

# Chapter 2 Quiz

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## True/False

1. According to Krumboltz, “a good theory is a simplified representation of some domain constructed so that users can ask questions about that domain with an increased probability of receiving valuable answers.” **True**
2. Trait and factor consists of (a) group knowledge, including interests, abilities, and skills; (b) knowledge of the group; and (c) logical or reasoned matching of the individual's traits to the group. **False**
3. The focus of Holland's theory has been on how or why personality orientations develop, rather than on why career choice occurs and the outcome of that choice. **False**
4. According to Holland's theory, there are five kinds of environments: Realistic, Investigative, Artistic, Social, and Conventional. **False**
5. Congruence is the level of closeness between an individual's type code and a particular work environment. **True**
6. Differentiation indicates a crystallization of interests and is the extent to which the levels of the type codes differ. **True**
7. Dawis and Lofquist (1984) define Status (a reinforcement value) as including the needs of Achievement, Appeal, Authority, and Social Status. **False**
8. According to Dawis and Lofquist's TWA, one's personality style is composed of celerity (speed of initiating environmental interaction), pace (activity level of interaction), rhythm (pattern of interaction), and endurance (sustainability of interaction). **True**
9. Work adjustment happens when an individual improves or maintains his or her fit or correspondence with the work environment. **True**
10. Work adjustment is also indicated by the perceptions of the individual's productivity and efficiency as held by the supervisor and others in the work environment (i.e., the individual's satisfactoriness). **True**
11. In the values-based career approach, the individual/work congruence is a value-based fit that is reached when the structure of an individual's values matches the value structure of the work environment. **True**

12. Like developmental theories, trait-and-factor approaches provide a framework for understanding the unfolding process of career and career choice over the lifespan. **False**
13. Super assumed that an individual's career choice was not merely the result of matching his or her abilities and interests to the world of work, but that it was an expression of his or her self-concept. **True**
14. Super's Life Career Rainbow (Super, 1980) represents an individual's overall development from birth to death and includes six major Life Roles. **False**
15. Super's Processing Stage includes crystallizing, specifying, and implementing. **False**
16. Linda Gottfredson is one of the few theoreticians who have presented a theory on how childhood influences career development and career choice. **True**
17. The Social Learning Theory of Career Decision Making (SLTCDM) recognized the importance of cognitive processes and behavior in career decision making including the influence of reinforcement and learning on the career development and choice processes. **True**
18. The CASVE cycle is a sequential developmental path. **False**
19. In SCCT, learning experiences shape self-efficacy beliefs and outcome expectations, and are influenced by factors such as educational opportunity and family context. **True**
20. Theories of "embedded career" include Contextualism, the Ecological Approach, and Sociological Theories. **True**