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## Question: 1

Anne feels a sense of obligation to her employer. This employer, a healthcare IT company, paid for her to get many successive certifications in project management that have enhanced her resume a great deal. When asked if she would think of leaving the company, Anne states that she would feel guilty about doing so after the company's investment in her as a professional.

Of the three types of employee commitment identified by research, which would this be?

- A. Normative
- B. Affective/attitudinal
- C. Continuance

**Answer: A**

Explanation:

The research of Meyer, Becker, and Vandenberghe (2004) identified three types of work commitment in employees. Normative commitment is driven by loyalty to the company in light of what it has done for the employee. There is a sense of loyalty based on the sense of obligation that comes along with investment in the worker.

Continuance is a commitment to a job that is driven by need-based factors, such as having to pay bills.

Affective/attitudinal commitment is best characterized by an emotional attachment to the organization.

## Question: 2

Amanda is a career counselor who is focused on how people make meaning in their lives, particularly in their choices and ideas about careers. Which of the following theories does Amanda's point of view resemble?

- A. Gottfredson's Theory of Circumspection and Compromise
- B. Krumboltz's Two-Part Learning Theory
- C. Career Construction Theory

**Answer: C**

Explanation:

Career Construction Theory (Savickas, 2005) is a more postmodern perspective on the field of career choice. It deals with how a person constructs their view of the world and adapts to specific social environments. One key idea is that people "make meaning" for themselves by choosing certain career paths. The work of Career Construction Theory (CCT) is to discover how a person can best match their personal construction of reality with what careers are available.

Krumboltz's Two-Part Learning Theory deals more with how a person matches their learned knowledge of the world with their personality and choices to find a career. Gottfredson's Theory of Circumspection

and Compromise focuses on how a person opts out of certain career paths or approximates them as best as possible given social or personal constraints.

### Question: 3

Alexander retains an advertising firm that is somewhat controversial due to the unorthodox way in which they market the services of their clients. This advertiser creates a television commercial that tells viewers they will probably commit suicide if they do not retain Alexander's services as a therapist. According to the APA Code of Conduct, who is responsible for these statements?

- A. The person retaining the services
- B. The agency making the statements
- C. The agency and the person retaining services have equal responsibility

**Answer: A**

Explanation:

According to the APA Code of Conduct, when someone secures the services of advertisers or other spokespeople to create statements, the person retaining the services has responsibility for any statement made by the retained body.

There is no issue of equal responsibility; Alexander is responsible for whatever the agency he is paying has said on his behalf.

### Question: 4

Which theorist was most concerned with the role of society in the development of personality?

- A. Erik Erikson
- B. Erich Fromm
- C. Karen Horney
- D. Harry Stack Sullivan

**Answer: B**

Explanation:

Erich Fromm was especially concerned with the role of society in the development of personality. He suggested that negative personality orientations developed as reactions to societal constraints, proposing human beings had the potential to develop more productive personality traits.

Erik Erikson is best known for the psychosocial stages of development throughout the lifespan. Karen Horney reacted to Freud's concepts with ideas such as "womb envy" and suggested that general anxiety resulting from poor relationships provoked maladaptive personality. Harry Stack Sullivan is best known for cognitive development in the formation of personality (e.g., "modes of cognition").

### Question: 5

Zachary is a student preparing for an important summative examination of his knowledge. On the day of the test, he walks into the testing environment, and the person assigned to facilitate the examination is wearing a dinosaur costume. Zachary is troubled by this development. What has gone wrong here in terms of schema research?

- A. His self-schema is too rigid
- B. Role schemas have been compromised
- C. Event schemas are not sufficient

**Answer: B**

Explanation:

The research of Fiske and Taylor (1991) identified specific kinds of schemas, which are overarching interpretive guidelines about data in the world. Among these are role schemas, or what we have built as an expectational structure around a certain role, such as test facilitator. In this case, Zachary's cognitive representation of what this role entails has been compromised.

Self-schema is the same organizational and expectational cognitive structure applied to oneself. Event schemas are the same concept applied to certain occasions and circumstances.

### Question: 6

Which family therapy model was developed by Minuchin and focuses on the family as a system rather than on an individual?

- A. Family systems therapy
- B. Strategic family therapy
- C. Contemplative family therapy
- D. Structural family therapy

**Answer: D**

Explanation:

Structural family therapy was developed by Salvador Minuchin and emphasizes the family as a system rather than focusing on an individual as being problematic. In structural family therapy, the therapist examines structural components of the family, such as communication patterns, and suggests changes in these areas.

Family systems therapy was developed by Murray Bowen; it focuses on the differentiation of an individual from their family system. Contemplative therapy typically focuses on individual interventions, such as yoga and meditation, rather than family-based interventions. Strategic family therapy was developed by Jay Haley and Cloé Madanes; it identifies a problem and solves that problem within the framework of the family system.

### Question: 7

A person believes that non-straight people spread disease and are always of low moral character. Which of the following terms matches these ideas?

- A. Sexism
- B. Homophobia
- C. Heterosexism

**Answer: B**

Explanation:

Negative or stigmatizing attitudes about people based on their sexual orientation are usually referred to as homophobia; the term also applies to fear of homosexuality itself.

Heterosexism is more of an ideological system that supports discrimination and injustice directed at persons who are not heterosexual. Sexism refers to discrimination against people based on their identified sex.

### Question: 8

How many axes are included in the DSM-5 assessment format?

- A. Five
- B. None
- C. Six
- D. Three

**Answer: B**

Explanation:

The DSM-5 assessment format is based on a nonaxial system. Unlike the DSM-IV-TR, which included five separate axes, the DSM-5 allows for one or more diagnoses with separate notations for psychosocial factors. The DSM-5 format is more in agreement with ICD guidelines than previous versions.

