibit a little bit of panic behavior. B) Do not take the setback personally.  
C) Take the setback personally. D) Deny the reality of your problem.

Answer: B

Explanation: A)  
B)  
C)  
D)

25) Understanding yourself is important because 25) \_\_\_\_\_  
A) the experts say it is.  
B) what you think of yourself influences many facets of your life.  
C) it helps other people to understand you.  
D) it actually is not really important.

Answer: B

Explanation: A)  
B)  
C)  
D)

TRUE/FALSE. Write 'T' if the statement is true and 'F' if the statement is false.

26) People who perceive themselves as being successful tend to engage in activities that prove themselves right. 26) \_\_\_\_\_

Answer:  True  False

Explanation:

27) An effective way of increasing self-esteem is to develop an appreciation of one's strengths and accomplishments. 27) \_\_\_\_\_

Answer:  True  False

Explanation:

28) A potential negative consequence of low self-esteem is envying too many people. 28) \_\_\_\_\_

Answer:  True  False

Explanation:

29) Heaping undeserved praise and recognition on people produces genuine self-esteem. 29) \_\_\_\_\_

Answer:  True  False

Explanation:

- 30) An effective way of getting past the emotional turmoil associated with adversity is to take setbacks personally. 30) \_\_\_\_\_  
Answer: True  False  
Explanation:
- 31) Expanding your knowledge base in your field will usually improve your self-confidence. 31) \_\_\_\_\_  
Answer:  True  False  
Explanation:
- 32) A key advantage to peak performance is that it can usually be achieved while doing two or more tasks at once. 32) \_\_\_\_\_  
Answer:  True  False  
Explanation:
- 33) Positive self-talk has shown little success in building self-confidence. 33) \_\_\_\_\_  
Answer: True  False  
Explanation:
- 34) Research with college students suggests that basing your self-worth and self-esteem on internal sources is less likely to lead to alcohol and drug abuse, and eating disorders. 34) \_\_\_\_\_  
Answer:  True  False  
Explanation:
- 35) The most effective way to build another person's self-esteem is to lavish praise on him or her for every accomplishment, however trivial. 35) \_\_\_\_\_  
Answer: True  False  
Explanation:
- 36) 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. 36) \_\_\_\_\_  
Answer:  True  False  
Explanation:
- 37) Another 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. 37) \_\_\_\_\_  
Answer:  True  False  
Explanation:
- 38) An example of high self-esteem behavior on the part of an employee would be waiting for specific instructions before attempting to solve problems. 38) \_\_\_\_\_  
Answer: True  False  
Explanation:
- 39) Actual experience, or things we have done, helps build self-confidence. 39) \_\_\_\_\_  
Answer:  True  False  
Explanation:

- 40) According to a long-term study with 12,000 people, high core self-evaluations tend to hold back on career success a little. 40) \_\_\_\_\_  
 Answer: True  False  
 Explanation:
- 41) A long-term study with over 12,000 men and women indicated with people with high core self-evaluations increased their success at a faster pace than their counterparts with lower core self-evaluations. 41) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:
- 42) Zelda exhibits high self-esteem behavior by taking personal responsibility for problems. 42) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:
- 43) Self esteem is the experience of feeling competent to cope with the basic challenges in life and of being worthy of happiness. 43) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:
- 44) Research suggests that people with high self-efficacy tend to have below-average job performance because they are so smug that they overlook details. 44) \_\_\_\_\_  
 Answer: True  False  
 Explanation:
- 45) One consequence of high self-esteem is good mental health. 45) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:
- 46) Workers with high self-esteem are typically average performers because they divide their interests between work and personal life. 46) \_\_\_\_\_  
 Answer: True  False  
 Explanation:
- 47) Calvin 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. 47) \_\_\_\_\_  
 Answer: True  False  
 Explanation:
- 48) An important requirement for achieving peak performance is to have a mission in life. 48) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:
- 49) According to Leo Buscaglia (Dr. Hug), you are unique in the world. You are special combination for a purpose, and don't let anybody tell you otherwise. 49) \_\_\_\_\_  
 Answer:  True  False  
 Explanation:

50) People with very high self-confidence put extra effort into getting advice from others before making a decision.

50) \_\_\_\_\_

Answer: True  False

Explanation:

Answer Key  
Testname: C2

- 1) C
- 2) D
- 3) A
- 4) C
- 5) A
- 6) A
- 7) D
- 8) B
- 9) A
- 10) D
- 11) C
- 12) C
- 13) C
- 14) A
- 15) C
- 16) B
- 17) C
- 18) C
- 19) D
- 20) D
- 21) B
- 22) B
- 23) C
- 24) B
- 25) B
- 26) TRUE
- 27) TRUE
- 28) TRUE
- 29) FALSE
- 30) FALSE
- 31) TRUE
- 32) TRUE
- 33) FALSE
- 34) TRUE
- 35) FALSE
- 36) TRUE
- 37) TRUE
- 38) FALSE
- 39) TRUE
- 40) FALSE
- 41) TRUE
- 42) TRUE
- 43) TRUE
- 44) FALSE
- 45) TRUE
- 46) FALSE
- 47) FALSE
- 48) TRUE
- 49) TRUE
- 50) FALSE