

HINDSIGHT TEST

True-False

Write T or F. Resist looking at correct answers until test is completed.

1. ___ Groups should never close off communication, because remaining open to others is a key principle of competent communication.
2. ___ Compromising should be the ultimate and most desired goal when we try to resolve difficult conflicts in groups.
3. ___ Venting your anger, not holding it in, is a constructive and productive way to manage your anger because it allows you to “blow off steam” before it builds to an explosive point.
4. ___ Reward systems that stress individual achievement, such as merit pay plans where the highest-performing group members receive bonuses or pay increases, work well to boost motivation and performance of the vast majority of group members.
5. ___ Competition builds character and teaches most group members how to accept defeat gracefully.
6. ___ If you are highly intelligent, have excellent speaking skills, and are physically attractive, you are highly likely to be an effective group leader.
7. ___ A group can never have too much information when trying to make high-quality decisions on complex problems.
8. ___ The greater the harmony within a group, the better will be the decisions made by the group.
9. ___ Achieving a consensus (unanimity) is always possible in groups if members try hard enough and are skillful in their communication.

10. ___ Some group members can be completely powerless.
11. ___ In general, leaders are born with certain leadership traits. Discovering which member of a group possesses these traits is the best way to determine who will likely be the most effective member to be the group leader.
12. ___ As the size of a group increases, this is almost always constructive because the group's resources increase.
13. ___ To conduct an effective group meeting in an orderly fashion, parliamentary procedure (a detailed, specific set of rules) should be followed in groups large and small.
14. ___ Intergroup (between groups) competition often increases intragroup (within each group) cohesiveness (bonding among members).
15. ___ Groups need to keep conflict at infrequent levels or even nonexistent if possible to be truly effective.

To determine your grade, deduct 2 points for each incorrect answer. Total possible points = 30. Your grade is calculated by subtracting the sum of all points deducted for wrong answers from 30 possible points, then dividing that number by 30. For example, five incorrect answers result in a 10-point deduction. Subtracting that 10-point deduction from 30 equals 20 points. Your 20 points divided by 30 equals 67%.

Hindsight Bias Test Answers

All false except #14.