

Human Relations for Career & Personal Success, 11e (DuBrin)
Chapter 2 Self-Esteem and Self-Confidence

1) Self-esteem deals specifically with what we _____.

- A) *think* about our self
- B) *feel* about our self
- C) make of our potential
- D) do to be liked by others

Answer: B

Diff: Challenging

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Analytical Thinking

Skill: Concept

2) Self-esteem is the experience of feeling _____.

- A) like you are better than other people
- B) like you are not as good as other people
- C) over-confident
- D) competent and being worthy of happiness

Answer: D

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Analytical Thinking

Skill: Concept

3) Fred and Wilma want their child Elmo to have healthy self-esteem, so they should _____.

- A) give Elmo a lot of praise and hugs
- B) yell at and spank Elmo when he makes mistakes
- C) expect Elmo to be perfect most of the time
- D) tease him about his appearance

Answer: A

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

4) A 25-year-long study of over 12,000 people found that those with high self-esteem _____.

- A) experience less career success because they are so well-rounded
- B) receive lower performance evaluations because of their arrogance
- C) are likely to attain career success
- D) perform less well in their first job, but improve later

Answer: C

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Analytical Thinking

Skill: Concept

5) Positive attitudes toward the self are more likely to result in high job performance when these attitudes are combined with _____.

- A) a strong desire to win out over others
- B) low self-confidence
- C) strong narcissistic tendencies
- D) concern for the welfare of others

Answer: D

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Analytical Thinking

Skill: Concept

6) As the owner and president of a waste-removal firm, which of the following tactics would give your company the best chance of succeeding?

- A) Have all people who work the trucks to wear tee-shirts decorated with a happy face.
- B) Decorate the waste-removal trucks with the slogan, "We are number one."
- C) Hire job candidates with low self-esteem.
- D) Hire job candidates with high self-esteem.

Answer: D

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

7) Self-esteem can act as a guide for regulating social relationships because self-esteem _____.

- A) goes down when you do well
- B) regulates your performance in terms of etiquette.
- C) is likely to vary depending on how well you are doing.
- D) shuts down unless you are at your best.

Answer: C

Diff: Challenging

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

8) Beatrice runs the risks of becoming a narcissist when her self-esteem _____.

- A) becomes so low that she seeks pity from others
- B) becomes so high that she becomes self-absorbed
- C) reaches the neutral zone
- D) is formed early in life

Answer: B

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

9) Phyllis has developed an exaggerated level of self-esteem, a situation that may result in her being _____.

- A) narcissistic
- B) low in self-confidence
- C) unable to accept compliments well
- D) negligent about her physical appearance

Answer: A

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

10) Deep down inside, Tamara feels that she is a worthy person, so she probably has high self-esteem.

Answer: TRUE

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

11) If you have high self-esteem you are probably secure enough to be able to profit from some negative feedback.

Answer: TRUE

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

12) A long-term study with over 12,000 men and women indicated that people with high core self-evaluations increased their success at a faster pace than their counterparts with lower core self-evaluations.

Answer: TRUE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Analytical Thinking

Skill: Concept

13) Workers with low self-esteem tend to be highly creative and innovative because they frequently seek to improve.

Answer: FALSE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

14) People with high self-esteem tend to readily dismiss negative feedback, therefore getting very little advantage from such feedback.

Answer: FALSE

Diff: Challenging

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

15) Nick has developed his self-esteem to the highest point of his life. A potential problem for Nick now is that he may become narcissistic.

Answer: TRUE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

16) Heaping undeserved praise and recognition on people produces genuine self-esteem.

Answer: FALSE

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

17) People who perceive themselves as being successful tend to engage in activities that prove themselves right.

Answer: TRUE

Diff: Easy

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

18) Zelda exhibits high self-esteem behavior by taking personal responsibility for problems.

Answer: TRUE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

19) An example of high self-esteem behavior on the part of an employee would be waiting for specific instructions before attempting to solve problems.

Answer: FALSE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Application of Knowledge

Skill: Application

20) Whether your self-esteem goes up or down can be a useful guide as to how well you are performing socially such as at a networking event.

