

Question 26

Collectivist cultures, such as found in most Asian cultures, typically emphasize more but less intimate relationships.

Currently Selected: B

A True



B False



Rationale

This statement is false. Collectivist cultures, such as found in most Asian cultures, typically emphasize fewer but more intimate relationships rather than having a larger number of superficial friendships. In collectivist societies, the focus is on close-knit bonds within family, close friends, or community groups, with a strong emphasis on loyalty, long-term relationships, and mutual support. While individuals in these cultures may belong to larger social networks, the deep emotional connections are reserved for a smaller circle of trusted friends and family, contrary to the idea that collectivist cultures have "more but less intimate friendships."

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Question 27

Bargaining is when two parties attempt to reach an agreement about what each should give and receive in a transaction between them.

Currently Selected: A

A True



B False



Rationale

This statement is true. Bargaining in relationships means two people try to make an agreement that is fair for both. They talk about what they want to give and get in return. By discussing their needs, they can avoid problems and keep the relationship strong, making sure both are happy with the result.

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Question 29

Extensive disclosure at the start of a relationship is recommended when practicing self-disclosure, as it creates immediate trust and accelerates the development of deep connections.

Currently Selected: B

A True



B False



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Rationale

This statement is false. Gradual self-disclosure builds trust and emotional safety over time, prevents overwhelming the other person. A gradual increase in disclosure with relationship development what one of the strategies mentioned in the guidelines for self-disclosure.

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Question 30

In a **symmetrical relationship**, Helen might do the family budget because Harry hates math.

Currently Selected: B

A True



B False



Rationale

This statement is false. In a complementary relationship, one person does tasks based on their strengths. Since Helen does the family budget because Harry hates math, it shows that they are balancing skills, not sharing equally. This is not a symmetrical relationship. A symmetrical relationship is when both people have similar skills, roles, or status. For example, if both Helen and Harry are doctors, they share equal responsibility in their work and make decisions together. They support each other equally because they have the same level of expertise.

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Question 31

In the **Johari window**, the hidden area includes information that you know but others do not know.

Currently Selected: A

A True

B False

Rationale

This statement is true. In the Johari Window, the hidden area is the part where you know things about yourself, like your feelings or secrets, but others do not know these things unless you share them.

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Question 32

Securely attached individuals, based on attachment theory, tend to experience lower conflict and higher companionship in their relationships.

Currently Selected: A

A True



B False



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Rationale

This statement is true. Securely attached individuals, based on attachment theory, tend to experience lower conflict and higher companionship in their relationships. This is because secure attachment is characterized by trust, effective communication, emotional regulation, and a sense of safety in relationships. People with secure attachment are more likely to resolve conflicts constructively and maintain supportive, close relationship

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Question 33

The second stage of friendship development is when friends feel **established** in each other's lives.

Currently Selected: B

A True



B False



Rationale

This statement is false. The second stage of friendship development is typically referred to as the "friendly relations" stage, where individuals are still getting to know each other and deciding whether they want to pursue a deeper friendship. At this point, they may share more personal information and engage in social activities, but the friendship is not yet fully established. The stage where friends feel established in each other's lives usually comes later, often referred to as the "stabilized friendship" stage. At that point, they trust each other and have integrated the friendship into their daily lives, feeling secure in their bond.

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Question 34

William Schultz cited three basic interpersonal needs that we satisfy through others: the need for inclusion, the need for affection, and the need for control.

Rationale

This statement is true because William Schultz believes people have three important needs in relationships: to feel included, to give and receive love, and to have some control over their lives and decisions. These needs help us connect and communicate better with others.

Currently Selected: A

A True



B False



Close Toolkit

A cultural identity that gets its power and influence from traditional social structures.

→ Dominant culture/identity



Providing equal opportunities for all people without discriminating on the basis of identity.

→ Equity



A unique combination of rituals, religious beliefs, ways of thinking.

→ Culture



A group that exists within a larger, dominant culture and differs from the dominant identities.

→ Non-dominant culture/identity



Unintentional cognitions that engage stereotypes and biases that unknowingly impact our behaviors.

