

Multiple-choice Tests

Chapter 1

1. Which of the following statements is false?
 - A Careers are very important to most people's lives
 - B Careers need not have much to do with personal attributes
 - C People's career priorities tend to change as they age
 - D Career planning is often of assistance to career success
 - E Career activities should usually be balanced against home and family commitments
2. Which of the following is always true of careers as defined in this book?
 - A A single or major occupation
 - B Upward mobility
 - C Little time spent out of the workforce
 - D A sequence of work-related experiences
 - E A clear, steady direction
3. A term for the externally observable part of career such as job title and salary is
 - A Objective career
 - B Visible career
 - C Public career

- D Formal career
 - E Occupational career
4. According to the authors, most people when asked, 'Tell me about your career'
- A Change the subject
 - B Resent the intrusion
 - C Enjoy talking about it
 - D Become quite emotional
 - E Talk only about their current job
5. When did the word 'career' acquire its contemporary meaning?
- A In medieval times
 - B During the Industrial Revolution
 - C In the 19th century
 - D In the 20th century
 - E In the current century
6. According to the perspective taken in this book, what is the maximum number of careers a person can have?
- A One
 - B Three
 - C Ten
 - D No limit
 - E The question is meaningless
7. The Chicago School of career research pioneered
- A Psychological approaches to career
 - B Methods of career guidance
 - C Organizational career management practices
 - D Sociological studies of career
 - E Mental tests predicting success in different occupations
8. The use of 'true reasoning' to match people with jobs was first advocated by
- A Max Weber
 - B Everett Hughes
 - C Frank Parsons
 - D John Holland
 - E Daniel Levinson
9. The most common metaphor for careers is that of a
- A Ladder
 - B Pyramid
 - C Square peg in round hole

- D Theatrical role
 - E Journey
10. The case of Max is intended to demonstrate that
- A Most careers can be best explained by understanding personal make-up
 - B Career success is largely unpredictable
 - C Career patterns tend to be linked to the person's country of origin
 - D One career is pretty much like any other
 - E Taking a range of perspectives on a career helps us to understand it

Chapter 2

1. The main point illustrated by the case of Fleur is that
- A Most careers zigzag
 - B People often make bad career choices
 - C Career success is largely determined by individual talent and effort
 - D Choosing an artistic career is risky
 - E Careers are substantially affected by contextual factors
2. Bourdieu called the system of internal, personal, enduring dispositions through which we perceive the world
- A Ideology
 - B Attitudes
 - C Field
 - D Habitus
 - E Values
3. Which of the following was *not* a contextual change affecting careers in Western societies in the late 20th century and beyond?
- A More market-oriented economic policies after 1980
 - B A declining average age in the population
 - C Organizational restructuring for lower costs and greater efficiencies
 - D Greater female participation in the workforce
 - E The increased professionalization of many occupations
4. In recent years, according to Rousseau 'psychological contracts' concerning employment have moved from being 'relational' to being
- A Formal
 - B Casual
 - C Structured
 - D Multi-directional
 - E Transactional

5. According to Weldon, China's 'little emperors' are
- A Small-time employers who exploit their positions as Communist Party members
 - B Demanding young people who have been spoiled due to the 'one-child' policy
 - C Officials who distort people's careers through their autocratic control over jobs
 - D People whose careers prosper because small stature is revered in some regions
 - E The owners and bosses of hi-tech organizations exploiting cheap labor in the cities
6. Which of the following was *not* one of Hofstede's dimensions of national culture?
- A Extraversion
 - B Uncertainty avoidance
 - C Power distance
 - D Masculinity
 - E Individualism
7. The force changing careers through the development of free trade, international labor markets, the growth of multinationals, etc. is usually referred to as
- A Internationalization
 - B Acculturation
 - C Diversification
 - D Transcontinentalization
 - E Globalization
8. The belief that any person, even from the humblest of backgrounds, can aspire, through hard work, to increasing wealth, health and happiness is called
- A Self-efficacy
 - B Societal optimism
 - C Serendipity
 - D Pollyanna
 - E American Dream
9. According to Dries' research on 'blue-collar' workers they tend to see work mainly as
- A A route to the top
 - B Intrinsically interesting
 - C Highly alienating
 - D Just a job
 - E A source of sociability

