

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

- 1) What is the best explanation for so many different definitions of leadership? 1) \_\_\_\_\_  
A) little opportunity for rigorous scientific analysis  
B) leadership is a very old topic with centuries of definitions  
C) disagreement about what should be included in the definition  
D) scholarly nitpicking about trivial issues
- 2) What is the most common element in definitions of leadership? 2) \_\_\_\_\_  
A) Leadership is an attribution made by followers.  
B) Leadership is an authority relationship.  
C) Leadership is the ability to make good decisions.  
D) Leadership is an influence process.
- 3) Definitions of leadership: 3) \_\_\_\_\_  
A) are usually derived by systematic observation of leaders  
B) are only minor variations of the same general description  
C) are pointless because there is no basis for their verification  
D) are important for designing and interpreting research
- 4) What process is emphasized in the definition of leadership proposed by Yukl? 4) \_\_\_\_\_  
A) motivating followers to do more than they initially expected  
B) facilitating collective efforts to accomplish shared objectives  
C) empowering each follower to become self reliant  
D) influencing followers to have complete trust in the leader
- 5) Leadership effectiveness is best assessed: 5) \_\_\_\_\_  
A) by subordinate evaluations of the leader  
B) by objective indicators of group performance  
C) by evaluations from the leader's boss  
D) by a variety of subjective and objective criteria
- 6) Most leadership theories emphasize: 6) \_\_\_\_\_  
A) follower characteristics  
B) leader characteristics  
C) characteristics of the leadership situation  
D) both leader and follower characteristics
- 7) What aspect of leadership has been emphasized most often in leadership theories and research during the past half century? 7) \_\_\_\_\_  
A) leader traits and skills  
B) the leadership situation  
C) leader power and authority  
D) leadership behavior
- 8) What level of leadership processes is emphasized in most theories of effective leadership? 8) \_\_\_\_\_  
A) intra-individual  
B) group  
C) organizational  
D) dyadic

- 9) A theory that identifies the essential behaviors for any type of leader is best classified as: 9) \_\_\_\_\_  
A) descriptive and situational B) descriptive and universal  
C) prescriptive and situational D) prescriptive and universal
- 10) A theory that emphasizes leader traits and skills as determinants of leadership behavior is best categorized at what level? 10) \_\_\_\_\_  
A) individual B) organizational C) dyadic D) group
- 11) A theory that explains the most effective pattern of leadership behavior in a specified situation is best classified as: 11) \_\_\_\_\_  
A) comprehensive B) universal C) prescriptive D) descriptive
- 12) A theory that describes how changes by top management in the structure and culture of an organization affect the behavior of employees is best described as a: 12) \_\_\_\_\_  
A) multi-level theory B) complexity theory  
C) prescriptive theory D) hierarchical theory
- 13) Most of the leadership theory and research has described: 13) \_\_\_\_\_  
A) direct leadership B) informal leadership  
C) ethical leadership D) toxic leadership
- 14) A leadership theory that describes relationships among leader traits, behavior, influence processes, outcomes, and situational variables is best classified as: 14) \_\_\_\_\_  
A) integrative B) universal C) descriptive D) comprehensive
- 15) Which is the least accurate statement about the outcomes of leadership actions? 15) \_\_\_\_\_  
A) Immediate and delayed outcomes are usually interrelated in complex causal chains.  
B) End-result outcomes are less useful as criteria of leadership effectiveness.  
C) Immediate outcomes are easier to predict than end-result outcomes.  
D) Immediate and delayed outcomes are usually consistent with each other.
- 16) Which statement about leaders and managers is most accurate according to Yukl? 16) \_\_\_\_\_  
A) Managers and leaders are different types of people.  
B) Managing is not important for effective leadership.  
C) Leadership is important for the success of most managers.  
D) Managing and leading are mutually exclusive and unrelated.

## Answer Key

Testname: UNTITLED1

- 1) C
- 2) D
- 3) D
- 4) B
- 5) D
- 6) B
- 7) D
- 8) D
- 9) D
- 10) A
- 11) C
- 12) A
- 13) A
- 14) A
- 15) D
- 16) C