

Organizational-Behavior Latest Exam Testking, Organizational-Behavior Reliable Learning Materials

WGU C715 EXAM ORGANIZATIONAL BEHAVIOR LATEST 2023- 2024 REAL EXAM 100 QUESTIONS AND ANSWERS(VERIFIED ANSWERS)AGRADE

1) Esther Lugo has gone for an interview at an advertising firm in Manhattan and has been asked to complete a self-report survey to help interviewers understand if she is the right candidate for the job. From the interview, they have found that she is extroverted, empathic, scrupulous, and cooperative in nature, which are key characteristics needed for the job. These characteristics about Lugo indicate her _____.

- A) talent
- B) skill
- C) knowledge
- D) genealogy
- E) personality - **answer>>>E) personality**

2) Which of the following does the heredity approach state?

- A) An individual's personality is determined by the social background one is brought up in.
- B) An individual's personality is determined by molecular structure of the genes.
- C) An individual's personality is influenced by the economic settings he/she is surrounded by.
- D) A person's personality traits are created by the company he/she keeps i.e., his/her friends and family.
- E) A person's personality traits are largely influenced by global trends and characteristics. - **answer>>>B) An individual's personality is determined by molecular structure of the genes.**

3) Elaine Chamberlain works as a research executive at an environmental organization. Though her colleagues are helpful and friendly, because of her shy nature, she often eats her lunch at her desk and has limited interactions with them. She is glad that her nature of work does not require her to interact with her co-workers to a high extent. Which of the following types is Chamberlain most likely to be characterized as according to the Myers-Briggs Type Indicator (MBTI) classification?

- A) social
- B) introverted
- C) exhibitionist
- D) gregarious
- E) extraverted - **answer>>>B) introverted**

4) Which dimension of the Big Five model is a measure of reliability?

- A) extraversion
- B) agreeableness
- C) conscientiousness
- D) openness to experience
- E) emotional stability - **answer>>>C) conscientiousness**

Pass4sureCert's Organizational-Behavior exam training materials evoke great repercussions in the examinees, and has established a very good reputation, which means that choosing Pass4sureCert Organizational-Behavior exam training materials is to choose success. After you buy our Organizational-Behavior VCE Dumps, if you fail to pass the certification exam or there are any problems of learning materials, we will give a full refund. What's more, after you buy our Organizational-Behavior exam, we will provide one year free renewal service.

If you are looking to advance in the fast-paced and technological world, WGU is here to help you achieve this aim. WGU provides you with the excellent WGU Organizational Behavior (GTO1, C715) practice exam, which will make your dream come true of passing the WGU Organizational-Behavior Certification Exam.

>> Organizational-Behavior Latest Exam Testking <<

WGU Organizational-Behavior Reliable Learning Materials | Organizational-Behavior Reliable Exam Tips

In order to help you easily get your desired WGU Organizational-Behavior certification, WGU is here to provide you with the WGU Organizational-Behavior exam dumps. We need to adapt to our ever-changing reality. To prepare for the actual WGU Organizational-Behavior Exam, you can use our WGU Organizational-Behavior exam dumps.

WGU Organizational Behavior (GTO1, C715) Sample Questions (Q18-Q23):

NEW QUESTION # 18

Management has noticed that the quality improvement work group is struggling because members seem to be working in different directions. Which suggested action can the company take to increase group cohesiveness?

- A. Increase the difficulty of becoming a group member
- B. Make the group larger
- C. Physically isolate the group
- D. Establish more rigid roles for group members

Answer: C

Explanation:

Group Cohesiveness is the degree to which members are attracted to each other and motivated to stay in the group. When a group is "working in different directions," it lacks the unity and shared purpose characteristic of cohesive teams. To increase cohesiveness, Organizational Behavior literature suggests several specific strategies.

One effective method is to physically isolate the group. By providing the group with its own workspace or isolating them from other units, the members are forced to interact more frequently with one another rather than with outsiders. This increased interaction often leads to a stronger shared identity and a "we-feeling" that helps align their efforts. Other common ways to increase cohesiveness include making the group smaller (not larger, which refutes option C), increasing the time members spend together, and increasing the status of the group or the difficulty of gaining admission. While option A (increasing difficulty of membership) is a valid way to increase cohesiveness, the provided source materials and the context of members "working in different directions" prioritize physical isolation as a primary structural intervention to foster unity. Creating more rigid roles (Option D) might help with clarity but does not necessarily increase the emotional and social attraction (cohesion) between members.

NEW QUESTION # 19

In organizing a team to develop a new product for entry into the electronics market, management wanted to assign team members having characteristics common to effective teams. Which list specifies common characteristics of effective teams?

- A. Members who are emotionally stable, members who fill role demands, and a manageable level of conflict
- B. Effective leadership, members who score low on the personality characteristic of extroversion, and members who fill role demands
- C. A climate of trust, members who fill role demands, and an absence of conflict
- D. A climate of trust, members who score low on the personality characteristic of extroversion, and effective leadership

Answer: A

Explanation:

The effectiveness of a team is generally categorized by its composition, context, and process. According to the Big Five Personality Model and team research, effective teams are typically composed of individuals who score high on emotional stability, agreeableness, and conscientiousness. These traits help maintain a positive working environment and reduce interpersonal friction. Furthermore, teams must ensure that they have people to fill various role demands—meaning that all necessary tasks and social-maintenance functions are being performed by someone within the group.

Crucially, effective teams do not necessarily have an "absence of conflict" (which refutes option C). Instead, they maintain a manageable level of conflict. Specifically, "task conflict"—disagreements over the content of the work—can actually stimulate discussion and lead to better decisions, provided that "relationship conflict" (interpersonal animosity) remains low. Therefore, a team that is emotionally stable, fulfills its role requirements, and handles conflict constructively is much more likely to succeed in a high-pressure environment like the electronics market than one that simply tries to avoid all disagreement.