10. Which of the following work values is *not* thought to be characteristic of Generation Y (born 1981–2001)?
- A Passion
 - B Loyalty
 - C Balance
 - D Learning
 - E Civic mindedness

Chapter 3

1. What is the statistical relationship between a person's height and their career success?
- A Highly positive
 - B Positive
 - C Unrelated
 - D Negative
 - E Highly negative
2. A term often used in career studies to express this idea of individuals acting to control their own careers is
- A Proactivity
 - B Career energy
 - C Efficacy
 - D Agency
 - E Action
3. Which of the following is true?
- A People tend to start their careers with equal resources and opportunities
 - B People tend to start their careers with unequal resources but equal opportunities
 - C People tend to start their careers with equal resources but unequal opportunities
 - D People tend to start their careers with unequal resources and opportunities
 - E None of them is true
4. Which of the following would not be used as a measure of social class?
- A Intelligence
 - B Property ownership
 - C Qualifications
 - D Power
 - E Occupation

5. If the occupations below were listed in order of social class, which would come third?
- A Secretary
 - B Truck driver
 - C Judge
 - D Teacher
 - E Street sweeper
6. De Botton labelled the desire for higher social superiority to others as
- A Social standing
 - B Upward mobility
 - C Snobbery
 - D Status anxiety
 - E Inferiority complex
7. What is the average relationship between parents' social class and that attained by their children?
- A Perfectly positive
 - B Strongly positive
 - C Mildly positive
 - D Little or no relationship
 - E Negative relationship
8. Which of the following statements is *not* true?
- A Work has always been segregated according to gender
 - B Men have usually had most paid work
 - C During the 20th century, women did more paid work than before
 - D Women are as constrained as ever from doing paid work
 - E Men continue to have more power, status and earnings than women
9. In relation to women's careers, 'horizontal segregation' is
- A The division of work into 'men's jobs' and 'women's jobs'
 - B The practice, in hiring decisions, of giving men preference
 - C The favoring of men for more senior and responsible jobs
 - D The bias against women through providing inadequate facilities
 - E The tendency for women to occupy sequences of casual jobs
10. Which of the following statements best sums up children's thinking about careers?
- A Many children have decided on their occupation before the age of 10
 - B Influenced by the media, children move from rationality to fantasy
 - C Personalized consideration of careers gradually becomes more important

- D Children's vocational thinking is largely determined in their school settings
- E 'Vocational identity' seldom emerges before adulthood

Chapter 4

1. The fourth of the five career stages described by Super was
 - A Establishment
 - B Disengagement
 - C Consolidation
 - D Crisis
 - E Maintenance
2. In Levinson's theory of male career development, the 'Dream' is
 - A A state of mature reflection back on one's career
 - B The 'American Dream' of career and material success
 - C A personal view of one's own life and values
 - D A sense of security gained through one's family circumstances
 - E The recognition that one's life is not all one wants it to be
3. Which of the following is true of Levinson in relation to women's careers
 - A His studies suggested women's careers were very different from men's
 - B He thought the 'seasons' of women's lives were similar to men's
 - C He thought that the sequencing of transitions was delayed for women
 - D He reviewed prominent women's biographies but found no common pattern
 - E He never studied women's careers
4. Hall's idea of 'mini-cycles' in a career was closely tied to the notion of
 - A Balance
 - B Motivation
 - C Family cycle
 - D Learning
 - E Aging
5. On the whole, how does the job performance of older workers compare with that of younger workers?
 - A Older workers perform much better
 - B Older workers perform somewhat better
 - C Older workers perform about the same
 - D Older workers perform somewhat worse
 - E Older workers perform much worse

