

## Chapter 2: Components of Personal Ethical Development

### Test Bank

#### Multiple Choice

1. Justin struggles with enjoying his job. Which option would NOT be a positive step of action for him to increase his job satisfaction?

- A. evaluate if his skills and interests are a good fit for the position
- B. get feedback from his boss or colleague about his strengths and weaknesses
- C. complain to his supervisor about his work environment
- D. identify if this job could be an opportunity for growth for his future calling

Ans: C

Cognitive Domain: Analysis

Answer Location: Discovering Your Personal Gifts

Difficulty Level: Easy

AACSB Standard: Application of knowledge

2. Cam believes arriving to work 15 min early is extremely important to his work ethic. What value is Cam exercising?

- A. budget skills
- B. creativity
- C. avoidance
- D. responsibility

Ans: D

Cognitive Domain: Application

Answer Location: Identifying Personal Values

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. Positive psychologists define virtues as \_\_\_\_\_.

- A. guiding principles
- B. positive moral traits
- C. a personal calling
- D. intense life experiences

Ans: B

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

4. Values are considered to be \_\_\_\_\_.

- A. guiding principles

- B. positive moral traits
- C. unpleasant aspects of self
- D. a personal calling

Ans: A

Cognitive Domain: Knowledge

Answer Location: Identifying Personal Values

Difficulty Level: Easy

AACSB Standard: Application of knowledge

5. Habits are considered \_\_\_\_\_.

- A. intense life experiences
- B. unpleasant aspects of the self
- C. voluntary routines or practices
- D. inner life, meaningful work, community

Ans: C

Cognitive Domain: Knowledge

Answer Location: Indirect Approaches to Character Development

Difficulty Level: Easy

AACSB Standard: Application of knowledge

6. Of the following, which has the potential to be a moral leader?

- A. teacher
- B. manager
- C. religious leader
- D. all of these

Ans: D

Cognitive Domain: Comprehension

Answer Location: Role Models

Difficulty Level: Medium

AACSB Standard: Application of knowledge

7. Discovering your vocation begins with \_\_\_\_\_.

- A. finding the right job fit
- B. identifying your specific concern for others
- C. determining your unique gifts
- D. identifying your interests

Ans: C

Cognitive Domain: Knowledge

Answer Location: Discovering Vocation

Difficulty Level: Medium

AACSB Standard: Application of knowledge

8. Which is a true statement about understanding vocation or calling?

- A. Only religious people have a sense of calling
- B. Vocation refers to our job or career
- C. Vocation provides a sense of meaning

D. Only those in high status jobs have a sense of calling

Ans: C

Cognitive Domain: Comprehension

Answer Location: Discovering Vocation

Difficulty Level: Medium

AACSB Standard: Application of knowledge

9. All of the following are elements of the organizational spirituality EXCEPT \_\_\_\_\_.

A. inner life

B. unity of belief

C. community

D. meaningful work

Ans: B

Cognitive Domain: Analysis

Answer Location: Drawing Upon Spiritual Resources

Difficulty Level: Hard

AACSB Standard: Application of knowledge

10. Which is a benefit of finding a calling?

A. fosters perseverance

B. equips us for service to others

C. increases personal sense of satisfaction

D. all of these

Ans: D

Cognitive Domain: Knowledge

Answer Location: Discovering Vocation

Difficulty Level: Easy

AACSB Standard: Application of knowledge

11. Those who take care of people and things are filling which type of preferred role?

A. creating

B. leading/contributing

C. helping/assisting

D. analyzing/solving problems

Ans: C

Cognitive Domain: Knowledge

Answer Location: Discovering Your Personal gifts

Difficulty Level: Easy

AACSB Standard: Application of knowledge

12. Which virtue is based on appreciation of beauty and gratitude?

A. wisdom and knowledge

B. transcendence

C. temperance

D. justice

Ans: B

Cognitive Domain: Comprehension  
Answer Location: Identifying Personal Values  
Difficulty Level: Easy  
AACSB Standard: Application of knowledge

13. This type of role model (exemplar) strives to be ethical consistent throughout life.
- A. moral leader
  - B. moral hero
  - C. moral worker
  - D. moral friend