NEW QUESTION # 20

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. Planner
- C. Coordinator
- D. Motivator

Answer: C

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 # 21

Which statement is true about groupshift?

- A. It is a side-stepping technique.
- B. It cannot be toward greater risk.
- **C. It can be toward caution or toward risk.**
- D. It is not a real-world phenomenon.

Answer: C

Explanation:

Groupshift is a phenomenon related to groupthink, specifically describing the way group members tend to exaggerate their initial positions when discussing a given set of alternatives. In a group setting, the collective decision often shows a shift toward a more extreme version of the position held by members before the discussion began. While many people assume groups always lead to more conservative decisions, groupshift demonstrates that the shift can move in either direction: toward greater caution or toward greater risk.

The shift toward risk is more common in many organizational settings. This occurs for several reasons: first, the shared responsibility of a group diffuses the accountability for any single individual, making them feel bolder. Second, members who are more willing to take risks may be perceived as more confident and thus exert more influence over the group's final decision. Conversely, if the initial atmosphere of the group is conservative, the discussion tends to reinforce that caution, leading to a "shift" toward even more extreme avoidance of risk. Understanding groupshift is vital for managers because it highlights that group decisions are not necessarily "average" or "moderate" versions of individual opinions; rather, the social dynamics within a group can drive the collective toward extremes that no single member might have chosen independently.

Recognizing this allows leaders to implement checks and balances, such as appointing a devil's advocate, to ensure that the group does not drift into a dangerous or overly timid position due to the social reinforcement of the shift phenomenon.

NEW QUESTION # 22

What is a characteristic employed by transactional leaders?

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

Answer: B

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 # 23

.....

This skill set brings multiple benefits to you. You get well-paid jobs and promotions because firms prefer WGU Organizational Behavior (GTO1, C715) Organizational-Behavior certification holders. Although all professionals desire to earn certifications, many never find enough time to go beyond their graduation degree. Any area of accreditation is in high demand, and if you have a WGU Organizational Behavior (GTO1, C715) Organizational-Behavior Certification, you will grow in the information technology industry with ease.

Organizational-Behavior Reliable Learning Materials: <https://www.pass4surecert.com/WGU/Organizational-Behavior-practice-exam-dumps.html>

The plus point is that the PDF version is updated regularly to improve its Organizational-Behavior exam questions and reflect changes in the syllabus of the exam, It's risk-free, You can train yourself at your home for the Organizational-Behavior test by using the Organizational-Behavior from Pass4sureCert class room and the Organizational-Behavior from Pass4sureCert online test brain dump, WGU Organizational-Behavior Latest Exam Testking When a product can meet different kinds of demands of customers, it must be a successful product.

Neal: A tech accelerator can be an excellent conduit Organizational-Behavior Reliable Exam Tips to provide those introductions to investors, but there are other ways to go about it, This chapter shows how to use it to find content on Organizational-Behavior your Mac, how to filter search results, set search preferences, and get help when you need it.

Organizational-Behavior Exam Torrents: WGU Organizational Behavior (GTO1, C715) Prepare Torrents & Organizational-Behavior Test Braindumps

The plus point is that the PDF version is updated regularly to improve its Organizational-Behavior Exam Questions and reflect changes in the syllabus of the exam, It's risk-free!

You can train yourself at your home for the Organizational-Behavior test by using the Organizational-Behavior from Pass4sureCert class room and the Organizational-Behavior from Pass4sureCert online test brain dump.

When a product can meet different kinds of demands of customers, it must be a successful product, For most people, passing Organizational-Behavior real exams is the first step to the success of their career.

- Free PDF High Pass-Rate Organizational-Behavior - WGU Organizational Behavior (GTO1, C715) Latest Exam Testking
 Simply search for (Organizational-Behavior) for free download on www.troytecdumps.com Pass Organizational-Behavior Guide
- Organizational-Behavior New Dumps Files Organizational-Behavior Real Sheets Knowledge Organizational-Behavior Points Easily obtain free download of Organizational-Behavior by searching on “ www.pdfvce.com ”
 Organizational-Behavior Exam Questions And Answers
- Organizational-Behavior Valid Exam Camp Knowledge Organizational-Behavior Points Organizational-Behavior Actual Dump Download Organizational-Behavior for free by simply searching on www.troytecdumps.com
 Real Organizational-Behavior Exam Dumps
- Authentic Organizational-Behavior Study Materials: WGU Organizational Behavior (GTO1, C715) Grant You High-quality Exam Braindumps - Pdfvce Go to website (www.pdfvce.com) open and search for Organizational-Behavior to download for free Organizational-Behavior Latest Study Notes
- Organizational-Behavior Exams Latest Organizational-Behavior Examprep Organizational-Behavior Exam Questions And Answers The page for free download of 《 Organizational-Behavior 》 on www.validtorrent.com will open immediately Reasonable Organizational-Behavior Exam Price
- Authentic Organizational-Behavior Study Materials: WGU Organizational Behavior (GTO1, C715) Grant You High-quality Exam Braindumps - Pdfvce Search for www.pdfvce.com on www.pdfvce.com immediately to obtain a free download Organizational-Behavior Real Sheets
- Organizational-Behavior Valid Exam Camp Knowledge Organizational-Behavior Points Organizational-Behavior Actual Dump Search for { Organizational-Behavior } and download it for free immediately on www.vce4dumps.com Knowledge Organizational-Behavior Points
- WGU Organizational-Behavior Web-Based Practice Test Software Works without Installation Search for “

