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## IASPStrategy Planning Professional Exam Sample Questions (Q141-Q146):

### NEW QUESTION # 141

Which of the following BEST describes the sense of disorientation and the emotional roller coaster experienced by someone who is transferred to work in a new organization, business, or even a new country?

- A. Assimilation
- B. Stockholm Syndrome
- C. Language Transference
- **D. Culture Shock**

**Answer: D**

Explanation:

Culture shock refers to the emotional and psychological disorientation experienced when entering a new cultural environment, such as a new organization or country. It involves stress, confusion, and adaptation challenges. The IASP SPP curriculum recognizes culture shock as a significant change management factor requiring support mechanisms. Other options describe unrelated phenomena or processes. #IASP SPP Study Guide - Change Management###Oberg, Culture Shock and Adjustment#

### NEW QUESTION # 142

Which of the following is a common impediment or barrier to effective strategic planning?

- A. Thorough involvement of middle management
- **B. A lack of senior management support**
- C. Balanced focus on external and internal pressures or trends
- D. Fully engaged strategic planning staff

**Answer: B**

Explanation:

Lack of senior management support is one of the most significant barriers to successful strategic planning.

Without leadership commitment, strategy efforts lack resources, authority, and credibility. The IASP SPP curriculum emphasizes that senior leaders must champion strategy to enable alignment, execution, and cultural adoption. Engaged staff and management focus are enablers, not impediments. #IASP SPP Study Guide - Barriers to Planning##Kotter, Leading Change#

#### NEW QUESTION # 143

Which of these actions should be taken first, if and when a strategic plan does not seem to be unfolding as expected?

- **A. Determine the reasons for the plan not working.**
- B. Restructure the internal advisory team.
- C. Make modifications to the strategic plan
- D. Demonstrate patience because change takes time.

**Answer: A**

Explanation:

The first action when a strategic plan is not progressing as expected is to determine the root causes of underperformance or obstacles. This diagnostic step enables targeted interventions and avoids premature or misguided changes. The IASP SPP curriculum emphasizes the importance of analysis before adjustment, supporting informed decision-making to correct course effectively. #IASP SPP Study Guide - Performance Monitoring##Kaplan & Norton, Balanced Scorecard#

#### NEW QUESTION # 144

As an essential skill for strategic planning professionals, effective communication is BEST demonstrated by

- **A. interacting to get honest feedback.**
- B. sending recurring newsletters.
- C. sending single direction messages to recipients.
- D. broadcasting streaming messages.

**Answer: A**

Explanation:

Effective communication in strategic planning goes beyond one-way messaging; it involves interactive dialogue aimed at obtaining honest feedback. This two-way communication enables leaders to understand employee perspectives, address concerns, and incorporate valuable input into the strategic process. The IASP SPP curriculum highlights that honest feedback is essential for refining strategy and fostering engagement, which promotes ownership and alignment. Methods such as newsletters or broadcast messages lack the interactive component and therefore are less effective at eliciting meaningful feedback necessary for successful strategy development and implementation. #IASP SPP Study Guide - Communication Skills##Kotter, Leading Change#

#### NEW QUESTION # 145

Which of the following BEST describes an effective organizational mission?

- A. Provides an emotionally inspiring picture of future success
- **B. Describes the organization's purpose in an accurate and concise manner**
- C. Describes the role of the organization in 3-5 years
- D. Describes in great detail what is done for whom, how it is done, who does it, and how well it is done

**Answer: B**

Explanation:

An effective mission statement accurately and concisely describes the organization's purpose, serving as the foundation for strategy and guiding operations. The IASP SPP curriculum differentiates mission from vision, emphasizing clarity and focus in defining why the organization exists and what it does. Overly detailed or future-oriented descriptions belong in operational plans or vision statements, respectively. #IASP SPP Study Guide - Mission and Vision##Drucker, The Practice of Management#

## NEW QUESTION # 146

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