Week 5 Assignment

The due date for submitting this assignment has passed. **Due on 2018-03-14, 23:59 IST.**

Submitted assignment

1) Which theory concerns the use of objectives to manage performance?  
   - Probability Theory  
   - Goal Theory  
   - Results Theory  
   - Grid Theory  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   *Goal Theory*

2) The GROW model of coaching helps in raising individuals awareness and understanding of:  
   - The aspiration of the team from them  
   - The expectations of the supervisor from them  
   - The possible future opportunities for them with their present skill set  
   - The expectation of organisation from them  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   *The possible future opportunities for them with their present skill set*

3) Mentoring can be defined as:  
   - A trusting relationship and focus on the holistic development and growth of a person  
   - Interaction only about life, work and beliefs  
   - Job observation  
   - A very formal relationship  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   *A trusting relationship and focus on the holistic development and growth of a person*

4) Which among the following is not a step of coaching process in an organisation:  
   - Identification of developmental goals
Feedback Mechanism
Resources Identification
Organisational strategy analysis

No, the answer is incorrect.
Score: 0
Accepted Answers:
Organisational strategy analysis

5) Accessing one’s coaching presence by being conscious of one’s thinking and effectively managing emotions of self and others is known as:

- Social Competence
- Emotional Competence
- Behavioural Competence
- Environmental Competence

No, the answer is incorrect.
Score: 0
Accepted Answers:
Emotional Competence

6) ------- is helping to extend the world view of coachee by taking into consideration the initial challenging problems or opportunities from multiple perspectives:

- Organising
- Reframing
- Development
- Problem Identification

No, the answer is incorrect.
Score: 0
Accepted Answers:
Reframing

7) Which of the followings is not the role of supervisor in the process of coaching:

- Has opportunity to coach and counsel
- Has authority to carry out coaching
- Can use all information on hand
- Can urge for termination/transfer

No, the answer is incorrect.
Score: 0
Accepted Answers:
Can urge for termination/transfer

8) The term “property deviance” stands for:

- Red tapism
- Favouritism
- Integrity Issue
- Less productive

No, the answer is incorrect.
Score: 0
Accepted Answers:
Integrity Issue

9) Which among the following is an assumption of fundamental Attribution theory used for responding poor performance of employee:

- Explains behaviour based on psychosomatic disposition
- Explains behaviour based on the influence of external behaviour
10. Which among the following can be considered as an essential principle for a successful coaching process:

- Employee is not whole and unique entity
- Employer is the supreme entity in the process
- A sense of good listening power
- Understanding the negative aspects of the employee

No, the answer is incorrect.
Score: 0
Accepted Answers:
- Explains behaviour based on psychosomatic disposition

11. A developmental plan contains all of the following characteristics except:

- Current focus
- High use of work experiences
- Preparation of changes is a main goal
- Participation is voluntary

No, the answer is incorrect.
Score: 0
Accepted Answers:
- Current focus

12. Which among the following can be considered as an antecedent of coaching process in organisation:

- Self awareness
- Learning
- Support from top management
- Feedback receptivity

No, the answer is incorrect.
Score: 0
Accepted Answers:
- Support from top management

13. Which among the following is a characteristic of an effective mentoring program:

- Performance improvement through learning
- Employee Centric
- Driven by professionals outside of the organisation
- Organised

No, the answer is incorrect.
Score: 0
Accepted Answers:
- Employee Centric

14. Which among the following coaching style is considered as less assertive and people oriented:

- Driver
- Analyzer
No, the answer is incorrect.
Score: 0
Accepted Answers:
Amiable

15) Which among the following outcome of coaching process deals with both the individual and organisational success:

- Distal outcome
- Process outcome
- Proximal outcome
- Content outcome

No, the answer is incorrect.
Score: 0
Accepted Answers:
Distal outcome