Answer: TRUE

Diff: Moderate

LO: 2-1: Describe the Nature, Development, and Consequences of Self-Esteem.

AACSB: Interpersonal Relations and Teamwork

Skill: Application

21) Suppose you feel that your self-esteem is low. A plausible approach to boosting your self-esteem would be to _____.

A) prepare a document of all things wrong with you

B) ask others for financial help and emotional support

C) help others who could use some help

D) send a tweet to all your followers explaining how exceptional you really are

Answer: C

Diff: Challenging

LO: 2-2: Explain How to Enhance Self-Esteem.

AACSB: Analytical Thinking

Skill: Synthesis

22) Brad, the service manager in at a large automobile dealership, wants to boost his self-esteem. He should probably compare his accomplishments to _____.

A) service managers at smaller dealerships

B) owners of large automobile dealerships

C) executives at major automotive companies

D) well-known race-car drivers

Answer: A

Diff: Moderate

LO: 2-2: Explain How to Enhance Self-Esteem.

AACSB: Analytical Thinking

Skill: Application

23) Which one of the following approaches is *least* likely to help Ted, a chemist, elevate his self-esteem?

A) Spending time with people who are likely to boost his self-esteem

B) Avoiding settings that detract from his feelings of competence

C) Modeling the behavior of people with low self-esteem

D) Being aware of his personal strengths

Answer: C

Diff: Easy

LO: 2-2: Explain How to Enhance Self-Esteem.

AACSB: Interpersonal Relations and Teamwork

Skill: Application

- 24) Ashley, a pet-food brand manager, displays self-efficacy when she says, _____
- A) "I feel good about myself today."
 - B) "I am certain we will get our new line of bird feed into the Bronx Zoo."
 - C) "I am going to delegate the job of getting our new bird feed into the Bronx Zoo."
 - D) "Should we really be selling bird food to the zoo?"

Answer: B

Diff: Challenging

LO: 2-2: Explain How to Enhance Self-Esteem.

AACSB: Analytical Thinking

Skill: Application

- 25) A plausible possible approach for building your self-esteem is to establish a blog that provides positive information about yourself, and invite others to respond with positive comments about you.

Answer: TRUE

Diff: Moderate

LO: 2-2: Explain How to Enhance Self-Esteem.

AACSB: Reflective Thinking

Skill: Application

- 26) A key source of self-confidence is _____.

- A) comparing one's present performance to past failures
- B) actual experience or things a person has done
- C) observations of public figures
- D) tweets one receives from family and friends

Answer: B

Diff: Moderate

LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.

AACSB: Analytical Thinking

Skill: Concept

- 27) Being too self-confident may lead a person to _____.

- A) ignore potential problems
- B) long periods of depression
- C) become too dependent on suggestions from others
- D) strive for perfection in solving problems

Answer: A

Diff: Moderate

LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.

AACSB: Reflective Thinking

Skill: Concept

28) Actual experience, or things we have done, helps build self-confidence.

Answer: TRUE

Diff: Easy

LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.

AACSB: Application of Knowledge

Skill: Concept

29) If your self-efficacy is high, you are more likely to think that a goal is realistic.

Answer: TRUE

Diff: Easy

LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.

AACSB: Analytical Thinking

Skill: Concept

30) Charles is a leader with high self-efficacy, so it is likely he will often take a pessimistic view of the group's ability to do the task at hand.

Answer: FALSE

Diff: Moderate

LO: 2-3: Describe the Importance of Self-Confidence and Self-Efficacy.

AACSB: Application of Knowledge

Skill: Application

31) For Jean to develop self-confidence, she should _____.

A) learn to rely mostly on intuition

B) develop a base of knowledge for problem solving

C) use enough negative self-talk to appear humble

D) downplay acquiring a lot of facts

Answer: B

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

32) Ralph wants to engage in positive visual imagery, so the first step he should take is to _____.

A) pat himself on the back

B) brag to his coworkers

C) imagine the desired outcome occurring

D) act in an arrogant manner

Answer: C

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

33) A good question to ask yourself when engaging in positive self-talk to get past difficult times is _____.

- A) "Why did I do that?"
- B) "What can I learn from this?"
- C) "Who can I blame for this?"
- D) "How can I be so stupid?"

