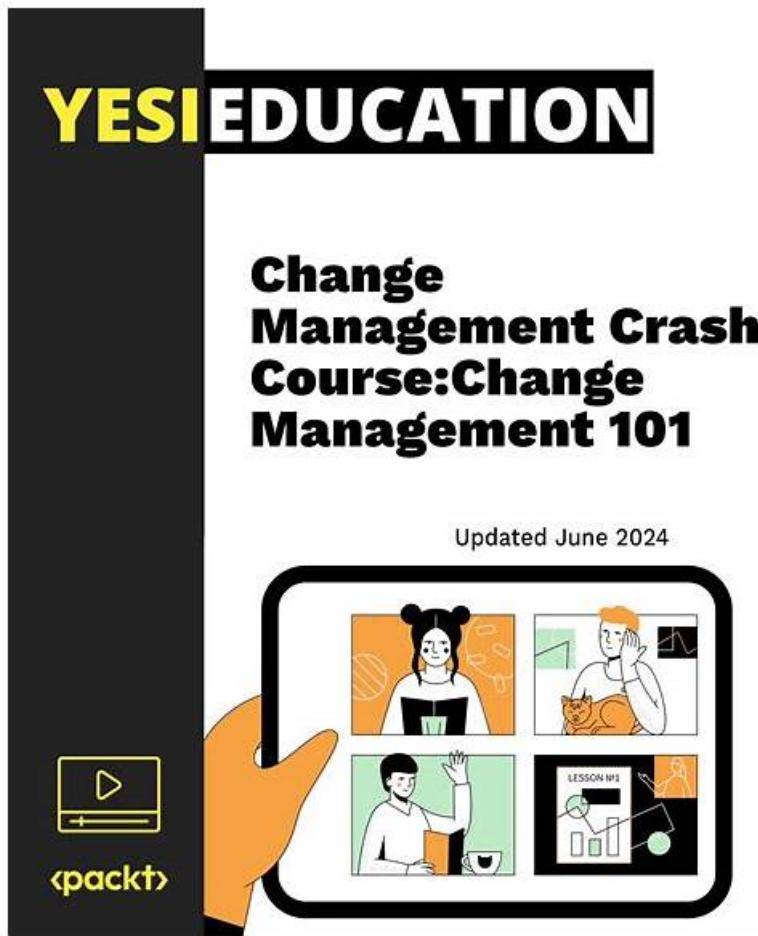


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APMG-International Change Management Foundation Exam Sample Questions (Q38-Q43):

NEW QUESTION # 38

When comparing 'lean' and 'rich' communication channels, which of the following statements about a 'rich' communication channel is true?

A 'rich' channel allows for conversation, a quick response, and the chance for interaction.

A 'rich' channel conveys non-verbal cues, such as emotion and feelings, tone or gestures.

- A. Neither 1 or 2 is true
- B. Only 1 is true
- C. Only 2 is true
- D. Both 1 and 2 are true

Answer: D

Explanation:

Explanation

Communication channels can be classified as lean or rich, depending on the amount and quality of information they can convey. A rich communication channel allows for conversation, a quick response, and the chance for interaction, as well as conveys non-verbal cues, such as emotion and feelings, tone or gestures. Examples of rich communication channels are face-to-face meetings, video calls, or phone calls. Therefore, both statements

1 and 2 are true. References:

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

NEW QUESTION # 39

Which of the key principles for building and maintaining engagement throughout change is demonstrated through sharing information about why change is necessary and when it will take place?

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

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation identifies Transparency as one of four engagement principles (alongside Inclusivity, Connectivity, and Dialogue). Sharing information about "why change is necessary and when it will take place" exemplifies Transparency (Option C), as it involves openly communicating critical details to build trust and clarity. Inclusivity (A) focuses on involving people, Connectivity (B) on linking stakeholders, and Empathy (D) on understanding emotions—none of which directly address the act of sharing information as described.

NEW QUESTION # 40

Which should always be the first step in the Continuous Change Management Cycle?

- A. Prioritization
- B. Discovery
- C. Action
- D. Ideas

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Continuous Change Management Cycle in the APMG Change Management Foundation is an iterative process for managing ongoing change, typically comprising Discovery, Ideas, Prioritization, and Action. Let's examine why Discovery is the starting point:

*Discovery: This initial step involves assessing the current state, identifying needs, and gathering insights (e.

g., stakeholder feedback, performance gaps). It's foundational because understanding the context drives subsequent steps. For example, a company noticing low employee morale might discover through surveys that a lack of communication is the root cause, setting the stage for ideas.

*Ideas: Generating solutions follows Discovery, as ideas must address identified issues. Starting here without context risks misaligned proposals.

*Prioritization: Ranking options comes after ideas are developed, requiring a basis from Discovery to evaluate relevance.

*Action: Implementing changes is the final step, relying on prior stages for direction and feasibility.

The APMG framework positions Discovery as the logical first step to ensure change efforts are informed and purposeful, avoiding reactive or uninformed actions. Option C is thus correct, reflecting the cycle's emphasis on evidence-based beginnings.

NEW QUESTION # 41

According to Lewin's Force-field analysis' which action needs to occur if an organization desires to make change more quickly?

- A. Driving forces need to be augmented
- B. Driving forces need to be decreased
- C. Restraining forces to be increased
- D. Resisting forces need to be increased

Answer: A

Explanation:

Lewin's force-field analysis is a tool to identify the driving and restraining forces for a change. Driving forces are those that push for the change, while restraining forces are those that oppose or resist the change. To make change more quickly, driving forces need to be augmented (increased or strengthened) and/or restraining forces need to be reduced or removed. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%203%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 42

Which of the following statements about the concept of extinction in behavioral learning are true?

Extinction happens when rewards for a certain behavior are withdrawn

Reconditioning behavior after extinction takes as long as it did before extinction

- A. Neither 1 or 2 is true
- B. Only 1 is true
- C. Only 2 is true
- D. Both 1 and 2 are true

Answer: B

Explanation:

Explanation

Extinction is a concept in behavioral learning that describes what happens when rewards for a certain behavior are withdrawn. This can lead to the behavior being reduced or eliminated over time. However, reconditioning behavior after extinction does not take as long as it did before extinction, as there is still some memory or association of the behavior and the reward. Therefore, only statement 1 is true. References:

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

NEW QUESTION # 43

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