Ans: C

Cognitive Domain: Knowledge  
Answer Location: Role Models  
Difficulty Level: Easy  
AACSB Standard: Application of knowledge

14. Which of the following is a DIRECT approach to character development?
- A. service learning
  - B. developing habits
  - C. observing role models
  - D. reading inspiring stories

Ans: A

Cognitive Domain: Comprehension  
Answer Location: Direct Approaches to Character Development  
Difficulty Level: Medium  
AACSB Standard: Application of knowledge

15. What is the GREATEST benefit of following our purpose or vocation?
- A. personal satisfaction
  - B. more effective service to others
  - C. higher productivity
  - D. channels energies

Ans: B

Cognitive Domain: Comprehension  
Answer Location: Discovering Vocation  
Difficulty Level: Easy  
AACSB Standard: Application of knowledge

16. Two barriers to discovering vocation are \_\_\_\_\_.
- A. forgetfulness and avoidance
  - B. anger and pride
  - C. ambition and avoidance
  - D. time pressures and lack of guidance

Ans: C

Cognitive Domain: Knowledge  
Answer Location: Discovering Vocation

Difficulty Level: Easy

AACSB Standard: Application of knowledge

17. You want to go into social work but go into business instead so you can earn more money. Which barrier stands in the way of your following your vocation?

- A. apathy
- B. avoidance
- C. ambition
- D. pride

Ans: C

Cognitive Domain: Application

Answer Location: Barriers to Obeying Our Callings

Difficulty Level: Medium

AACSB Standard: Application of knowledge

18. What is good advice about personal values?

- A. focus on intrinsic values that are naturally satisfying
- B. avoid focusing on acquiring wealth and possessions
- C. try to find a good fit between your values and your organization's values
- D. all of these

Ans: D

Cognitive Domain: Comprehension

Answer Location: Discovering Your Personal Gifts

Difficulty Level: Medium

AACSB Standard: Application of knowledge

19. Which habit is based on the premise that "all things are created twice?"

- A. be proactive
- B. begin with the end in mind
- C. put first things first
- D. think win-win

Ans: B

Cognitive Domain: Knowledge

Answer Location: Habits

Difficulty Level: Easy

AACSB Standard: Application of knowledge

20. Which virtue protects against excess \_\_\_\_\_.

- A. wisdom and knowledge
- B. courage
- C. temperance
- D. transcendence

Ans: C

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

21. Which of the following is NOT a component of a habit, according to Steven Covey?

- A. knowledge
- B. rewards
- C. skill
- D. desire

Ans: B

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

22. Exercise, reading, meditation, and building friendships are all activities associated with \_\_\_\_\_.

- A. habit 6: synergize
- B. habit 3: put first things first
- C. habit 2: begin with the end in mind
- D. habit 7: sharpen the saw

Ans: D

Cognitive Domain: Comprehension

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

23. Which type of role model is demonstrates ethical consistency throughout life?

- A. moral worker
- B. moral hero
- C. moral leader
- D. moral crisis manager

Ans: A

Cognitive Domain: Knowledge

Answer Location: Role Models

Difficulty Level: Easy

AACSB Standard: Application of knowledge

24. To benefit from a life passage, \_\_\_\_\_.

- A. don't look back
- B. learn resilience
- C. avoid others
- D. all of these

Ans: B

Cognitive Domain: Knowledge

Answer Location: Passages

Difficulty Level: Easy

AACSB Standard: Application of knowledge

25. All of the following are dangers of incorporating spirituality into the workplace EXCEPT \_\_\_\_\_.

- A. Spirituality frequently reduces employee productivity
- B. danger of proselytizing
- C. Some are uncomfortable with the topic
- D. Leaders can use spirituality to manipulate employees

Ans: A

Cognitive Domain: Analysis

Answer Location: Contemporary Issues in Organizational Ethics | The Dangers of Workplace Spirituality

Difficulty Level: Medium

AACSB Standard: Application of knowledge

26. In organizational spirituality, \_\_\_\_\_ refers describes how employees bring their entire selves to work.

- A. meaningful work
- B. inner life
- C. community
- D. connection

Ans: B

Cognitive Domain: Comprehension

Answer Location: Drawing Upon Spiritual Resources

Difficulty Level: Easy

AACSB Standard: Application of knowledge

27. The \_\_\_\_\_ of spiritual health deals with the depth and quality of interpersonal relationships

- A. transcendental
- B. personal
- C. communal
- D. environmental

Ans: C

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

28. Matt believes he is spiritually healthy because he is clear about his purpose and values. When it comes to spiritual well-being, he would be classified as a(n) \_\_\_\_\_.