### Question: 9

In contrast to the frustration-aggression theory, social learning theory states that aggression is learned in what manner?

- A. Through exposure to stressors
- B. Through negative social interactions
- C. Through observation of others
- D. Through having a goal blocked

**Answer: C**

Explanation:

Social learning theory states that aggression is learned by observing others. Examples such as violent video games leading to more aggressive behavior in children support this theory.

The frustration-aggression theory posits that aggression is the result of frustration, which occurs when a goal is blocked. Social learning theory does not address learning that occurs from exposure to stressors. Finally, this theory focuses on learning that occurs because of observing others' behaviors and imitating them; it does not specifically state that aggression is learned through negative social interactions. Instead, this theory would state that aggression is learned through observation of others.

### Question: 10

In which stage of career and life development would you expect a 30-year-old woman to fall, according to Super's theory?

- A. Growth
- B. Establishment
- C. Exploration
- D. Maintenance

**Answer: B**

Explanation:

According to Super (1985), people progress through five main stages of career and life development. The establishment stage occurs from ages 25-44 and involves stabilizing and advancing their career path. We'd expect a 30-year-old woman to be in this stage.

Growth occurs from ages 4-13 and involves knowledge accumulation about oneself and career possibilities.

Exploration occurs from ages 14-24, when people explore and weigh their career options and then implement a career path.

The maintenance stage occurs from ages 45-65 and requires a person to maintain their work and adapt as needed.

### Question: 11

After meeting with a client for six sessions, a psychologist tells the client that research shows that a combination of cognitive-behavioral therapy and medication has the best chance of successfully treating the client's condition.

The psychologist has most likely given the client which of the following diagnoses?

- A. ADHD
- B. Sleep disorder
- C. Psychotic disorder
- D. Severe depression

**Answer: D**

Explanation:

In order to recommend the most effective treatments, psychologists should be aware of the results of recent research. Numerous studies have shown that a combination of cognitive-behavioral therapy and

antidepressant medication is better than either therapy or medication alone for the treatment of severe depression.

## Question: 12

Petra is a clinical psychologist who wishes to administer a neuropsychological assessment to her client Alan, who is 11 years old. Which of the following examinations would be appropriate for this situation?

- A. NAB
- B. Halstead-Reitan
- C. NEPSY-II

**Answer: C**

Explanation:

The Developmental NEuroPSYchological Assessment (NEPSY-II) is a neuropsychological testing battery designed in two segments. One is for children ages 3 to 4, and the other is for children ages 5 through 16. It tests domains such as language, memory, executive functioning, and learning.

Neither the Neuropsychological Assessment Battery (NAB) nor the Halstead-Reitan Neuropsychological Test Battery is expressly designed for non-adults; there is a version of Halstead-Reitan that can be used for children, but at this time it is not supported by robust data for that population.

## Question: 13

A psychologist has agreed to see a sexual offender for mandated individual therapy. The psychologist thinks that the client has committed a heinous crime. Which general principle outlined in the APA ethical code should the psychologist remember in order to ensure their personal beliefs do not interfere with the therapy?

- A. Resolving ethical issues
- B. Respect for people's rights and dignity
- C. Fidelity and responsibility
- D. Integrity

**Answer: B**

Explanation:

The APA's ethical code contains four general principles: beneficence and nonmaleficence, fidelity and responsibility, integrity, justice, and respect for people's rights and dignity. Respect for people's rights and dignity means that psychologists should respect autonomy and ensure clients are given basic human rights and effective services. The psychologist's view of the client's behaviors should not interfere with the psychologist's ability or willingness to administer therapy.

Fidelity and responsibility refer to the psychologist's ability to develop trust, accept responsibility for their work, and uphold professional standards of conduct. Integrity refers to the psychologist's attempts to maximize benefits and minimize harm through accuracy and honesty. Resolving ethical issues is in the APA ethical code but is not a general principle.

### Question: 14

Cheryl has designed an experiment that tests whether the mood of 60 patients at the mental hospital where she works gets better or worse with a specific medication. Since the participants are doing much better than before the intervention, Cheryl assumes the intervention works.

Which of the following is the primary problem with Cheryl's conclusion, if any?

- A. Cheryl has not ruled out alternative explanations.
- B. Cheryl's test is quasi-experimental.
- C. Cheryl did not consider that there might be maturation effects.
- D. Cheryl's conclusion is valid given the data.

**Answer: A**

Explanation:

Cheryl has constructed a quasi-experimental design. In quasi-experimental design there is no random assignment to conditions of treatment or non-treatment; in this case, Cheryl has chosen an existing cohort. The burden is therefore on Cheryl to rule out alternative explanations for the effect that she sees (e.g., the group might be served by a better psychiatrist, or be on a unit that gets better snacks). There is no issue with Cheryl's experiment being quasi-experimental as long as she can rule out alternative causes. Cheryl's conclusion is not valid given the data, since she has not ruled out alternative explanations. While maturation effects could explain the results that Cheryl obtained, this is only one of several potential alternative explanations. Since there are other alternative explanations, the best answer here is that Cheryl has not ruled out alternative explanations in general.

### Question: 15

In terms of their psychological expression, what is the difference between prejudice and discrimination?

- A. Prejudice is affective, and discrimination is behavioral
- B. Prejudice is behavioral, and discrimination is affective
- C. The two terms often occur together and can be used interchangeably
- D. Prejudice causes no harm, but discrimination can be harmful

**Answer: A**

Explanation:

Prejudice and discrimination can be reflected in terms of psychological expression. Prejudice is seen as more affective, having mainly to do with attitudes; discrimination is seen as more active, having to do with behavior.

While prejudice and discrimination may occur together, these two terms cannot be used interchangeably, as they have different meanings. Both prejudice and discrimination can be harmful.



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