

# Change-Management-Foundation測試 - Change-Management-Foundation考試重點



IT行業中很多雄心勃勃的專業人士為了在IT行業中能更上一層樓，離IT頂峰更近一步，都會選擇APMG-International Change-Management-Foundation這個難度較高的認證考試來獲取通認證證書從而獲得行業認可。APMG-International Change-Management-Foundation 的難度比較高所以通過率也比較低。但是報名參加APMG-International Change-Management-Foundation 認證考試是個明智的選擇，因為在如今競爭激烈的IT行業應該要不斷的提升自己。但是您可以選擇很多方式幫你通過考試。

APMG-International 的 Change-Management-Foundation 考古題是從Prometric或VUE考試中心取得的最新原始考題，由資深講師和技術專家精心打造的完美產品，保證了 Change-Management-Foundation 產品的高品質和真實性。已經幫助很多考生成功通過考試，擁有了Fast2test Change-Management-Foundation 考題您就可以實現理想，適合全球考生都能通用的模擬試題。因為最新的 Change-Management-Foundation 擬真試題可以為你的複習和看書減輕很多的煩惱。

>> Change-Management-Foundation測試 <<

## Change-Management-Foundation考試重點 - Change-Management-Foundation參考資料

我們Fast2test APMG-International的Change-Management-Foundation考試培訓資料給所有需要的人帶來最大的成功率，通過微軟的Change-Management-Foundation考試是一個具有挑戰性的認證考試。現在除了書籍，互聯網被認為是一個知識的寶庫，在Fast2test你也可以找到屬於你的知識寶庫，這將是一個對你有很大幫助的網站，你會遇到複雜的測試方面的試題，我們Fast2test可以幫助你輕鬆的通過考試，它涵蓋了所有必要的知識APMG-International的Change-Management-Foundation考試。

### APMG-International Change-Management-Foundation 考試大綱：

主題	簡介
主題 1	<ul style="list-style-type: none"><li>Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.</li></ul>
主題 2	<ul style="list-style-type: none"><li>Communication in Change Management: This section covers developing a communication strategy</li></ul>
主題 3	<ul style="list-style-type: none"><li>communication methods and channels, and effective messaging for different stakeholder groups.</li></ul>

主題 4	<ul style="list-style-type: none"> <li>Leadership and Change: In this section, the preference is given to the role of leadership in change management, change leadership styles, building and maintaining a guiding coalition, etc.</li> </ul>
主題 5	<ul style="list-style-type: none"> <li>Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.</li> </ul>
主題 6	<ul style="list-style-type: none"> <li>Engaging and communicating with stakeholders, change Impact and Readiness, conducting change impact assessments, assessing organizational readiness for change, and identifying and managing resistance to change.</li> </ul>
主題 7	<ul style="list-style-type: none"> <li>Introduction to Change Management: ThiLewin's 3-Stage Model, Kotter's 8-Step Process, ADKAR Model, s section covers the definition and importance of change management, types of organizational change, and the role of change managers.</li> </ul>
主題 8	<ul style="list-style-type: none"> <li>Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.</li> </ul>
主題 9	<ul style="list-style-type: none"> <li>Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.</li> </ul>

## 最新的 Change Management Change-Management-Foundation 免費考試真題 (Q64-Q69):

### 問題 #64

When assessing the severity of change impacts during a stakeholder impact assessment, what is meant by the coverage of impact?

- A. The proportion of a given stakeholder group that are impacted by a change
- B. The number of change initiatives affecting a specific stakeholder category
- C. The probability of unintended consequences affecting a stakeholder group
- D. The number of change agents required to support the change

答案: A

解題說明:

Explanation

When assessing the severity of change impacts during a stakeholder impact assessment, one of the criteria that can be used is the coverage of impact. The coverage of impact refers to the proportion of a given stakeholder group that are impacted by a change. For example, if a change affects 80% of the employees in a department, the coverage of impact is high. The other options are not criteria for assessing the severity of change impacts, but rather factors or outcomes of other processes or activities in the change process

### 問題 #65

Which of the key principles, for building and maintaining engagement throughout change, is demonstrated when we are able to talk about anything, maintain trust, and reach a good outcome?

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

答案: A

解題說明:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation identifies four key principles for engagement: Inclusivity, Connectivity, Transparency, and Dialogue. The scenario describes open communication ("talk about anything"), trust, and achieving positive outcomes, which directly aligns with the principle of Dialogue.

Dialogue emphasizes two-way, trust-based communication that fosters understanding and collaboration, enabling stakeholders to

discuss concerns openly and work toward solutions. Inclusivity focuses on involving everyone, Connectivity on linking people and ideas, and Transparency on sharing information—none of which fully encapsulate the trust and conversational outcome described here.

#### 問題 #66

Social neuroscience summarizes 5 brain processes involved in social situations using the mnemonic SCARF. What does the F represent?

- A. Fight
- **B. Fairness**
- C. Faith
- D. Fear

答案： B

解題說明：

Comprehensive and Detailed In-Depth Explanation:

The SCARF model, developed by David Rock and integrated into the APMG Change Management Foundation, describes five domains influencing brain responses in social contexts: Status, Certainty, Autonomy, Relatedness, and Fairness. The "F" stands for Fairness (Option A), which reflects the brain's sensitivity to equitable treatment. Faith (B), Fear (C), and Fight (D) are not part of the SCARF model, making Fairness the correct answer aligned with neuroscience principles in change management.

#### 問題 #67

According to Glaser and Glaser, which element of team effectiveness enables team members to help each other address challenges?

- **A. Team inter-personal relationships**
- B. Team operating processes
- C. Team mission, planning and goal setting
- D. Team roles

答案： A

解題說明：

Explanation

According to Glaser and Glaser, team effectiveness is influenced by four elements: team mission, planning and goal setting; team roles; team operating processes; and team inter-personal relationships. Team inter-personal relationships refer to the quality of communication, trust, respect, and collaboration among team members.

This element enables team members to help each other address challenges, as well as share feedback, ideas, and emotions.

References:

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

#### 問題 #68

Why do Line Leaders make effective Change Agents?

- A. They have the time to dedicate to the change
- B. They have local decision-making authority
- C. As leaders they are unaffected by the change
- **D. They can support and influence local staff**

答案： D

解題說明：

Comprehensive and Detailed In-Depth Explanation:

Line Leaders are pivotal in change management, as per the APMG Change Management Foundation, due to their proximity to frontline staff. Option C ("They can support and influence local staff") is correct because their role enables them to provide direct support, address concerns, and model change behaviors, influencing their teams effectively. Option A overstates their authority, Option B is false as they are affected by change, and Option D is unrealistic given their operational duties. Their effectiveness lies in their local influence and support capacity.

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**Change-Management-Foundation考試重點:** <https://tw.fast2test.com/Change-Management-Foundation-premium-file.html>

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