Answer: B

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

34) To achieve peak performance, Beth must _____.

- A) increase her stress level
- B) engage in the right amount of negative self-talk
- C) avoid input from others
- D) totally focus on the task at hand

Answer: D

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

35) George, a city planner, can use the Galatea effect to boost his self-confidence by _____.

- A) establishing the goal of developing an award-winning plan for an urban park
- B) asking his boss to give him an outstanding performance evaluation
- C) establishing a few easy work goals for the year
- D) asking a large number of contacts to "like him" on Facebook

Answer: A

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

36) Laura doesn't feel self-confident. A practical suggestion to help Laura feel more self-confident would be for her to _____.

- A) tell two friends about her low self-confidence
- B) frequently repeat the message, "I am the greatest."
- C) behave as if she felt self-confident
- D) minimize situations calling for self-confidence

Answer: C

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

37) Bouncing back from setbacks and embarrassments is often referred to as _____, and is a major contributor to personal effectiveness.

- A) resilience
- B) jumping
- C) helping
- D) driving

Answer: A

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Concept

38) Which one of the following is a recommended way of getting past the emotional turmoil associated with adversity?

- A) Take the setback personally.
- B) Do not take the setback personally.
- C) Deny the reality of your problem.
- D) Exhibit a little panic behavior.

Answer: B

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

39) Bertha displays negative self-talk when she says, "I am smarter and more skilled than I was during the early part of my career."

Answer: FALSE

Diff: Challenging

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

40) The technique of positive visual imagery includes a mental rehearsal of the situation that helps you prepare for battle.

Answer: TRUE

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

41) Gail, an information technology specialist, can use the Galatea effect to boost her self-confidence by setting a very high performance goal for her next assignment.

Answer: TRUE

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Analytical Thinking

Skill: Concept

42) A key advantage to peak performance is that it can usually be achieved while doing two or more tasks at once.

Answer: FALSE

Diff: Challenging

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Analytical Thinking

Skill: Application

43) Even if you do not feel so confident about handling a given situation, if you behave as if you are confident, your self-confidence will often increase.

Answer: TRUE

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

44) Although the technique has existed for a long time, a person who practices public speaking will often gain in self-confidence.

Answer: TRUE

Diff: Easy

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Interpersonal Relations and Teamwork

Skill: Concept

45) A recommended approach to develop self-confidence through public speaking is to carefully read a series of PowerPoint slides to the group.

Answer: FALSE

Diff: Challenging

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

46) An effective way of getting past the emotional turmoil associated with adversity is to take setbacks personally.

Answer: FALSE

Diff: Moderate

LO: 2-4: Pinpoint Methods of Strengthening and Developing Your Self-Confidence.

AACSB: Application of Knowledge

Skill: Application

47) Gail is in a codependent relationship with her boss, Ralph, a gambling addict. It would therefore be typical of Gail to _____.

- A) make up excuses for Ralph when he is at the race track for the afternoon
- B) threaten to blackmail Ralph about his gambling dependency
- C) enroll Ralph in a treatment program for gamblers
- D) inform Ralph's boss about his or her problem

Answer: A

Diff: Challenging

LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.

AACSB: Analytical Thinking

Skill: Application

48) One of the recommendations for the codependent is to _____.

- A) show more sympathy for the dependent person
- B) provide more help to the dependent in hiding his or her problems
- C) get his or her self-esteem down to a realistic level
- D) learn to say no to the dependent person, perhaps in small steps

Answer: D

Diff: Moderate

LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.

AACSB: Interpersonal Relations and Teamwork

Skill: Application

49) Billy Joe is a codependent. As a result he has very little compassion for the problems of others and will not cover them for their mistakes.

Answer: FALSE

Diff: Moderate

LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.

AACSB: Reflective Thinking

Skill: Application

50) Missy is a codependent who has a strong need to be needed, so she would gain satisfaction from taking care of an alcoholic coworker.

Answer: TRUE

Diff: Easy

LO: 2-5: Describe the Problem of Codependence and How it is Linked to Low Self-Esteem and Self-Confidence.

AACSB: Interpersonal Relations and Teamwork

Skill: Application