

Exams APMG-International Change-Management-Foundation Torrent - Change-Management-Foundation Valid Test Pdf

APMG International Change Management Foundation Sample Questions:

01. At which point can a person perform a skill with concentrated effort?
 a) Conscious incompetence
 b) Conscious competence
 c) Unconscious incompetence
 d) Unconscious competence
02. Why should organizations consider volunteers for the role of change agent carefully?
 a) Volunteers sometimes have their own agenda
 b) Volunteers may not have the respect of their peers
 c) Volunteers normally lack required skill
 d) Volunteers may not understand the change
03. How can change leaders avoid people losing face in change initiatives?
 a) Show respect for the past
 b) Give people ownership over the change
 c) Communicate the reasons for change
 d) Explain how the future state will be better than the past
04. Where should the timing for communication messages be documented?
 a) In both the communication strategy and the communication plan
 b) Only in the communication strategy
 c) Only in the communication plan
 d) In neither the communication strategy nor the communication plan
05. In change outcomes, the dominant assumption is that intended change outcomes can be achieved as planned.
 a) intended
 b) partially intended
 c) unintended
 d) partially unintended
06. What are the benefits of intermittent, random reinforcement?
 a) People learn quicker
 b) The process is cheaper
 c) Learning is more enduring
 d) The process is easier to apply
07. According to DiMaggio and Powell, government-mandated changes are an example of pressure.
 a) coercive
 b) mimetic
 c) normative
 d) initiated

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APMG-International Change-Management-Foundation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Communication in Change Management: This section covers developing a communication strategy
Topic 2	<ul style="list-style-type: none"> Measuring and Sustaining Change: In this section, the focus is on the key performance indicators for change initiatives, monitoring and evaluating change progress, and strategies for sustaining change.

Topic 3	<ul style="list-style-type: none"> Engaging and communicating with stakeholders, change Impact and Readiness, conducting change impact assessments, assessing organizational readiness for change, and identifying and managing resistance to change.
Topic 4	<ul style="list-style-type: none"> Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Topic 5	<ul style="list-style-type: none"> Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 6	<ul style="list-style-type: none"> Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.
Topic 7	<ul style="list-style-type: none"> Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 8	<ul style="list-style-type: none"> communication methods and channels, and effective messaging for different stakeholder groups.
Topic 9	<ul style="list-style-type: none"> Introduction to Change Management: ThiLewin's 3-Stage Model, Kotter's 8-Step Process, ADKAR Model, s section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Topic 10	<ul style="list-style-type: none"> Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.

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APMG-International Change Management Foundation Exam Sample Questions (Q86-Q91):

NEW QUESTION # 86

According to Glaser and Glaser, which element of team effectiveness enables team members to help each other address challenges?

- A. Team operating processes
- B. Team mission, planning and goal setting
- C. Team roles
- D. Team inter-personal relationships**

Answer: D

Explanation:

Explanation

According to Glaser and Glaser, team effectiveness is influenced by four elements: team mission, planning and goal setting; team roles; team operating processes; and team inter-personal relationships. Team inter-personal relationships refer to the quality of communication, trust, respect, and collaboration among team members.

This element enables team members to help each other address challenges, as well as share feedback, ideas, and emotions.

References:

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

NEW QUESTION # 87

Which MNTI preference is characterized by being spontaneous and disliking detailed plans?

- A. Perceiving
- B. Feeling
- C. Introvert
- D. Intuition

Answer: A

Explanation:

Explanation

According to the Myers-Briggs Type Indicator (MBTI), perceiving is one of the four preference pairs that describe how people interact with the world and make decisions. Perceiving refers to preferring to keep options open, being spontaneous, and disliking detailed plans. The other options are not preferences, but dimensions of preferences. Intuition and feeling are opposite to sensing and thinking, respectively, while introvert is opposite to extrovert. References:

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

NEW QUESTION # 88

Social neuroscience summarizes 5 brain processes involved in social situations using the mnemonic SCARF.

What does the F represent?

- A. Fairness
- B. Fight
- C. Faith
- D. Fear

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The SCARF model, developed by David Rock and integrated into the APMG Change Management Foundation, describes five domains influencing brain responses in social contexts: Status, Certainty, Autonomy, Relatedness, and Fairness. The "F" stands for Fairness (Option A), which reflects the brain's sensitivity to equitable treatment. Faith (B), Fear (C), and Fight (D) are not part of the SCARF model, making Fairness the correct answer aligned with neuroscience principles in change management.

NEW QUESTION # 89

Which of the key principles, for building and maintaining engagement throughout change, is demonstrated when we are able to talk about anything, maintain trust, and reach a good outcome?

- A. Transparency
- B. Connectivity
- C. Dialogue
- D. Inclusivity

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation identifies four key principles for engagement: Inclusivity, Connectivity, Transparency, and Dialogue. The scenario describes open communication ("talk about anything"), trust, and achieving positive outcomes, which directly aligns with the principle of Dialogue.

Dialogue emphasizes two-way, trust-based communication that fosters understanding and collaboration, enabling stakeholders to discuss concerns openly and work toward solutions. Inclusivity focuses on involving everyone, Connectivity on linking people and ideas, and Transparency on sharing information—none of which fully encapsulate the trust and conversational outcome described here.

NEW QUESTION # 90

Which is a factor used in the 'change formula' (Beckhard and Harris)?

- A. Level of dissatisfaction with the status quo
- B. Expected return on investment and benefits
- C. The quality of the leadership
- D. Elapsed time it will take to achieve the change

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Beckhard and Harris Change Formula ($D \times V \times F > R$) in APMG drives motivation. Only A (Dissatisfaction) is a factor-others are external considerations, not formula components.

NEW QUESTION # 91

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