**LMS questions on the “Personal Career Plan” course DLBKAENT01**

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| **Lektion/****Frage-Nr.** | **Lern-zyklus** | **Frage** | **Richtige Antwort** | **Falsche Antwort** | **Falsche Antwort** | **Falsche Antwort** |
| 1/1 | 1.1 | Which of these is not part of objective career success? | Your own satisfaction | Salary | No. of employees | Status symbols |
| 1/2 | 1.2 | Which of these is not a traditional career theory? | Protean career theory | Trait theories | Development theories | Social cognitive theory |
| 1/3 | 1.2 | Who devised the career development theory with career patterns? | Donald Super | Jon Briscoe | John Holland | Douglas Hall |
| 1/4 | 1.3 | What is the Protean career orientation about? | Self-fulfilment | Hierarchies | Promotions | Sustainability |
| 1/5 | 1.3 | What is another name for the postorganizational career? | Boundaryless career | Linear career | Static career | Boundaryfull career |
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| 2/1 | 2.1 | What is the content motivation theory about?  | The factors that influence motivation | The potential consequences of incorrect motivation | The correlations between motivation and cognition | The most relevant content for motivation |
| 2/2 | 2.1 | Which of the following is not a process motivation theory? | McClelland’s motivation theory  | Vroom’s VIE expectancy theory | Locke’s goal-setting theory | The Rubicon model |
| 2/3 | 2.2 | What does the Career Stages Model describe? | Roles and responsibilities that may change over time | The different stages a person passes through over the course of their career | Career phases which assume different characteristics depending on age | Expectations of career characteristics that need to be reviewed |
| 2/4 | 2.2 | Which of the following is not a requirement of the “manager” career role? | Process skills | Functional (management) responsibility | Networking skills | Entrepreneurial skills |
| 2/5 | 2.3 | Which of the following is not part of Rosenstiel’s definition of performance behaviour? | Permission | Desire | Skills | Social obligation |
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| 3/1 | 3.1 | What should individual career planning focus on? | Self-development and self-fulfillment | Succession planning | Financial and budget planning | Corporate strategy |
| 3/2 | 3.2 | What is usually the first stage of career planning? | Identifying individual strengths, weaknesses, abilities, interests & values  | Identifying salary goals and financial opportunities | Identifying key short-, medium- and long-term targets | Identifying key individuals in your network who could benefit your career |
| 3/3 | 3.2 | A career plan in mind map format is ... | ... A visualization of different career options | ... A linear process for analyzing career goals  | ... A technique for defining & tracking specific goals | ... A clear, hierarchically structured representation of different career levels. |
| 3/4 | 3.3 | Happenstance is a combination of which two words? | “Happen” and “circumstance”. | “Happen” and “resistance”. | “Happen” and “substance”. | “Happen” and “assistance”. |
| 3/5 | 3.3 | Which of the following is not a personal unknown that may impact a career plan? | Technological changes | Health limitations | Self-doubt | Financial commitments |
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| 4/1 | 4.1 | Which of the following is not part of the Big Five personality model? | Introversion | Agreeableness | Conscientiousness | Neuroticism |
| 4/2 | 4.1 | According to Schein, how many career anchors does each person have? | One or more | One | Five | Several |
| 4/3 | 4.2 | Which of these is not part of Schwartz’s theory of universal human values?  | Disposition | Benevolence | Hedonism | Self-transcendence |
| 4/4 | 4.3 | What does Gnahs’ competency model focus on? | Distinguishing between functional & interdisciplinary competencies | Distinguishing between social & interdisciplinary competencies | Distinguishing between methodological & interdisciplinary competencies | Distinguishing between personal & interdisciplinary competencies |
| 4/5 | 4.3 | Which factors should you consider when planning your own career for enhanced satisfaction and success? | Strengths and interests | Networks and personal branding | Position and job title | Management and professional career |
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| 5/1 | 5.1 | Which of the following is not part of Schein’s structural model for describing career orientations? | Serpentine career paths | Vertical career paths | Horizontal career paths | Radial career paths |
| 5/2 | 5.2 | Statement A: A horizontal career is traditionally a management career. Statement B: Alternative career forms are becoming increasingly widely accepted.  | Only statement B is correct. | Both statements are correct. | Only statement A is correct. | Both statements are incorrect. |
| 5/3 | 5.3 | Which of these does not belong in the magic triangle of employability? | Performance & success  | Skills & qualifications | Motivation & identification | Health & well-being |
| 5/4 | 5.4 | Which of these describes career identity? | Career as part of overall identity  | Social ranking within the company | The ability to succeed in different professions simultaneously | The status symbols a person has by virtue of their profession |
