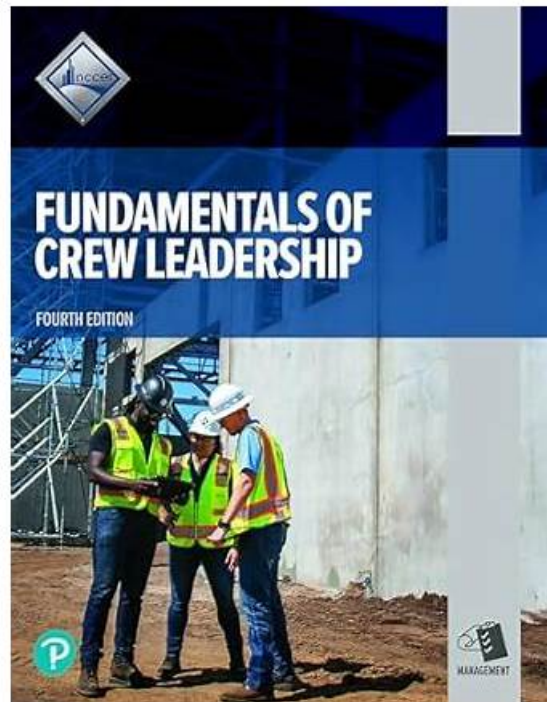


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NCCER Module 46101 Fundamentals of Crew Leadership Sample Questions (Q14-Q19):

NEW QUESTION # 14

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 # 15

How is accountability defined?

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

Answer: B

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 # 16

What is a potentially important use of the daily diary that is NOT related to the crew leader's efficient management of work?

- A. recording an OSHA inspection visit
- **B. a source of information during litigation with the client**
- C. scheduling a new-worker orientation session
- D. documenting work completed

Answer: B

Explanation:

While the daily diary is crucial for documenting work progress (A), recording important events like OSHA inspections (B), and

potentially noting training activities, a potentially important use not directly related to efficient daily management is that it can serve as a source of information during litigation with the client (D) by providing a detailed record of site conditions, work performed, and any relevant incidents. Scheduling a new-worker orientation (C) is more of a planning task than a daily record. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.2.3 Maintaining a Daily Log)

NEW QUESTION # 17

In a firm-fixed-price contract, the contractor's profit is

- A. subject to penalties and incentives
- **B. incorporated into the bid.**
- C. tied to project schedule performance.
- D. negotiated separately from labor and material costs.

Answer: B

Explanation:

In a firm-fixed-price contract, the contractor agrees to complete the project for a set price. The contractor's profit is incorporated into the bid (A) by estimating costs (labor, materials, overhead) and adding a desired profit margin. Penalties and incentives (B) are more common in other contract types. Profit is not directly tied to the schedule in this contract type (C), and it is not negotiated separately (D). (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 4.1.3 Understanding Contract Types)

NEW QUESTION # 18

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

- A. a perfectionist nature that ensures they will not make mistakes
- **B. the ability to communicate the goals of a project**
- 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: B

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 # 19

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