

1. All of the following are necessary for practice with non-clinical groups, EXCEPT:
  - a. Knowledge of how groups work (cause-effect)
  - b. Ability to use moral reasoning and ethics to assess the group's behavior and desired end-goals
  - c. Knowledge of curative factors and mutual aid
  - d. Skills (theory-based) needed to manage group dynamics specific to each area of non-clinical practice.
  
2. To promote social justice, macro practitioners use groups to do all of the following EXCEPT:
  - a. Raise consciousness
  - b. Challenge discriminatory institutional practices
  - c. Advocate for reform through legislation
  - d. Engage in armed conflict
  
3. Understanding group dynamics is important for management practice for all of the following reasons EXCEPT:
  - a. Organizations are themselves group entities
  - b. Groups facilitate the work of agencies and organizations
  - c. Dysfunctional organizational cultures reflect inappropriate group dynamics
  - d. All of the above are reasons for understanding group dynamics in management practice
  
4. All of the following are types of groups found in management practice EXCEPT:
  - a. Consciousness raising groups
  - b. Boards and cabinets
  - c. Deliberative meetings
  - d. Committees and task groups
  
5. Which one of the following theories best explains how boards are formed and how they are used?
  - a. Power-Conflict theory
  - b. Social Exchange theory
  - c. Bureaucracy theory
  - d. Human relations theory

6. The beginning stage of deliberative meetings requires all of the following EXCEPT:
- a. A quorum
  - b. An agenda
  - c. Rules to govern interactive behavior (Robert's Rules of order)
  - d. A method of validating the groups decision (voting)
  - e. All of the above
7. All of the following are indicators that a meeting has become a forum for the enactment of organizational politics, EXCEPT:
- a. Decisions on actionable items have been made prior to the meeting
  - b. Participants have formed power alliances and have scripted each other's dialog and participation
  - c. Well-documented position papers with alternative perspectives are presented for the group's consideration.
  - d. Procedural rules are used to foreclose discussion
8. All of the following are indicators that the deliberative meeting is focused on the common good, EXCEPT:
- a. Moral argument is used to advance a higher moral order
  - b. Subgroups view the discussion in terms of self-interest and personal gain
  - c. Opposing views are presented in well-argued position papers
  - d. Complete and undistorted facts are presented
9. All of the following are procedural tactics designed to interfere with rational discourse in deliberative meetings EXCEPT:
- a. Items are discussed in principle and in detail
  - b. Items are discussed in principle only- details are left to the administer
  - c. Procedural rules are used to limit time and prevent substantive discussion of the issue
  - d. Procedures are used to defer decisions to other bodies that are composed to produce a pre-determined outcome
10. Coverdale seeks to meet all of the following goals through its approach EXCEPT:
- a. Cooperative team work
  - b. A pre-determined outcome

- c. Maximum use of individual talent within each the task group
- d. Ownership and by-in of the product

11. All of the following are TRUE about organizations EXCEPT:

- a. Organizational dynamics have little in common with group dynamics
- b. Organizations are themselves group entities
- c. Organizations engage in governance and decision making
- d. Organizations are composed of smaller subgroups
- e. Organizations permit members to influence their policies and procedures to some extent

12. All of the following are sources of organizational discontent EXCEPT:

- a. Competing interest of members of the organization
- b. Irreconcilable differences over positions and prerogatives
- c. Differences over deeply held values and beliefs related to organizational goals and programs
- d. Polarization and the formation of power alliances
- e. All of the above are sources of organizational discontent

13. Groups have relevance to community practice in all the following ways EXCEPT:

- a. Interactions between one community and another involve group dynamics; distribution of goods and services
- b. How subgroups within a community interact with each other involve group dynamics; tolerance vs. divisiveness
- c. How a subgroup interacts with the community as a whole is a matter of group dynamics; public good vs. minority rights
- d. All of the above are reasons that groups have relevance to community practice.

14. All of the following are premises on community held by Etzioni, EXCEPT:

- a. Order and chaos is inherent in the quest for community
- b. Community values are valid if they are determined locally by consensus
- c. Even if locally determined by consensus community values must be subject to a universal ethical screen

- d. The tyrannical potential of community must be weighed against the anarchical danger of desiccation of community.

15. According to Etzioni all of the following are potentially TRUE about traditional communities.

- a. Traditional value-based communities may be authoritarian
- b. Traditional value-based communities are by definition moral.
- c. Traditional value-based communities can lead to particularistic evils such as intolerance, oppression, group egotism, atavism
- d. All traditional value-based communities need to be scrutinized against a universal ethic.

16. Social goals organizing seeks to alter the relations of power through campaigns. All of the following are organizing campaigns, EXCEPT:

- a. Election campaign
- b. Educational campaign
- c. Fund raising campaign
- d. Issue campaign
- e. All of the above campaigns are designed to alter the balance of power in relations

17. Social action goals (direct action organizing) does all of the following EXCEPT

- a. Seeks incremental change within the system
- b. Seeks radical and structural change
- c. Uses small and large groups tactically to provoke conflict and polarization
- d. D Tries to disrupt equilibrium and the status quo