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**WGU C715 ORGANIZATIONAL  
BEHAVIOR OBJECTIVE ASSESSMENT  
ACTUAL EXAM 2025/2026 COMPLETE  
QUESTIONS WITH VERIFIED CORRECT  
ANSWERS || 100% GUARANTEED PASS  
<NEWEST VERSION>**

1. Personality - ANSWER ✓ characteristics that describe an individual's behavior.
2. Personality traits - ANSWER ✓ characteristics that describe an individual's behavior in a large number of situations
3. Big Five Model - ANSWER ✓ A personality assessment model that taps five basic dimensions: extraversion, agreeableness, openness, conscientiousness, and neuroticism.
4. Perception - ANSWER ✓ A process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment.
5. Attribution theory - ANSWER ✓ An attempt to determine whether an individual's behavior is internally or externally caused.
6. Fundamental attribution error - ANSWER ✓ The tendency to underestimate the influence of external factors and overestimate the influence of internal factors when making judgments about the behavior of others.

Our PDF version is a printable document of exam questions which are real and updated. We have included original WGU Organizational Behavior (GTO1, C715) questions in this format so that you can get ready for the exam quickly by just memorizing them. This format of WGU Organizational Behavior (GTO1, C715) (Organizational-Behavior) test questions is also usable on smart devices such as laptops, tablets, and smartphones.

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## **WGU Organizational Behavior (GTO1, C715) Sample Questions (Q24-Q29):**

### **NEW QUESTION # 24**

A project team was formed to complete a specific project. At the end of the first 6 months, the team was unable to deliver the results. The main cause was several team members spending significant time mistakenly working on the same tasks. Which role of a team lead is most useful in the given case?

- A. Motivator
- B. Planner
- C. Controller
- D. Coordinator

### **Answer: D**

Explanation:

In group dynamics, the failure described-redundant efforts and a lack of task synchronization-points to a failure in coordination. The Coordinator role is responsible for clarifying goals, delegating tasks, and ensuring that the efforts of individual team members are integrated rather than duplicated. Without effective coordination, even highly motivated and skilled teams can fail because their energy is dissipated through "working in different directions".

While a "Planner" (Option B) sets the initial schedule and a "Controller" (Option C) monitors outcomes, the Coordinator acts as the glue during the execution phase. The Coordinator ensures that every member knows their specific contribution and how it fits into the whole. In this case, because the members were "mistakenly working on the same tasks," a Coordinator would have intervened to clarify boundaries and manage the interdependencies of the work. Effective coordination is the primary antidote to the "process losses" that occur when team members overlap in their efforts.

### **NEW QUESTION # 25**

What are two of the three forces that play a particularly important role in sustaining an organization's culture?

- A. Personal background of key employees and socialization process
- B. Actions of top management and employee education level
- C. Personal background of key employees and selection process
- D. Actions of top management and socialization process

### **Answer: D**

Explanation:

Once a culture is in place, certain practices within the organization act to maintain it by exposing employees to a set of similar experiences. Three forces play a particularly important role in sustaining a culture: selection practices, the actions of top management, and the socialization process.

The actions of top management are crucial because through what they say and how they behave, senior executives establish norms that filter down through the organization. For example, their reactions to crises or how they reward performance send clear signals about what is truly valued. The socialization process is the method by which the organization helps new employees adapt to its culture. Even if an organization hires the "right" people during selection, they must still be taught the specific values and customs of the firm. Socialization ensures that the culture is transmitted consistently from one generation of employees to the next, maintaining the organization's unique identity over time.

### **NEW QUESTION # 26**

What defines acceptable standards of behavior that are shared by group members?

- A. Group roles
- B. Group norms
- C. Group conformity
- D. Group status

### **Answer: B**

### NEW QUESTION # 27

An employee is motivated by economic success, well-being, world peace, and autonomy and self-reliance in the workplace. Which of the employee's motives is an instrumental value?

- A. Prosperity
- B. World peace
- C. Economic
- D. **Autonomy and self-reliance**

#### Answer: D

Explanation:

In Organizational Behavior, values are often classified using the Rokeach Value Survey, which distinguishes between Terminal Values and Instrumental Values. Terminal values represent the ultimate goals or "end- states" an individual hopes to achieve, such as prosperity (economic success), well-being, and world peace.

These are the destinations toward which a person works. In contrast, instrumental values are the "modes of conduct" or the means by which one achieves those terminal goals.

In this specific scenario, "autonomy and self-reliance" are categorized as instrumental values because they describe the behavioral methods an employee uses to navigate the workplace and eventually reach their terminal goals, such as economic success or personal well-being. For example, an employee might use autonomy (an instrumental value) as a tool to gain the efficiency required to achieve prosperity (a terminal value). Understanding this distinction is vital for managers because while terminal values tell us what the employee wants to achieve, instrumental values tell us how they prefer to behave in order to get there.

Autonomy and self-reliance are practical approaches to work life rather than the final life-goals themselves, thus fitting the definition of instrumental values perfectly.

### NEW QUESTION # 28

A is ambitious and cheerful at work. Which type of values are these?

- A. **Instrumental values**
- B. Terminal values
- C. Determinate values
- D. Intermediate values

#### Answer: A

Explanation:

Values represent basic convictions that a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite mode. In Organizational Behavior, Milton Rokeach created the Rokeach Value Survey (RVS), which classifies values into two distinct sets: Terminal values and Instrumental values.

Terminal values refer to desirable end-states of existence. These are the goals a person would like to achieve during their lifetime, such as world peace, prosperity, or a sense of accomplishment. Instrumental values, on the other hand, refer to preferable modes of behavior or means of achieving the terminal values. Being

"ambitious" and "cheerful" are behavioral traits or methods that an individual employs to reach their ultimate goals. For instance, being ambitious (an instrumental value) is the "means" an employee uses to achieve the "end" of financial success or career status (a terminal value). Similarly, being cheerful is a mode of conduct that might help an individual achieve the terminal goal of social recognition or happiness. Therefore, because these descriptions focus on the how of behavior rather than the what of ultimate life goals, they are strictly categorized as instrumental values. Understanding these values is crucial for managers because they influence motivation and how employees perceive organizational rewards and culture.

### NEW QUESTION # 29

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