→ Unconscious bias



An unfavourable disposition about someone based on stereotypes

→ Prejudice



The social groups you believe you belong to, such as gender, race, or religion.

→ Social identities



The belief that another culture should be judged by its own context.

→ Cultural relativism



A generalization about some group of people that oversimplifies their culture.

→ Stereotype



The ways our social identities intersect and overlap

→ Intersectionality



Talk that can send insulting messages that devalue people from marginalized communities.

→ Microaggressions



The belief that your own group or culture is superior to other groups or cultures.

→ **Ethnocentrism**



Studying how positive attitudes and behaviors can develop between different social groups.

→ Social identity theory **Contact theory**



Being self-aware and learning from interactions with the intent of improving future interactions.

→ **Reflexivity**



Reducing barriers so that everyone is included, valued, and has access to the communication context

→ Communication accomodation tehory **Inclusive communication**



A framework that explains how people adjust their communication style to others.

→ Inclusive communication **Communication accomodation tehory**



Aspects of identity, such as race, ethnicity, gender, economic status, etc being brought together.

→ **Diversity**



When we pay attention to behaviors and ideas that reinforce our existing belief structures.

→ **Confirmation bias**



Tendency to build relationships with people that share similar interests and background.

→ **Affinity bias**



When we positively evaluate behaviors and situations from people in our in-group.

→ **Attribution bias**



The ability to use the appropriate cultural verbal and nonverbal language with the receiver.

→ **Code sensitivity**



A theoretical framework that explains how individuals categorize themselves and others socially

→ Contact theory **Social identity theory**



Question 37

Alex is a manager who frequently assigns the best projects to employees who share similar hobbies and attended the same university as him. What type of bias might Alex be displaying?

Currently Selected: B

A Stereotyping



B Affinity bias



C Confirmation bias



D Cultural Bias



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Rationale

Correct Answer: Affinity Bias. This reflects a tendency to favor people with similar interests and backgrounds. The other choices involve different forms of bias.

Question 38

Jamie **believes** that younger employees are less committed to their work since he read a recent article that there is a trend for young people quit their jobs sooner than older employees. When reviewing performance, Jamie **only notices** instances where younger employees missed deadlines, ignoring similar behavior in other older employees. What type of bias is Jamie displaying?

Currently Selected: B

A Affinity bias



B Confirmation bias



C Unconscious bias



D Recency bias



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ANSWER RATIONALE

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Rationale

Correct Answer: Confirmation Bias. This occurs when someone focuses on information that supports their existing beliefs. The other options involve different cognitive biases.

Question 39

Aspects of identity that can include race, ethnicity, gender, economic status, and ability that are brought together in some way.

Currently Selected: C

A Non-dominant Identity



B Dominant Identity



C Diversity



D Culture



Rationale

Diversity: This means having many different identities in one place. For example, a college with students from various races and backgrounds creates a rich learning experience, where everyone can share their unique perspectives. Rationale: Dominant Identity: This refers to the identity that is most accepted in society. For example, a white male in college may have advantages because he fits the dominant identity, which can make it easier for him in certain situations. Culture: Culture includes the customs, beliefs, and values of a group. For instance, a student from a Hispanic background may celebrate different holidays and eat special foods, which enriches the college environment for everyone. Non-dominant Identity: This refers to identities that are less accepted or recognized in society. For example, a student with a disability might face

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The belief that your own group or culture is superior to other groups or cultures.

Currently Selected: D

A Prejudice



B Cultural relativism



C Stereotype



D Ethnocentrism



Rationale

The belief that your own group or culture is better than others is called ethnocentrism. Rationale: Ethnocentrism makes people judge other cultures by their own standards. This can lead to misunderstandings and negative feelings. It stops us from seeing the good things in other cultures. Understanding this helps us be more respectful and open to different ways of life.

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Question 41

The ways in which our social identities overlap as well as how those with multiple marginalized identities experience systems of oppression and discrimination in multiple ways.

