

# 検証する-信頼的なChange-Management-Foundationテスト資料試験-試験の準備方法Change-Management-Foundation日本語認定



P.S.MogiExamがGoogle Driveで共有している無料の2026 APMG-International Change-Management-Foundationダン  
プ: <https://drive.google.com/open?id=1rRp0W9uieKpy42YBefYpaxcvdJvL5y0B>

コンピュータ、ネットワーク、および半導体技術の急速な発展により、人々の市場はますます激しく争われています。証明書を取得するためにChange-Management-Foundation試験に合格すると、より良い仕事を探し、より高い給料を得ることができます。高品質の学習教材を見つけるのにうんざりしている場合は、Change-Management-Foundation試験準備を試すことをお勧めします。Change-Management-Foundation試験の教材は、他の同じ学習製品よりも品質が高いだけでなく、Change-Management-Foundation試験に簡単に合格できることを保証できるためです。

## APMG-International Change-Management-Foundation 認定試験の出題範囲:

トピック	出題範囲
トピック 1	• 変更の測定と持続: このセクションでは、変更イニシアチブの主要業績評価指標、変更の進捗状況の監視と評価、および変更を持続するための戦略に焦点を当てます。
トピック 2	• 変更管理の概要: このセクションでは、変更管理の定義と重要性、組織変更の種類、変更管理者の役割について説明します。
トピック 3	• 変更管理におけるコミュニケーション: このセクションでは、コミュニケーション戦略の策定について説明します。
トピック 4	• リーダーシップと変革: このセクションでは、変革管理、変革リーダーシップのスタイル、指導的連合の構築と維持などにおけるリーダーシップの役割に重点が置かれます。
トピック 5	• ステークホルダー管理: このセクションでは、ステークホルダーの特定、ステークホルダー分析手法について説明します。
トピック 6	• コミュニケーションの方法とチャネル、およびさまざまな利害関係者グループに対する効果的なメッセージング。
トピック 7	• 変更管理計画: このセクションでは、変更管理計画の作成、変更管理とプロジェクト管理の統合、変更イニシアチブのリソース割り当てについて説明します。

トピック 8	<ul style="list-style-type: none"> <li>変更管理モデルと理論: このセクションでは、Lewin の 3 段階モデル、Kotter の 8 ステップ プロセス、ADKAR モデル、Kübler-Ross の変更曲線について説明します。</li> </ul>
トピック 9	<ul style="list-style-type: none"> <li>利害関係者との関わりとコミュニケーション、変化の影響と準備、変化の影響評価の実施、変化に対する組織の準備状況の評価、変化に対する抵抗の特定と管理。</li> </ul>

## >> Change-Management-Foundation テスト資料 <<

### APMG-International Change-Management-Foundation 日本語認定、 Change-Management-Foundation 出題範囲

なんで悩んでいるのですか。APMG-InternationalのChange-Management-Foundation認定試験にどうやって合格するかということをご心配していますか。確かに、Change-Management-Foundation認定試験に合格することは困難なことです。しかし、あまりにも心配する必要はありません。試験に準備するとき、適当な方法を利用する限り、楽に試験に合格することができないわけではないです。では、どんな方法が効果的な方法なのかかわかっていますか。MogiExamのChange-Management-Foundation問題集を使用することが最善の方法の一つです。MogiExamは今まで数え切れないIT認定試験の受験者を助けて、皆さんから高い評判をもらいました。この問題集はあなたの試験の一発合格を保証することができますから、安心して利用してください。

### APMG-International Change Management Foundation Exam 認定 Change-Management-Foundation 試験問題 (Q59-Q64):

#### 質問 # 59

Which of the following statements about diverse teams are true?

1. Provide greater creativity
2. Reach consensus sooner than teams of 'similars'

- A. Only 2 is true
- B. Both 1 and 2 are true
- C. Neither 1 nor 2 is true
- **D. Only 1 is true**

**正解: D**

解説:

Comprehensive and Detailed In-Depth Explanation:

Diverse teams are a focal point in the APMG Change Management Foundation, particularly in the context of team effectiveness during change initiatives. Let's break down each statement with extensive detail:

\*Statement 1: "Provide greater creativity" - This is true and strongly supported by the APMG framework.

Diversity in teams-whether in terms of culture, experience, gender, or skills-brings a variety of perspectives that fuel innovative thinking. For example, a team designing a new customer service process might include members from sales, IT, and HR, each contributing unique ideas that a homogenous group might overlook. Research cited in change management literature consistently shows that diverse teams outperform similar teams in creativity and problem-solving due to this multiplicity of viewpoints. The framework emphasizes that this strength is particularly valuable in change contexts, where novel solutions are often required to address complex challenges.