- A. religionist
- B. personalist
- C. communalist
- D. environmentalist

Ans: B

Cognitive Domain: Application

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

29. Which is of the following is NOT a component of moral identity?

- A. demonstrate integrity
- B. strong desire to work alone
- C. positive approach to life
- D. act consistently across situations

Ans: B

Cognitive Domain: Analysis

Answer Location: Creating a Moral Identity

Difficulty Level: Easy

AACSB Standard: Application of knowledge

30. Which philosophy professor provided practical advice to discovering how personal gifts can serve others?

- A. John Fisher
- B. Stephen Covey
- C. Lee Hardy
- D. Martin Luther

Ans: C

Cognitive Domain: Knowledge

Answer Location: Discovering Your Personal Gifts

Difficulty Level: Easy

AACSB Standard: Application of knowledge

31. Which of the following is not usually an obstacle to pursuing vocation.

- A. ambition
- B. service
- C. avoidance
- D. power

Ans: B

Cognitive Domain: Comprehension

Answer Location: Barriers to Obeying Our Callings

Difficulty Level: Medium

AACSB Standard: Application of knowledge

32. Roberto had a goal to pursue the medical field and become a doctor. Just before he left for college, his mother became ill with a significant health issue. Roberto chose to delay his college career to help with family needs. This is an example of \_\_\_\_\_.

- A. barriers to pursuing our callings
- B. analyzing and solving problems
- C. caring for the soul
- D. character development

Ans: A



Cognitive Domain: Analysis

Answer Location: Barriers to Obeying Our Callings

Difficulty Level: Hard

AACSB Standard: Application of knowledge

33. Which option is a good start to identifying and clarifying personal values?

- A. talk to strangers about their values
- B. delay any introspection
- C. just move forward regardless of values
- D. make a list of any of your known personal values

Ans: D

Cognitive Domain: Comprehension

Answer Location: Identifying Personal Values

Difficulty Level: Easy

AACSB Standard: Application of knowledge

34. Which virtue helps forge connections to the larger world and help supply meaning?

- A. wisdom
- B. love
- C. temperance
- D. transcendence

Ans: D

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

35. Which virtue helps promote civic strengths that make healthy community life possible?

- A. wisdom
- B. justice
- C. love
- D. courage

Ans: B

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

36. Which virtue promotes emotional strengths that exercise the will to reach goals in the face of external and internal opposition?

- A. wisdom
- B. justice
- C. love
- D. courage

Ans: D

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

37. As the newest employee, Ava took the initiative to introduce herself to all her new co-workers first. Ava is demonstrating which habit?

A. habit 1: be proactive

B. habit 2: begin with the end in mind

C. habit 4: think win-win

D. habit 7: sharpen the saw

Ans: A

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

38. Demitri knew if he wanted to finish his doctoral degree by the end of the term he would have to re-prioritize his time. The first thing he committed to do was setting a daily schedule and then sticking to it. He even planned a little margin in each day for any urgent items that might come up. Which habit is he practicing?

A. habit 1: be proactive

B. habit 2: begin with the end in mind

C. habit 3: put first things first

D. habit 4: think win-win

Ans: C

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

39. Sarah and Noah had completely different political points of view. Despite their differences, they both chose to practice attentive and empathetic listening to better understand each other. Which habit are they practicing?

A. habit 1: be proactive

B. habit 2: begin with the end in mind

C. habit 4: think win-win

D. habit 5: seek first to understand, then to be understood.

Ans: D

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Easy

AACSB Standard: Application of knowledge

40. Which is a FALSE statement about narratives?

A. The storyteller may use personal experiences to teach a moral lesson.

- B. The storyteller will always tell an accurate depiction.
- C. The storyteller may use a narrative to promote a better understanding of a complex concept.
- D. Stories have been around since the beginning of time.