Currently Selected: D

- A Contact theory
- B Identity complexity
- C Social identity theory
- D Intersectionality

Rationale

Intersectionality: This concept shows how different identities, like being a woman and a student from a low-income family, can create unique challenges. For instance, a woman from a low-income background might struggle with both gender bias and financial stress. Social Identity Theory: This theory explains how our groups, like race or gender, shape how we see ourselves and others. For example, a Black woman may face different challenges than a Black man or a white woman because of her unique identity. Inclusive Communication: This means talking in a way that includes everyone. For example, using clear language helps all students understand discussions. In college, this makes everyone feel safe and valued in conversations. Identity Complexity: This means our identities are made of many parts,

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Question 42

The ways in which our social identities overlap as well as when people with multiple marginalized social identities experience systems of oppression and discrimination in many ways, refers to

Currently Selected: A

A intersectionality



B equity



C accomodation



D diversity



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Rationale

The correct answer is intersectionality. This term describes how various social identities interact and can lead to unique experiences of discrimination and oppression for individuals who hold multiple marginalized identities.

Question 43

A person who has an unfavorable predisposition about an individual because of that person's membership in a stereotyped group is described as being

Currently Selected: C

A Marginalized



B Culturally relative



C Prejudice



D Ethnocentric



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Rationale

Correct Answer: Prejudice. It describes an unfavorable attitude toward individuals based on their group membership; the others do not reflect this concept.

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Question 44

Being white, male, married and educated, would be some of the personal attributes of which dominant culture?

Currently Selected: D

A Chinese



B Saudi Arabian



C Filipino



D Swedish



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Rationale

The correct answer is Swedish. In Sweden, the main culture often includes being white, male, married, and educated. "Dominant culture" means the common values and beliefs in a society. These values shape how people think and behave. In Sweden, having these traits shows social advantages. They affect views on power, family, and education, and they support the identity of most people in the country.

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Question 45

People derive their self-esteem not only from their personal characteristics but also from the groups which they belong to. For example, if you like a specific football team like Manchester United, this might influence your personality such as the highs and lows of the team's performance can impact your mood contributing to your overall emotional well-being. This theory in inclusive communication refers to

Rationale

The correct answer is Social Identity Theory, which explains how individuals derive self-esteem from their group memberships, impacting their identity and behavior. This theory highlights the importance of group affiliation, such as being a fan of Manchester United, and its influence on self-perception and emotional well-being. Communication Accommodation Theory focuses on adjusting communication styles to fit in with others but doesn't address self-esteem from group identity. Contact Theory involves reducing prejudice through interaction. Cultural Relativism Theory emphasizes understanding cultures on their own terms, rather than group-based identity formation.

Currently Selected: D

A Cultural relativism theory



B Communication accommodation theory



C Contact theory



D Social identity theory



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Question 46

Which of the following steps helps in managing unconscious bias by focusing on understanding the experiences of people different from oneself?

Currently Selected: D

A Personal awareness



B Acknowledgement



C Education



D Empathy



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Rationale

Correct Answer: Empathy. Empathy involves actively listening and understanding others' views and experiences, which is essential for managing unconscious bias. The other steps focus on self-reflection and knowledge-building.

Question 47

When we positively evaluate behaviors and situations from people in our in-group and judge those in an out-group more harshly, we are engaging in **1** attribution bias often favouring our own group's character.

Answers 1 - 1

1. attribution bias

**Rationale**

Correct answer: Attribution Bias. Attribution bias involves explaining behaviors differently based on whether they belong to our group or another, often favoring our own group's character. The other options describe different types of bias.

Question 48

1 ~~culture relativism~~ Cultural relativism is the belief that another culture should be judged by its own context rather than measured against your culture.

Answers 1 - 1

1. ~~culture relativism~~ Cultural relativism



Question 49

In Egypt, a cultural identity that gains power and influence from traditional social structures like politics, religious institutions, and educational systems, is known as the **1** dominant identity who are those that are Arab, Muslim, male and educated.

Answers 1 - 1

1.

dominant



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Rationale

Correct Answer: Dominant Identity. This term describes the cultural identity that holds power and influence within societal structures in Egypt. In the United States the dominant culture is white, male, heterosexual, married, and employed.