

Student name: _____

What is the definition of leadership according to Hughes?

The ability to manage resources efficiently

The process of influencing an organized group toward accomplishing its goals

The process of making decisions for others

The act of following instructions

Which of the following is NOT considered a component of leadership?

Followers

Context

Authority

Influence

What distinguishes leadership from management according to the text?

Leadership involves planning, while management involves motivating

Leadership is about influencing people, while management is about administering tasks

Leadership focuses on short-term goals, while management focuses on long-term goals

Leadership is hierarchical, while management is flat

Which of the following best describes the concept of 'influence' in leadership?

The ability to enforce rules and regulations

The capacity to affect others' beliefs, attitudes, and behaviors

The process of making decisions independently

The authority given by a formal position

What role do followers play in the leadership process?

They passively accept the leader's decisions

They are active participants who share in the leadership process

They merely execute tasks assigned by the leader

They provide feedback only when asked

Which statement best describes the 'trait approach' to leadership?

Leadership effectiveness is determined by situational variables

Leadership is based on specific behaviors and actions

Leadership is defined by the inherent qualities and characteristics of the leader

Leadership involves the distribution of power among team members

What is a key criticism of the trait approach to leadership?

It ignores the importance of situational factors

It focuses too much on the followers

It overemphasizes the role of training and development

It is too focused on measurable outcomes

According to the text, how is leadership viewed in different cultures?

Leadership is universally the same across all cultures

Leadership practices and expectations vary significantly between cultures

Leadership is more important in individualistic cultures than in collectivist cultures

Leadership is only relevant in Western cultures

What is the significance of 'context' in the leadership process?

Context has no impact on leadership effectiveness

The context determines the resources available to the leader

Context shapes the challenges and opportunities faced by leaders and followers

Context dictates the leader's level of formal authority

Which of the following is an example of 'emergent leadership'?

A CEO taking charge during a crisis

A team member stepping up to lead a project without being formally assigned

A manager delegating tasks to their subordinates

A military officer commanding troops in battle

What does the term 'leadership effectiveness' refer to?

The leader's ability to control and dominate their followers

The extent to which a leader's actions result in goal achievement and follower satisfaction

The efficiency with which a leader completes administrative tasks

The popularity of the leader among their peers

What is the difference between 'formal' and 'informal' leadership?

Formal leadership is recognized officially, while informal leadership arises naturally within a group

Formal leadership is temporary, while informal leadership is permanent

Formal leadership involves more creativity, while informal leadership is more structured

Formal leadership is less influential than informal leadership

Which of the following best describes 'distributed leadership'?

Leadership responsibilities are shared among multiple members of a team

Leadership is centralized in a single individual

Leadership roles are rotated among team members on a set schedule

Leadership is delegated to the most senior team member

How does 'authentic leadership' differ from other leadership approaches?

It focuses on the leader's technical skills

It emphasizes the leader's self-awareness and genuineness

It is solely concerned with achieving short-term goals

It relies heavily on formal authority and control

Which of the following is a key aspect of 'servant leadership'?

Prioritizing the leader's needs and goals

Focusing on the development and well-being of followers

Maintaining a high level of control over all decisions

Using rewards and punishments to motivate followers

According to the text, what is one common misconception about leadership?

Leadership is only about charisma

Leadership can be learned and developed

Leadership is about influencing people

Leadership requires formal authority

What does the 'path-goal theory' of leadership emphasize?

The leader's role in clarifying the path to achieving goals and removing obstacles

The importance of leaders adapting their style to the maturity of followers

The focus on developing a strong organizational culture

The leader's need to establish strict guidelines and procedures

What is the 'leader-member exchange' (LMX) theory?

A theory that suggests leaders should exchange their roles with followers periodically

A theory that focuses on the quality of the relationship between leaders and each follower

A theory that emphasizes the leader's role in task completion

A theory that prioritizes the leader's technical skills

Which of the following best captures the essence of 'adaptive leadership'?

Rigidly sticking to established procedures

Adjusting leadership behaviors to meet the needs of different situations

Relying on formal authority to influence followers

Avoiding changes and maintaining stability

What is the primary focus of 'transformational leadership'?

Maintaining the status quo

Motivating and inspiring followers to achieve their full potential

Enforcing strict rules and procedures

Delegating tasks to subordinates

Answer Key

Test name: ch1 Leadership Enhancing e10

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