MULTIPLE CHOICE QUESTIONS

I have written 550 multiple choice questions for you to draw from in preparing examinations, and have indicated for each question both the correct answer and the page number in the text where information can be found that supports that answer. When there is no specific page reference, I have indicated the correct answer by using a \*. In general, questions are listed in the order that they appear in the text. In some cases the order of the questions is a clue to the correct answer, so it will be important to vary the order in the exam. Many of the questions between 507 and 550 are ones which compare theories. If my questions do not suit your purposes, they may give you ideas for better questions.

An appropriate general instruction to students for answering questions is: Please select the choice that best answers the question.

 MULTIPLE CHOICE EXAM QUESTIONS

 CHAPTER 1

 INTRODUCTION

1. Most writers believe that personal and career counseling

a. can be done by the same person if the counselor recognizes that the two types of counseling are significantly different.

b. have little in common, as personal issues do not affect career issues.

c. overlap considerably as both career and personal issues affect each other.

d. should be done by different individuals with different qualifications.

ANS: C PG: 1

2. Career counseling may address

a. the reliability coefficients of assessment instruments.

b. the development of the Occupational Outlook Handbook.

c. the contributions of the National Career Development Association.

d. personal issues.

ANS: D PG: 1

3. If an employer advertises in the newspaper for a cashier to work in her pharmacy, she is concerned with which of these concepts

a. career.

b. career choice.

c. employee satisfaction.

d. occupation.

ANS: D PG: 5

4. Alvin is concerned that he is no longer as interested in being an electrical engineer as he once was. Alvin is raising questions about his

a. career.

b. validity.

c. theory.

d. norms.

ANS: A PG: 5

5. When newspapers list a series of want adds for accountants, the heading "accountant" refers to

a. career.

b. employee satisfaction.

c. occupation.

d. salary.

ANS: C PG: 5

6. In general, theories should

a. be clear about counseling techniques to use.

b. be clear about counseling goals.

c. be precise about predictions.

d. be precise about which assessment instruments to use.

ANS: C PG 3

7. Which of the following is NOT important in evaluating a theory?

a. being consistent

b. being explicit about rules

c. making precise predictions

d. giving accurate occupational information

ANS: D PG: 4

8. Which of the following is NOT important in evaluating a theory?

a. being consistent

b. being explicit about rules

c. chunking

d. making precise predictions.

ANS: C PG: 7

9. Which of the following theories would be best to use?

a. A broad and comprehensive theory that is not clear enough to be tested.

b. A theory with precise but limited predictions.

c. A theory with unclear rules but interesting and creative ideas.

d. A theory with undefined terms but much popular following.

ANS: B PG: 4, 5

10. Which of the following is LEAST important in selecting a career development theory to apply to counseling?

a. client population that the counselor serves

b. ease of use in applying the theory in the counseling setting

c. the counselor's theory of counseling

d. the inventories and tests that the counselor studied in preparation for career counseling

ANS: D PG: 7

11. The Person-Environment Fit model studies

a. the interaction between individuals and their environment

b. individual mental fitness.

c. well normed data.

d. psychological maturity.

ANS: A PG: 5

12. Career counseling skills are

a. similar to general counseling skills.

b. the concepts described by career development tests and inventories.

c. the concepts that are described by career development theory.

d. the same as normal conversational skills.

ANS: A PG: 8

13. Counseling helping skills are

a. not used in career counseling.

b. the same as career development theory.

c. applicable to career counseling.

d. skills used in normal conversation.

ANS: C PG: 8

14. A test that is both dependable and consistent is

a. appropriately normed.

b. reliable.

c. valid.

d. valuable.

ANS: B PG: 12

15. A reliable test

a. is a valid test.

b. is a widely used test.

c. is one which is consistent with career development theory.

d. yields similar results when given on more than one occasion.

ANS: D PG: 12

16. An interest inventory that accurately measures a wide variety of individual interests and predicts later occupational entry is said to

a. be less useful than a test of abilities.

b. be reliable .

c. be valid.

d. verify a career development theory.

ANS: C PG: 13

17. In which of these ways can assessment instruments play a major role in career development theory?

a. ensure the reliability of a test

b. ensure that appropriate norms are used

c. to develop a counselor's counseling skills

d. to develop and verify constructs

ANS: D PG: 13

18. Career development theory provides a means of understanding

a. counseling techniques.

b. client's career concerns.

c. personality theory.

d. test and inventory manuals.

ANS: B PG: 14, 15

19. A client who says "To reduce my anxiety on the job I would like to learn how to deal with my boss's temper" is stating an

a. explicit goal.

b. implicit goal.

c. inappropriate goal.

d. unreachable goal.

ANS: A PG: 15

20. A client who says, I want to be an airplane pilot but I want to know how to get the training I need and want to find outis stating an

a. explicit goal

b. implicit goal.

c. inappropriate goal.

d. unreachable goal.

ANS: A PG: 15

21. Chunking refers to

a. taking pieces from a theory.

b. how long it takes to learn theoretical concepts

c. how many ideas can be processed at once.

d. how large a career development theory is.

ANS: C PG: 7

22. Which of the following career counseling skills are counselors least likely to use if a client is concerned about being able to be accepted at veterinary school?

a. reflecting worry about being accepted.

b. advising the client her grades are too low.

c. giving information about veterinary school requirements

d. asking about problems with pre-veterinary requirements.

ANS: B PG: 10

23. Which of the following is a common career counseling skill?

a. evaluating employee performance

b. evaluating want ads

c. reflecting concerns about finding a job

d. rewriting occupational information

ANS: C PG: 9

24. Which of the following is NOT a principle of counseling ethical codes?

a. autonomy

b. beneficence

c. fidelity

d. legality

ANS: D PG: 16

25. Which of the following is a principal of career counseling ethical codes?

a. helping skills

b. justice

c. reliability

d. validity

ANS: B PG: 16

26. Which of the following is a principal of career counseling ethical codes?

a. advice

b. autonomy

c. authority

d. astuteness

ANS: B PG: 16

27. Which of the following could be considered an unethical behavior? Providing career counseling for

a. adolescents.

b. a retired person.

c. a felon.

d. a relative.

ANS: D PG: 16, 17

28. Which of the following could be considered an unethical behavior?

a. helping clients make career decisions

b. assessing client interests

c. telling clients which career to enter

d. listening to clients complain about their supervisors

ANS: C PG: 16,17