6. According to Erikson, generativity is
 - A The ability to have children
 - B Accomplishments that contribute to future generations
 - C Strong energy shown towards the end of a person's life
 - D Promotion to senior positions at any point in one's career
 - E The product of the early, exploratory phase of a career
7. In the SOC Model of late-career coping, the letters stand for
 - A Socialization–Optimization–Characterization
 - B Specialization–Optimization–Co-operation
 - C Systematization–Optimization–Calculation
 - D Selection–Optimization–Compensation
 - E Synchronization–Optimization–Communication
8. Gottfredson showed the age-related changes of career conceptualizations for
 - A Children
 - B Adolescents
 - C Women
 - D Non-Western cultures
 - E Long-term unemployed
9. A special term for working on a part-time or temporary contract after retirement from a full-time position is
 - A Semi-retirement
 - B Phased retirement
 - C Senior contract
 - D Encore career
 - E Bridge employment
10. Most people who retire are ... by the experience.
 - A Exhilarated
 - B Traumatized
 - C Relatively unaffected
 - D Substantially affected, positively or negatively
 - E Psychologically sedated

Chapter 5

1. According to the analysis in the book, Madonna's career was successful due to her
 - A Luck
 - B Family background
 - C Agency

- D Values
 - E Ability
2. In Krumboltz's social learning theory, which of the following factors is *not* identified as a critical factor in determining career decisions?
- A Innate genetic endowment
 - B Environmental conditions and events
 - C Personality characteristics
 - D Learning experiences
 - E Task approach skills
3. Super and Savickas agreed that careers were basically about
- A Growing through life's stages gracefully
 - B Seizing every opportunity
 - C Implementing a self-concept
 - D Being sensitive to contexts
 - E Making a difference
4. Which of the following is *not* one of the four career 'adapt-abilities' identified by Savickas and Porfeli?
- A Becoming concerned about the vocational future (Concern)
 - B Taking control of trying to prepare for one's vocational future (Control)
 - C Displaying curiosity by exploring possible selves and futures (Curiosity)
 - D Strengthening the confidence to pursue one's aspirations (Confidence)
 - E Being sensitive to the views and concerns of others (Communication)
5. Savickas's extension of career construction theory was called
- A Grand theory of careers
 - B Life design
 - C Self-architecture
 - D The creativity approach to careers
 - E Success through Agency (STA)
6. Protean careers are controlled by
- A The individual not the organization
 - B The organization not chance
 - C Chance not purpose
 - D Purpose not context
 - E The context not the individual
7. Protean careers are self-directed and ... -driven
- A Ability
 - B Money
 - C Success

- D Values
 - E Adaptability
8. Proteus was a Greek god who
- A Was the god of trade and commerce
 - B Could change his form at will
 - C Was resistant to being controlled by others
 - D Had immense physical strength
 - E Was able to bend others to his will
9. Recent career theorists emphasize the importance of ... career success.
- A Subjective
 - B Objective
 - C Material
 - D Social
 - E Relative
10. The 'pop' songs quoted in the book are all about career
- A Resources
 - B Values
 - C Flexibility
 - D Control
 - E Security

Chapter 6

1. Which of the following is *not* a personal characteristic to be fitted to appropriate jobs or occupations?
- A Personality
 - B Organization
 - C Skills
 - D Interests
 - E Values
2. The approach to occupational choice based on measurement of human characteristics is known as
- A Career development theory
 - B Human abilities theory
 - C Trait and factor theory
 - D Psychometric measurement theory
 - E Personal attribute theory

3. Which of the following statements is *not* true concerning psychometric measures in career guidance?
- A Psychological characteristics tend to be distinctive and easy to measure
 - B Psychological measures should ideally be pre-tested with large samples
 - C Counselors need to be thoroughly familiar with the devices they use
 - D Test scores do not provide a clear guide to suitable occupations
 - E Test validity shows that a test measures what it is intended to measure
4. Which of the following is *not* one of the 'Big Five' personality factors?
- A Openness to experience
 - B Agreeableness
 - C Neuroticism
 - D Conscientiousness
 - E Intelligence
5. Measures named after Kuder, Holland and Strong all measure
- A Personality
 - B Interests
 - C Values
 - D Abilities
 - E Attitudes
6. The US Department of Labor's O*NET facility enables users to
- A Find suitable vacancies online
 - B Access free guidance for vocational choices
 - C Match themselves against different jobs
 - D Measure their own IQ
 - E Assess the long-term security of 20,000 different occupations
7. According to TWA (the Theory of Work Adjustment), what are the two factors that combine to create work adjustment?
- A Satisfaction and satisfactoriness
 - B Satisfactoriness and freedom from stress
 - C Freedom from stress and social integration
 - D Social integration and self-actualization
 - E Self-actualization and satisfaction
8. In Holland's RIASEC categorization of vocational interests, 'R' and 'I' stand for
- A Radical and Integrative
 - B Restorative and Intelligent
 - C Reductive and Inquiring

