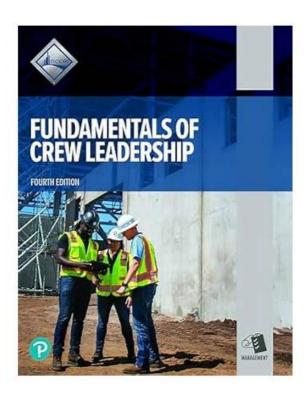
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# NCCER Module 46101 Fundamentals of Crew Leadership Sample Questions (Q21-Q26):

# **NEW QUESTION #21**

What is one of the many traits effective leaders should have?

- A. the ability to communicate the goals of a project
- B. a perfectionist nature that ensures they will not make mistakes
- C. the ability to make decisions without listening to the opinions of others
- D. the motivation to carry the workload alone in order to achieve a goal

#### Answer: A

### Explanation:

Effective leaders possess strong communication skills, including the ability to communicate the goals of a project (A) clearly and concisely to their team. A perfectionist nature (B) can lead to micromanagement and hinder progress. Leaders should empower their team, not try to carry the workload alone (C). While decisiveness is important, effective leaders also value input from their team members (D). (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 1.1.2 Characteristics of Effective Leaders)

#### **NEW QUESTION #22**

Who does the crew leader typically report directly to on a construction site?

- A. architect
- B. superintendent
- C. safety manager
- D. owner

# Answer: B

# Explanation:

The crew leader, as a first-line supervisor, is directly responsible for the activities of the work crew and typically reports to the superintendent or general foreman on the construction site. This individual oversees multiple crews and is responsible for the overall progress and coordination of the work. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 1.2.1 Reporting Structure)

# **NEW QUESTION #23**

How is accountability defined?

- A. as holding an employee responsible for completing a particular duty
- B. as the power to act or make decisions in carrying out assignments
- C. as giving an employee a particular task to perform
- D. as having the power to promote someone

# Answer: A

# Explanation:

Accountability is defined as holding an employee responsible for completing a particular duty (D) or task to a certain standard. It involves the expectation that individuals will answer for their actions and the outcomes of their assigned responsibilities. Having the power to promote (A) is related to authority. Giving a task (B) is delegation. The power to act or make decisions (C) is authority or empowerment. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 1.4.3 Understanding Responsibility and Accountability)

# **NEW QUESTION #24**

Which of the following statements regarding the consequences of willful safety violations is TRUE?

- A. Only upper company management can be fined.
- B. Superintendents and crew leaders can be held financially and criminally liable.
- C. Employers cannot be held liable for an employee's injury or death.
- D. Only the negligent injured worker can be fined.

#### Answer: B

#### Explanation:

When safety violations are deemed willful, meaning the employer or a supervisory employee intentionally disregarded or was plainly indifferent to safety regulations, the consequences can be severe. Superintendents and crew leaders, as supervisory personnel with responsibility for job site safety, can be held financially and criminally liable (D) for such violations, in addition to potential penalties for the company itself. Negligent workers (A) may face disciplinary actions but are not typically fined by regulatory bodies. Upper management (B) can also be held liable, and employers are indeed liable for employee injuries or deaths resulting from safety violations (C). (OSHA Act of 1970; Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 3.3.2 Consequences of Violations)

# **NEW QUESTION #25**

The MOST effective approach to the inability of two employees to work together would be to do what?

- A. Write a memo to all crew members, without mentioning names, encouraging cooperation.
- B. Speak directly to the individuals and to others to learn what the problems are.
- C. Write a memo to each of them ordering them to cooperate.
- D. Pick the worker you think is causing the most trouble and threaten dismissal.

#### Answer: B

#### Explanation:

The most effective approach to resolving interpersonal conflicts between employees is to speak directly to the individuals and to others to learn what the problems are (C). This allows for open communication, identification of the root causes of the conflict, and the opportunity to find a mutually agreeable solution.

Simply ordering cooperation (A), threatening dismissal (B), or sending a general memo (D) are less likely to address the underlying issues effectively. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.4.2 Resolving Conflicts)

### **NEW QUESTION #26**

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