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> Vendor: Cisco

> Exam Code: 200-301

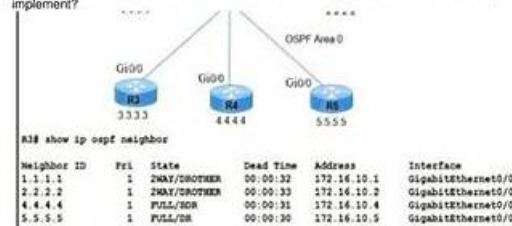
> Exam Name: CCNA - Cisco Certified Network Associate

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QUESTION 479

Refer to the exhibit. R5 is the current DR on the network, and R4 is the BDR. Their interfaces are flapping, so a network engineer wants the OSPF network to elect a different DR and BDR. Which set of configurations must the engineer implement?



```
R3# show ip ospf neighbor
```

Neighbor ID	Pri	State	Dead Time	Address	Interface
1.1.1.1	1	2WAY/DROTHER	00:00:32	172.16.10.1	GigabitEthernet0/0
2.2.2.2	1	2WAY/DROTHER	00:00:32	172.16.10.2	GigabitEthernet0/0
4.4.4.4	1	FULL/BDR	00:00:31	172.16.10.4	GigabitEthernet0/0
5.5.5.5	1	FULL/DR	00:00:30	172.16.10.5	GigabitEthernet0/0

A. R3(config)#interface gi0/0
R3(config-if)#ip ospf priority 20
R5(config)#interface gi0/0
R5(config-if)#ip ospf priority 10

B. R3(config)#interface gi0/0
R3(config-if)#ip ospf priority 255
R5(config)#interface gi0/0
R5(config-if)#ip ospf priority 255

C. R5(config)#interface gi0/0
R5(config-if)#ip ospf priority 120
R4(config)#interface gi0/0
R4(config-if)#ip ospf priority 110

D. R3(config)#interface gi0/0
R3(config-if)#ip ospf priority 255
R5(config)#interface gi0/0
R5(config-if)#ip ospf priority 240

Answer: D

QUESTION 480

What are network endpoints?

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WGU Organizational Behavior (GTO1, C715) Sample Questions (Q39-Q44):

NEW QUESTION # 39

What is a personal view of how one is supposed to act in a given group situation?

- A. Role conflict
- B. Role identity
- **C. Role perception**
- D. Role expectation

Answer: C

Explanation:

In the context of group dynamics, "roles" refer to a set of expected behavior patterns attributed to someone occupying a given position in a social unit. Within this framework, Role Perception is defined as an individual's own view of how he or she is supposed to act in a given situation. We get these perceptions from various stimuli around us—friends, books, movies, or observing how successful colleagues behave.

It is important to distinguish Role Perception from Role Expectations, which are how others believe a person should act in a given situation. For example, a manager might have a role expectation that a supervisor should be stern, but the supervisor's own role perception might be that they should be a supportive mentor. When role perception and role expectation do not align, it can lead to confusion or poor performance. Role Identity refers to the certain attitudes and behaviors consistent with a role, while Role Conflict occurs when an individual finds that compliance with one role requirement may make it difficult to comply with another. Because the question specifically asks for the personal view of behavior, "Role Perception" is the correct technical term.

NEW QUESTION # 40

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

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

Answer: D

Explanation:

All groups have established Norms, which are defined as acceptable standards of behavior shared by the group's members that tell them what they ought and ought not to do under certain circumstances. Norms are powerful because they act as a means of influencing the behavior of group members with a minimum of external controls. Common organizational norms include performance norms (how hard to work), appearance norms (dress codes), and social arrangement norms (whom to eat lunch with).

Norms are distinct from Group Roles, which are specific behaviors expected of a person in a specific position.

While roles might differ from member to member (e.g., a leader vs. a scribe), norms are generally shared by the entire collective. Group Status refers to a socially defined position or rank given to groups or group members by others, and Conformity is the act of adjusting one's behavior to align with the norms of the group.

Therefore, the "standards of behavior" themselves are the norms. When an individual violates these shared standards, they often face social pressure or sanctions from the group, which reinforces the importance of norms in maintaining group stability and predictability.

NEW QUESTION # 41

What is a purpose of employee evaluations?

- **A. To assist management in making human resource decisions**
- B. To measure the psychological symptoms of organizational dysfunctionality
- C. To serve as a screening device for hiring new employees
- D. To educate employees on the personalities of supervisors and help them adjust to management styles

Answer: A

Explanation:

Performance evaluations serve several vital functions within an organization's management system. The primary purpose is to assist management in making human resource decisions. These decisions include identifying who should receive promotions, who is eligible for salary increases, and who might need to be transferred or even terminated.

Beyond administrative decisions, evaluations provide essential feedback to employees about how the organization views their performance. This feedback acts as a basis for personal development and career planning. Furthermore, evaluations help identify training and development needs by pinpointing specific skill deficiencies that an employee may have. They also provide a criterion against which the organization can validate its selection and development programs; for instance, if employees who scored high on a hiring test perform poorly on their evaluations, the hiring process may need to be adjusted. Therefore, rather than being a psychological diagnostic tool (Option B) or a pre-hiring screen (Option C), the performance evaluation is a retrospective and developmental tool used to manage the existing workforce effectively.

NEW QUESTION # 42

A company switched from assembly lines to self-managed work teams. What can team members do to improve the synergy and success of their teams?

- A. Assign individual roles rather than mutual team roles
- B. Change work group roles at random
- C. Share information but not engage in collective performance goals
- **D. Exercise collective control over the pace of work**

Answer: D

Explanation:

A self-managed work team is characterized by its high level of autonomy and collective responsibility. To improve synergy and success, these teams must move beyond simply sharing information (which is characteristic of a work group) and engage in collective actions. One of the primary hallmarks of a successful self-managed team is the ability to exercise collective control over the pace of work.

In a traditional assembly line, the pace is dictated by the machinery or a supervisor. In a self-managed team, members decide how to schedule work, assign tasks, and monitor their own progress. This collective control fosters a sense of ownership and accountability. Options A and C describe traditional "work group" behaviors rather than team behaviors; teams require mutual accountability rather than just individual roles. By controlling their own pace and methods, team members can synchronize their efforts more effectively, leading to the positive synergy where the team's output is greater than the sum of individual inputs.

NEW QUESTION # 43

When is organizational culture a liability?

- **A. When a strong organizational culture limits diversity within the organization.**
- B. When the organizational culture reduces ambiguity for employees.
- C. When the culture includes shared values on organizational goals.
- D. When core values are shared by different departments within the organization.

Answer: A

Explanation:

While a strong culture can be a significant asset by improving employee commitment and reducing ambiguity, it can also become a liability under certain conditions. One of the most critical liabilities occurs when a strong organizational culture limits diversity within the organization. Because a strong culture pressures employees to conform to accepted values and behaviors, it can create a "mismatch" for people who bring different perspectives or backgrounds.

Strong cultures often act as a barrier to change because they lead to institutionalization, where behaviors are followed blindly without question. This can be particularly damaging during mergers or acquisitions, where two conflicting strong cultures may fail to integrate. Furthermore, when the shared values do not align with the organization's effectiveness in a changing environment, the culture becomes a "barrier to diversity" and a

"barrier to change". Management must therefore balance the benefits of a cohesive culture with the need for diverse viewpoints that prevent "groupthink" and allow the organization to remain adaptable.