- D Retail and Insurance
 - E Realistic and Investigative
9. The emphasis of Holland's work is on
- A Making personal changes to suit the occupation you are in
 - B Finding out about your personal traits without matching them to occupations
 - C Developing your interests to match your abilities
 - D Finding work that matches your personal profile
 - E Developing a pure theory of how people develop their careers
10. Ed Schein proposed a theory of
- A Career attributes
 - B Career adjustment
 - C Career ladders
 - D Career values
 - E Career anchors

Chapter 7

1. What does the book claim is the most common type of metaphor used to characterize careers?
- A Path
 - B Journey
 - C Boundary crossing
 - D Ladder
 - E Road
2. Which of the following is *not* true of Gunz's notion of a career 'climbing frame'?
- A Climbers choose their own movements
 - B Climbers always move upwards
 - C Climbing frames change over time
 - D Climbers change the structure of the frame
 - E All of the above are true
3. The case of Helga in the XBC organization demonstrates the principle of climbing the organizational ladder by
- A Acquiring core specialist skills and sticking to them
 - B Moving periodically to other organizations
 - C Learning the power dynamics of the organization and pleasing senior people

- D Showing loyalty and waiting for the right opportunities
 - E Moving strategically between different functions and roles
4. Which of the following is *not* one of the major career patterns identified by Kanter?
- A Entrepreneurial careers
 - B Bureaucratic careers
 - C Boundaryless careers
 - D Professional careers
 - E All of the above were included by Kanter
5. Which of the following is true of most organizational careers?
- A Career actors are confined to a single occupation
 - B Advancement in the organization is usually impossible
 - C Rewards tend to be delayed to encourage loyalty
 - D Career actors tend to be independent of their organizations
 - E They are beyond the control of the employing company
6. Which of the following is *not* true of boundaryless careers (Arthur and Rousseau)?
- A They are really *boundary-crossing* careers
 - B They are helped by boundaries becoming more permeable
 - C They are inter-organizational in nature
 - D They always cross international boundaries
 - E They utilize expertise that goes beyond the current employer
7. According to Rodrigues and Guest, the statistical evidence that boundaryless careers are increasing in frequency is
- A Overwhelming
 - B Strong
 - C Ambiguous
 - D Weak
 - E Negative – they seem to be decreasing in frequency
8. In the book, SiE stands for
- A Self-initiated expatriation
 - B Solo-initiated enterprise
 - C Systematically informed expertise
 - D Schein industrial examination
 - E Semi-informal (organizational) entry
9. The ability to be sensitive to, and to be able to respond to, cultural differences between countries and societies and societies is called
- A Acculturation
 - B Social sensitivity

- C Internationalism
 - D Ethnic flexibility
 - E Cultural intelligence
10. Boundaryless career theory has been criticized as being potentially damaging to
- A people in low-skill occupations
 - B introverts
 - C professionals
 - D men
 - E people with scarce skills

Chapter 8

1. The career of Angelina Jolie is described in the text to illustrate
 - A Career stress
 - B The 'family' problem in women's careers
 - C Triumph over adversity
 - D Multiple roles
 - E Outer success concealing inner failure
2. According to the Chicago School, the concept of role provides a link between
 - A Personal identity and institutions
 - B Occupations and organizations
 - C Career and society
 - D Head and heart
 - E Stress and conflict
3. The type of person you could have been today if certain things had happened differently in the past is referred to in the text as your
 - A Potential self
 - B Ideal self
 - C Ought-to self
 - D Alternative self
 - E Aspirational self
4. A person's social identity is derived substantially from his or her
 - A In-built personality
 - B Occupational experiences
 - C Defense mechanisms
 - D Long-term aspirations
 - E Reference groups