Ans: B

Cognitive Domain: Comprehension

Answer Location: Stories

Difficulty Level: Easy

AACSB Standard: Application of knowledge

41. Lydia told the story of the company's original founding to \_\_\_\_\_.

- A. remind people of their humble beginnings
- B. garner appreciation for company's growth
- C. give value to all the hard work put in over the years
- D. all of these

Ans: D

Cognitive Domain: Comprehension

Answer Location: Stories

Difficulty Level: Easy

AACSB Standard: Application of knowledge

42. Carson recently lost his job due to budget cuts and shortfalls. This type of life event was significant for him. This could also be defined as \_\_\_\_\_.

- A. a passage in life
- B. a habit in life
- C. a story
- D. a moral identity

Ans: A

Cognitive Domain: Comprehension

Answer Location: Passages

Difficulty Level: Easy

AACSB Standard: Application of knowledge

43. Which step explains the following when experiencing a difficult passage: "Don't define yourself as a failure when things go wrong, but remain optimistic and self-confident. Learn from your mistakes."

- A. step 1: learn resilience
- B. step 2: accept personal responsibility
- C. step 3: reflect
- D. step 4: seek Support

Ans: A

Cognitive Domain: Comprehension

Answer Location: Passages

Difficulty Level: Medium

AACSB Standard: Application of knowledge

44. Which step explains the following, "Take what you have learned and the character qualities you have developed, like empathy and authenticity, and use them to help others who are going through similar passages."

- A. step 6: seek refuge
- B. step 7: gain perspective
- C. step 8: retirement
- D. step 9: pass on your experience

Ans: D

Cognitive Domain: Comprehension

Answer Location: Passages

Difficulty Level: Easy

AACSB Standard: Application of knowledge

45. Which type of person focuses on harmony in relationships with others? Their spiritual health is built through relationships?

- A. personalists
- B. communalists
- C. environmentalists
- D. religionists

Ans: B

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

46. Which type of person sees nature as a point of spiritual health. They are inspired by nature and in tune with it?

- A. personalists
- B. communalists
- C. environmentalists
- D. religionists

Ans: C

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

47. Which type of person sees personal domain as the measure of spiritual health?

- A. personalists
- B. communalists
- C. environmentalists
- D. religionists

Ans: A

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

48. Which type of person focuses developing their faith and communicating with a larger force?

- A. personalists
- B. communalists
- C. environmentalists
- D. religionists

Ans: D

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Application of knowledge

49. Meg always knew she wanted to become a veterinarian. To do so, there would be a lot of daily discipline and studies in front of her. Daily she would revisit her educational goals and she would re-envision her future in becoming a veterinarian.

Which habit is Meg practicing?

- A. habit 1: be proactive
- B. habit 2: begin with the end in mind
- C. habit 4: think win-win
- D. habit 5: seek first to understand, then to be understood.

Ans: B

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

50. Paul was an excellent police officer. He humbly knew he had to take care of himself in order to be of better service to his community. Daily he would exercise and meditate before going to work. He also made it a priority to eat properly and spend time with family and friends. What habit is Paul practicing?

- A. habit 1: be proactive
- B. habit 4: think win-win
- C. habit 6: synergize
- D. habit 7: sharpen the saw

Ans: D

Cognitive Domain: Analysis

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Application of knowledge

**True/False**

1. Vocational calling encompasses life on the job, not what we do in our personal time.

Ans: F

Cognitive Domain: Comprehension

Answer Location: Discovering Vocation

Difficulty Level: Easy

AACSB Standard: Application of knowledge

2. Only those in high status occupations feel a sense of calling.

Ans: F

Cognitive Domain: Comprehension

Answer Location: Discovering Vocation

Difficulty Level: easy

AACSB Standard: Application of knowledge

3. Extraversion is a moral virtue.

Ans: F

Cognitive Domain: Analysis

Answer Location: Positive Psychology and Virtues

Difficulty Level: Medium

AACSB Standard: Application of knowledge

4. Leaders can use spirituality to manipulate employees.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Contemporary Issues In Organizational Ethics: The Dangers Of Workplace Spirituality