| 5/5 | 5.4 | Excessive career identity may lead to ... | ... burnout | ... financial advancement | ... a large external network | ... an improved work/life balance |
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| 6/1 | 6.1 | Which of the following is not part of Litz’s career capital? | Physical capital | Economic capital | Social capital | Symbolic capital |
| 6/2 | 6.2 | Which of the following statements describes a realistic career goal? | “My goal is to continuously learn new skills in my career and to develop professionally.” | “After joining as a trainee, I would like to be promoted to CEO within two years.” | “I would like to become a billionaire within the next three months.” | “My aim is to set up a successful and profitable company within three months without any business experience or capital.” |
| 6/3 | 6.3 | Statement A: Subjective career success refers to a person's measurable, visible success in their career. Statement B: Objective career success is a person's individual perception & assessment of and satisfaction with their career, and their personal satisfaction with their achievements. | Both statements are incorrect.  | Both statements are correct. | Only statement A is correct. | Only statement B is correct. |
| 6/4 | 6.4 | In the Ikigai Model, what does the segment with the biggest overlap indicate? | The greatest likelihood of both career success and personal satisfaction | The greatest likelihood of a high income and performance | The greatest likelihood of good personal branding | The greatest likelihood of personal self-reflection |
| 6/5 | 6.5 | What is personal branding? | An exaggerated image of a person in the minds of others | A unique item of clothing worn by someone at work to set them apart from others | A special algorithm which analyzes a person’s online behavior and predicts their career chances | A special technique for designing a person’s CV to render them suitable for any job |
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| 7/1 | 7.1 | Which of the following is not a widely researched international career system? | The Greek-Hebraic career system | The Germanic career system | The Roman or Latin career system | The Anglo-Dutch career system |
| 7/2 | 7.2 | What does Hofstede’s theory of cultural dimensions aim to achieve? | To distinguish between national cultures based on different dimensions | To predict individual behavior based on cultural influences | To determine the cultural superiority of one nation over another | To identify universal values that exist throughout all cultures |
| 7/3 | 7.3 | What is the relevance of interculturalism for managers? | Interculturalism allows managers to understand and respect cultural differences for effective management in a global environment and to successfully lead diverse teams.  | Interculturalism has no relevance for managers because leadership qualities are distinct from cultural differences. | Managers should ignore cultural differences and concentrate on universal leadership principles instead. | Interculturalism is only relevant for managers working abroad, not for those working in their home country. |
| 7/4 | 7.4 | What role does diversity play for companies? | Diversity is vital for companies by encouraging a wide variety of perspectives, experiences and talents and promoting better decision-making, innovations and performance. | Diversity is a social issue and has no influence on a company’s business success. | Diversity is irrelevant in a company because all employees require the same skills and qualifications. | Diversity is a temporary trend and will become less significant in future. |
| 7/5 | 7.4 | What is meant by inclusion? | Involvement and equitable participation | The required adjustments to meet the standards of a certain group | Demarcation to form an exclusive community | Concentration on the needs and interests of a specific, dominant group |
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| 8/1 | 8.1 | Statement A: When job-hunting, it is important to monitor as many different databases as possible. Statement B: Databases are not necessary for job hunting because only very few jobs are advertised; it’s all done via personal contacts. | Only statement A is correct. | Both statements are correct. | Only statement B is correct. | Both statements are incorrect. |
| 8/2 | 8.2 | For which purpose is networking not usually relevant? | Access to luxury goods | Access to information | Access to contacts | Access to career opportunities |
| 8/3 | 8.3 | What should a modern CV look like? | It should be structured in order of most important to least important | For the sake of full transparency, it should also include political viewpoints | It should cover as many pages as possible and describe every role in detail | It should contain 2 or 3 pictures to make a good impression |
| 8/4 | 8.4 | The advantage of a video application is ...  |  ... It is a flexible, time-saving way to get to know candidates and speed up the application process. | ... It eliminates the need for interviews, because the videos contain all the information you need. | ... It is an opportunity to submit applications anonymously and keep the candidate’s identity a secret. | ... It is an opportunity to assess candidates’ suitability for the role using facial recognition technology. |
| 8/5 | 8.5 | Which of the following is not a common selection procedure? | Casting procedure | Personal selection interview | Panel interview | Assessment center |