\*Statement 2: "Reach consensus sooner than teams of 'similars'" - This is false. While diverse teams excel in creativity, they often face challenges in decision-making speed. The APMG materials explain that differing perspectives can lead to healthy debate but also require more time to align and reach agreement. For instance, a team of 'similars' (e.g., all engineers) might quickly agree on a technical solution due to shared assumptions, whereas a diverse team might debate trade-offs between technical feasibility, cost, and user experience, delaying consensus. This trade-off is acknowledged as a potential downside of diversity, though the quality of decisions typically improves.

Given this analysis, only Statement 1 is true. The answer is A because the framework prioritizes creativity as a proven benefit of diversity, while explicitly noting that quicker consensus is not a characteristic of diverse teams compared to homogenous ones.

#### 質問 # 60

According to Trompenaars and Hampden-Turner, which example is a level three basic assumption' expression of culture?

- A. The required behaviors are set out in the employee's guide
- B. Senior management grades are entitled to 'executive' chairs
- C. The team motto is 'to deliver excellent service'
- D. Meeting customer need is more important than profit

正解: A

解説:

According to Trompenaars and Hampden-Turner, culture can be expressed at three levels: artifacts, values, and basic assumptions. Artifacts are the visible and tangible manifestations of culture, such as symbols, rituals, and heroes. Values are the shared beliefs and preferences that guide behavior and decision making.

Basic assumptions are the unconscious and taken-for-granted beliefs that underlie values and artifacts.

Meeting customer need is more important than profit is an example of a basic assumption, as it reflects a deep-rooted belief that influences the values and artifacts of the organization. The other options are examples of artifacts or values, not basic assumptions. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%207%20-%20v1.0.pdf> (page 11)

#### 質問 # 61

What role in change must promote an idea to potential Sponsors?

- A. Change Agent
- B. Idea-Generator
- C. Targets
- D. Sponsor

正解: D

解説:

According to the Change Management Institute's Change Management Roles Model, there are four main roles in change: Idea-Generator, Sponsor, Change Agent, and Target. Idea-Generator is the role that identifies the need for change and proposes a solution. Sponsor is the role that authorizes and funds the change. Change Agent is the role that promotes an idea to potential Sponsors and implements the change once it is approved.

Target is the role that is affected by the change and needs to adopt new behaviors or ways of working.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2017%20-%20v1.0.pdf> (page 11)

#### 質問 # 62

Which is an effect in an organization if the psychological contract between an organization and its staff is broken?

- A. Additional change agents will be need to be appointed
- B. There will be no effect if senior managers maintain discipline
- C. Staff will be more willing to help achieve the outcomes of change
- D. The likelihood of achieving performance targets reduces.

正解: C

解説:

The psychological contract is the unwritten and implicit agreement between an organization and its employees, which defines their mutual expectations and obligations. The psychological contract can be broken when either party fails to fulfill their promises or obligations, such as changing the terms and conditions of employment, reducing the benefits or rewards, or violating the trust or respect. When the psychological contract is broken, it can have negative effects on the organization, such as lower employee engagement, commitment, and loyalty; higher turnover, absenteeism, and grievances; and lower productivity, quality, and innovation. Therefore, one of the effects of breaking the psychological contract is that the likelihood of achieving performance targets reduces. The other options are not effects of breaking the psychological contract, but rather causes or consequences of other factors.

#### 質問 # 63

According to Lewin's Force-field analysis' which action needs to occur if an organization desires to make change more quickly?

- A. Restraining forces to be increased
- B. Driving forces need to be decreased
- **C. Driving forces need to be augmented**
- D. Resisting forces need to be increased

正解: C

解説:

Explanation

Lewin's force-field analysis is a tool to identify the driving and restraining forces for a change. Driving forces are those that push for the change, while restraining forces are those that oppose or resist the change. To make change more quickly, driving forces need to be augmented (increased or strengthened) and/or restraining forces need to be reduced or removed. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

## 質問 # 64

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Change-Management-Foundationの調査問題には、良い仕事を見つけて迅速に昇進するのに役立つ多くの有用で役立つ知識が含まれています。弊社のChange-Management-Foundationテストpdfは上級専門家によって精巧に編集されており、時代の傾向に合わせて頻繁に更新されています。教材を購入する前に、まずウェブ上でChange-Management-Foundation試験実践教材の紹介をご覧ください。または、Change-Management-Foundation試験問題のデモを無料でダウンロードして、品質を確認することもできます。

**Change-Management-Foundation日本語認定:** <https://www.mogixam.com/Change-Management-Foundation-exam.html>

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