

## WGU C715 - Organizational Behavior Study Guide

A manageable level of conflict, members who are conscientious, and effective leadership -  When organizing a team to develop a new quality control system, management wanted to assign team members having characteristics common to effective teams.

Which list specifies common characteristics of effective teams?

Choose 1 answer

- A climate of trust, members who fill role demands, and a large team size
- Group performance evaluation, absence of conflict, and members who fill role demands
- A manageable level of conflict, members who are conscientious, and effective leadership
- Group performance evaluation, members who score low on the personality characteristic of extroversion, and effective leadership

A shared system of meanings that is unique to the organization -  Which option defines organizational culture?

Choose 1 answer

- A diverse cultural subset working together to strengthen impact
- A shared system of meanings that is unique to the organization
- An organizational segmentation according to cultural background
- A human resources department program for recognizing diversity

Articulate an appealing vision. -  How might a charismatic leader work to increase performance in an organization?

Choose 1 answer

- Articulate an appealing vision.
- Demonstrate Type A behavior.
- Avoid unconventional behavior.
- Issue a memo calling for increased effort.

Attention to detail, innovation and risk taking, people orientation -  Which attributes are included in the seven primary characteristics that define an organization's culture?

Choose 1 answer

- Aggressiveness, competitive focus, innovation

# Organization Behavior Study Guide Schermerhorn

**Dalmar Fisher**

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