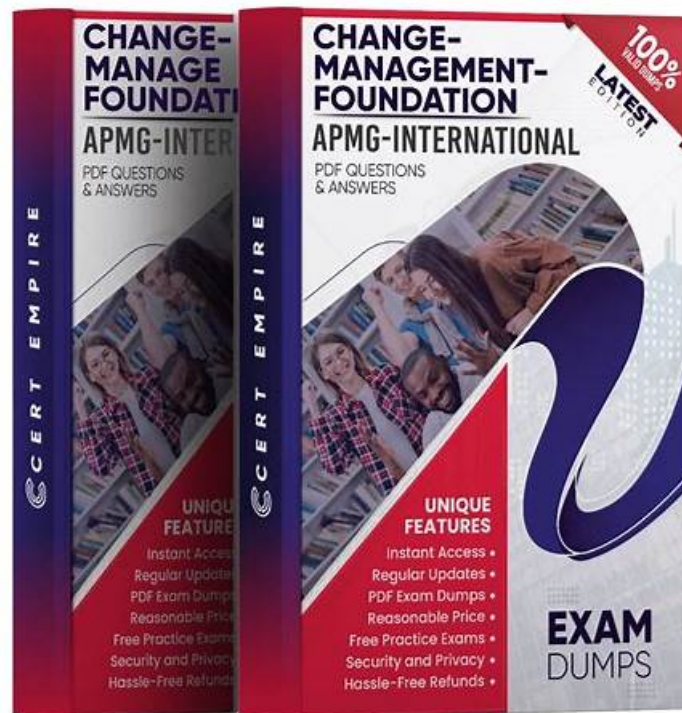


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APMG-International Change Management Foundation Exam Sample

Questions (Q17-Q22):

NEW QUESTION # 17

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

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

Answer: D

Explanation:

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

NEW QUESTION # 18

Which of the following statements about data analytics are true?

1. The more data you have, the better the results
2. Obtaining new data from external sources is beneficial and removes bias

- A. Only 2 is true
- **B. Neither 1 nor 2 is true**
- C. Only 1 is true
- D. Both 1 and 2 are true

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In APMG, more data (1) doesn't guarantee better results-quality matters-and external data (2) adds perspective but doesn't inherently remove bias. Neither is true.

NEW QUESTION # 19

Which of the following statements about a communication plan are true?

1. Same overall format for all change initiatives
2. Content will differ depending on scale and complexity of change

- A. Neither 1 nor 2 is true
- B. Only 1 is true
- **C. Only 2 is true**
- D. Both 1 and 2 are true

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A communication plan in the APMG Change Management Foundation is a structured tool to engage stakeholders effectively, tailored to each change's needs. This question probes its flexibility versus standardization. Let's analyze with exhaustive detail:

*Statement 1: "Same overall format for all change initiatives"

oTheory: A communication plan typically includes elements like objectives, audiences, messages, channels, and timelines-per APMG templates.

oAnalysis: False. While a consistent structure (e.g., sections) might be used organizationally, the APMG stresses adaptability. A small process tweak (e.g., new form) doesn't need the same depth as a merger. Format varies-e.g., a one-page plan versus a multi-phase strategy-based on scope, not a rigid "same overall format."

oExample: A policy update might use a simple email plan, while a

tech rollout requires workshops and FAQs-different formats.

*Statement 2: "Content will differ depending on scale and complexity of change" oTheory: Content includes messages, timing, and audience targeting, customized per APMG guidance.

oAnalysis: True. A minor change (e.g., office relocation) might communicate "new address" to all, while a complex ERP rollout needs detailed training schedules for IT, phased updates for staff, and benefits for executives. Scale (e.g., 10 vs. 10,000 people) and complexity (e.g., technical vs. cultural) dictate content variation.

oExample: A safety protocol change has simple content; a digital transformation has layered, role-specific messages.

*Evaluation: B is correct-content adapts, format flexes. APMG prioritizes fit-for-purpose planning over uniformity.

NEW QUESTION # 20

Which workplace provision addresses Maslow's social needs?

- A. Job security
- B. Team-building exercises
- C. Career development opportunities
- D. Generous pensions

Answer: C

Explanation:

Maslow's hierarchy of needs is a theory that explains how people are motivated by different levels of needs.

The theory proposes five levels of needs: physiological, safety, social, esteem, and self-actualization. Social needs are the third level of needs, which refer to the need for belonging, love, and friendship. Team-building exercises are a type of workplace provision that addresses Maslow's social needs, as they help to create a sense of community, trust, and cooperation among employees. The other options are workplace provisions that address other levels of needs, such as physiological (generous pensions), safety (job security), or esteem (career development opportunities)

NEW QUESTION # 21

Which advice is given about managing the 'complex responsive processes' that surround emergent change?

- A. Focus on the main purpose of the change rather than specific events
- B. Ignore any 'unofficial' discussions between managers and staff
- C. Restrict communications about change to only those who need to know
- D. Be prepared to spend time addressing every specific issue that arises

Answer: A

Explanation:

Explanation

Emergent change is a type of change that arises from within an organization, rather than being imposed from outside. Emergent change is influenced by complex responsive processes, which are the patterns of interaction and communication that occur among people in an organization. To manage these processes, change leaders should focus on the main purpose of the change rather than specific events, as this helps to create a shared vision and direction for the change. The other options are not good advice for managing complex responsive processes, as they either ignore, restrict, or overreact to them, which can hinder the emergence and adaptation of the change. References:

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

NEW QUESTION # 22

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