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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.

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>> Current Organizational-Behavior Exam Content <<

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WGU Organizational Behavior (GTO1, C715) Sample Questions (Q33-Q38):

NEW QUESTION # 33

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. Controller
- B. Motivator
- C. Planner
- **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 # 34

How can an organization transmit its culture to its employees?

- A. By influencing the balance of cultural backgrounds of employees
- **B. By creating and repeating ritualistic activities**
- C. By studying employee gripes and complaints
- D. By requiring employees to memorize the mission statement

Answer: B

Explanation:

Culture is transmitted to employees in several ways, most notably through stories, rituals, material symbols, and language. Rituals are repetitive sequences of activities that express and reinforce the key values of the organization-what goals are most important, which people are important, and which are expendable. For example, a company might hold an annual awards ceremony that celebrates "risk-taking," thereby reinforcing a culture of innovation more effectively than a written document could.

These ritualistic activities serve as a physical manifestation of the organization's underlying values. While mission statements (Option A) provide a formal overview, they often fail to capture the "lived experience" of the culture. Similarly, while the selection process influences who enters the organization, the transmission of culture happens after hiring through consistent, repeated social practices. By engaging in these rituals, employees internalize the organization's norms and expectations, transforming them from "outsiders" to "insiders" who understand the shared organizational meaning.

NEW QUESTION # 35

How might a charismatic leader work to increase performance in an organization?

- A. Avoid increasing personal risk
- B. Display type A characteristics
- C. Use a directive approach
- **D. Articulate an appealing vision**

Answer: D

Explanation:

Charismatic Leadership Theory suggests that followers make attributions of heroic or extraordinary leadership abilities when they observe certain behaviors. The most fundamental way a charismatic leader increases performance is by articulating an appealing vision. This vision serves as a long-term strategy for attaining a goal by making the future better than the status quo.

Image of Charismatic Leadership Characteristics



A charismatic leader does not just set goals; they provide a "vision statement"-a formal proclamation of an organization's mission-that they use to imprint on followers an overarching goal and purpose. They then communicate high-performance expectations and express confidence that followers can attain them, which enhances follower self-esteem. Unlike transactional leaders who rely on rewards or directive approaches, charismatic leaders use emotional appeal and personal risk-taking to inspire followers to go beyond their self-interest for the sake of the organization. This articulation of a "better future" is the primary engine of motivation in charismatic leadership.

NEW QUESTION # 36

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

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

Answer: B

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 # 37

What is a characteristic employed by transactional leaders?

- A. Promises rewards for good performance
- B. Provides vision and sense of mission
- C. Promotes intelligence and rationality
- D. Instills pride and gains trust

Answer: A

Explanation:

Organizational Behavior distinguishes between transformational and transactional leaders. Transactional leaders guide or motivate their followers in the direction of established goals by clarifying role and task requirements. They function primarily through a series of "transactions" or exchanges where the leader provides something the followers want in return for their performance.

One of the primary characteristics of transactional leadership is contingent reward, which involves promising rewards for good performance and recognizing accomplishments. Other characteristics include management by exception (active or passive), where the leader intervenes only when standards are not met. Options A, B, and C describe transformational leaders, who inspire followers to transcend their own self-interests for the good of the organization and are capable of having a profound and extraordinary effect on followers. While transformational leadership is often celebrated for driving innovation and change, transactional leadership remains essential for maintaining the day-to-day stability and efficiency of an organization by ensuring that employees are rewarded for meeting specific, tangible targets.

NEW QUESTION # 38

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