

Fact sheet 5.3.1ef

KNOWLEDGE EVALUATION FORM 5.3

INSTRUCTIONS

Below you will find a series of 7 multiple choice questions. Please choose the answer that you think is correct. There is only one correct answer for each question.

1. Which of the following CGC-related changes *DID NOT* happen in the 21st century (contemporary perspective on CGC)?
 - a. CGC work is now provided both internally and externally in organizations
 - b. The focus shifted towards the importance of individual career choice
 - c. CGC is no longer provided by mental health professionals, but also by HRM professionals and consultants
2. In which phase of the organizational development cycle is CGC work important?
 - a. In the start-up phase since the organization needs to set a strong foundation for its future well-being and market presence.
 - b. In the start-up and the establishment phase, as it will provide the organization a) with a skilled workforce and, b) will ensure a consistency in the quality of the provided services-products.
 - c. It is equally important in all stages of organizational development.
3. Which are some issues that CGC professionals will have to deal with in the near future?
 - a. The ways with which work-life balance issues may impact career choices and career adjustment.
 - b. The fact that individuals nowadays adopt more than one work roles, and the impact this has on their redefinition of career.
 - c. The introduction of cyber-counselling techniques, tools, and methods.
 - d. All of the above
4. In order for a professional to become an efficient change agent, he/she must have peripheral vision. What does the term “peripheral vision” stand for?
 - a. A developed awareness of the context and what takes place “beyond the obvious”
 - b. Ensuring that one self-reflects on how their actions affect the wider organizational context.

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- c. The development of specific communication channels that solely focus on the change plan at-hand.
5. What is the main benefit of leaders investing on self-reflection?
 - a. Their followers will perceive them as better people, thus putting their trust and faith in them more easily.
 - b. Their decision-making will become more holistic and correctly focused, thus improving overall change implementation.
 - c. They will eliminate their biases and stereotypical ways of thought and action.
 6. People differ a lot in the way with which they define and experience culture. Which of the following describes people's preference in working collaboratively or autonomously?
 - a. Uncertainty vs Avoidance
 - b. Internal vs External locus of control
 - c. Individualism vs Collectivism
 7. Which of the following is *NOT* a basic principle of the Culture-Infused Career Counselling Model?
 - a. Clients' cultural experiences influence both career-related issues and available resources.
 - b. Work with clients based on the culture of the society they live in, in order for them to follow the "rules" of the dominant group.
 - c. Encourage counsellors to incorporate multiple levels of intervention.

Expected answers 5.3.1ef

Expected answers:
Q1=b; Q2=c; Q3=d; Q4=a; Q5=b; Q6=c; Q7=b.