Difficulty Level: Easy

AACSB Standard: Application of knowledge

5. Person–organization fit describes the degree of compatibility and his or her work environment.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Identifying Personal Values

Difficulty Level: Easy

AACSB Standard: Application of knowledge

6. Spiritual values have been linked to improved organizational performance.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Drawing Upon Spiritual Resources

Difficulty Level: Easy

AACSB Standard: Application of knowledge

7. When it comes to helping to develop character, the best stories provide clear answers to moral problems.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Stories

Difficulty Level: Easy

AACSB Standard: Application of knowledge

8. Moral identities continue to develop well beyond childhood.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Creating a Moral Identity

Difficulty Level: Easy

AACSB Standard: Application of knowledge

9. Positive psychologists differ from traditional psychologists because they take a constant positive approach to analyzing people's weaknesses.

Ans: F

Cognitive Domain: Analysis

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

10. Positive psychology is focused on building upon other peoples strengths and virtues rather than fixing their deficiencies.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Positive Psychology and Virtues

Difficulty Level: Easy

AACSB Standard: Application of knowledge

11. Stephen Covey identified seven habits in which Habit 1 is Be Proactive.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Habits

Difficulty Level: Easy

AACSB Standard: Application of knowledge

12. Virtues are more "caught than taught" because they are usually picked up by observation and imitation.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Role Models

Difficulty Level: Easy

AACSB Standard: Application of knowledge

13. Narratives told by our families and organizations are meant to encourage caring, self-discipline and other virtues.

Ans: T

Cognitive Domain: Analysis

Answer Location: Stories

Difficulty Level: Easy

AACSB Standard: Application of knowledge

14. Reading literature and wrestling with historical moral dilemmas can help develop our own ethical understandings.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Stories

Difficulty Level: Easy

AACSB Standard: Application of knowledge

15. Passages are mild life events that we consider when making larger life choices.

Ans: F

Cognitive Domain: Comprehension

Answer Location: Passages

Difficulty Level: Easy

AACSB Standard: Application of knowledge

### **Short Answer**

1. Two barriers to hearing the call of vocation are \_\_\_\_\_ and \_\_\_\_\_.

Ans: ambition; avoidance

Cognitive Domain: Knowledge

Answer Location: Discovering Vocation

Difficulty Level: Medium

AACSB Standard: Application of knowledge

2. A \_\_\_\_\_ is a positive moral trait or quality.

Ans: virtue

Cognitive Domain: Knowledge

Answer Location: Developing Character

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. The phrase \_\_\_\_\_ describes the ongoing process of cultivating the inner emotional and spiritual self.

Ans: caring for the soul

Cognitive Domain: Knowledge

Answer Location: Caring for the Soul

Difficulty Level: Easy

AACSB Standard: Application of knowledge



4. Moral \_\_\_\_\_ respond to moral crises.

Ans: heroes

Cognitive Domain: Knowledge

Answer Location: Role Models

Difficulty Level: Easy

AACSB Standard: Application of knowledge

5. For character development, the best narratives are both \_\_\_\_\_ and \_\_\_\_\_.

Ans: vivid; vexing

Cognitive Domain: Comprehension

Answer Location: Stories

Difficulty Level: Medium

AACSB Standard: Application of knowledge

6. Those with high moral \_\_\_\_\_ define themselves in terms of their ethical commitments.

Ans: identity

Cognitive Domain: Knowledge

Answer Location: Creating a Moral Identity

Difficulty Level: Easy

AACSB Standard: Application of knowledge

7. Workplace spirituality involves the inner life, meaningful work and \_\_\_\_\_.

Ans: community

Cognitive Domain: Knowledge

Answer Location: Drawing Upon Spiritual Resources

Difficulty Level: Easy

AACSB Standard: Application of knowledge

8. \_\_\_\_\_ describes a high degree of compatibility between employee and organizational values.

Ans: Person–organization fit

Cognitive Domain: Knowledge

Answer Location: Identifying Personal Values

Difficulty Level: Easy

AACSB Standard: Application of knowledge

9. Define vocation.

Ans: Purpose in life that goes beyond a job

Cognitive Domain: Knowledge

Answer Location: Discovering Vocation

Difficulty Level: Easy

AACSB Standard: Application of knowledge

10. Explain the two barriers to discovering vocation.

Ans: Ambition and avoidance

Cognitive Domain: Comprehension  
Answer Location: Barriers to Obeying Our Callings  
Difficulty Level: Medium  
AACSB Standard: Application of knowledge

11. How would you describe someone with strong moral identity?  
Ans: Defines self in terms of ethical commitments; acts consistently regardless of situation

Cognitive Domain: Comprehension  
Answer Location: Creating a Moral Identity  
Difficulty Level: Medium  
AACSB Standard: Ethical understanding and reasoning

12. Describe the characteristics of effective character development programs.  
Ans: Engage participants, instructors act as role models, use a variety of activities

Cognitive Domain: Knowledge  
Answer Location: Direct Approaches to Character Development  
Difficulty Level: Medium  
AACSB Standard: Ethical understanding and reasoning

13. Define values and outline how they relate to ethical decision-making and behavior.  
Ans: Values = desirable goals, guiding principles. Determine priorities, standards to determine right from wrong.

Cognitive Domain: Analysis  
Answer Location: Identifying Personal Values  
Difficulty Level: Hard  
AACSB Standard: Ethical understanding and reasoning

14. Compare and contrast the two approaches to moral identity.  
Ans: Approach 1--identity as a generalized personality trait. Approach 2--moral identity one of many identity frameworks that can be activated.

Cognitive Domain: Analysis  
Answer Location: Creating a Moral Identity  
Difficulty Level: Hard  
AACSB Standard: Ethical understanding and reasoning

15. How do stories help shape character?  
Ans: Promote values, provide role models, and encourage us to live up to our roles in narratives

Cognitive Domain: Comprehension  
Answer Location: Stories  
Difficulty Level: Medium  
AACSB Standard: Analytical thinking

16. Name and describe four of the values that indicate that an organization is spiritually developed.

Ans: Benevolence, generativity, humanism, integrity, justice, mutuality, receptivity, respect, responsibility, and trust.

Cognitive Domain: Knowledge

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

17. Name and explain two steps out of the nine-step process for working through the passages of life.

Ans: Step 1--Learn resilience; Step 2--Accept personal responsibility; Step 3--Reflect; Step 4--Seek support from others; Step 5--Develop and use professional network; Step 6--Seek refuge; Step 7--Gain perspective; Step 8--Retirement; Step 9--Pass on your experience.

Cognitive Domain: Comprehension

Answer Location: Passages

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

## Essay

1. What advice would you give a friend who wants to pursue a vocation but is prevented from doing so by circumstances beyond his or her control?

Ans: Varies

Cognitive Domain: Application

Answer Location: Barriers to Obeying Our Callings

Difficulty Level: Medium

AACSB Standard: Application of knowledge

2. What's your experience with service learning? How has this experience shaped your character development?

Ans: Varies

Cognitive Domain: Application

Answer Location: Direct Approaches to Character Development

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. Develop a plan for nurturing your soul at work.

Ans: Varies

Cognitive Domain: Application

Answer Location: Caring for the Soul

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

4. Evaluate virtue ethics. What strengths and weaknesses do you see in this approach?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Developing Character

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

5. Does spirituality have a place in the workplace? If so, what role should it play?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Drawing Upon Spiritual Resources

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

6. Identify the dangers of bringing spirituality into the workplace and how you might address these concerns.

Ans: Varies

Cognitive Domain: Application

Answer Location: Contemporary Issues In Organizational Ethics: The Dangers Of Workplace Spirituality

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

7. Explain why character is often more “caught than taught.”

Ans: Varies

Cognitive Domain: Comprehension

Answer Location: Indirect Approaches to Character Development

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

8. Outline a strategy for implementing ONE of Covey’s seven habits into your life.

Ans: Varies.

Cognitive Domain: Application

Answer Location: Habits

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

9. What does it mean to be spiritually healthy?

Ans: Varies

Cognitive Domain: Comprehension

Answer Location: Spiritual Well-Being

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

10. Describe a life event that was a passage for you? What steps did you apply and how did those steps help you navigate through the challenging time?

Ans: Varies

Cognitive Domain: Application

Answer Location: Passages

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning