1. An incentive is a
   A) rigidly patterned behavior characteristic of an entire species.
   B) state of deprivation that triggers arousal.
   C) positive or negative environmental stimulus that motivates behavior.
   D) state of arousal triggered by deprivation.
   E) basic need listed on the lower levels of Maslow's hierarchy.

2. Sixteen-year-old Jill loves ice cream and other rich foods, but she has become increasingly anxious about gaining too much weight. Jill frequently overeats and then intentionally vomits in an attempt to control her weight. Jill most clearly suffers from
   A) hypermetabolism.
   B) bulimia nervosa.
   C) an abnormally high set point.
   D) anorexia nervosa.
   E) obesity.

3. Work activities that are specifically suited to your strengths are most likely to be those associated with the experience of
   A) flow.
   B) 360-degree feedback.
   C) implementation intentions.
   D) social leadership.
   E) external rewards.

4. In studies of both secondary school and university students, ________ has been a better predictor of school performance than intelligence scores have been.
   A) social leadership
   B) self-discipline
   C) 360-degree feedback
   D) family birth order
   E) leniency errors

5. Those who engage in spurts of excessive overeating, followed by remorse—but do not binge, purge, fast, or exercise excessively—are said to have
   A) binge-eating disorder.
   B) anorexia nervosa.
   C) bulimia nervosa.
   D) neophobia.
   E) set point.
6. An unlearned and fixed pattern of behavior common to all members of a species is called a(n)
   A) set point.
   B) drive.
   C) instinct.
   D) need.
   E) incentive.

7. Psychologists have used four perspectives in their efforts to explain motivation. These include an emphasis on instincts, optimum arousal, a hierarchy of motives, and
   A) drive reduction.
   B) 360-degree feedback.
   C) refractory periods.
   D) basal metabolic rate.
   E) a fixed behavior pattern.

8. When we are too hot, we perspire in order to lower our body temperature and thereby
   A) preserve body warmth.
   B) arouse drives.
   C) maintain homeostasis.
   D) lower the set point.
   E) regain incentives.

9. Which profession is most directly involved in the application of psychology's principles to the workplace?
   A) social psychology
   B) personality psychology
   C) cognitive psychology
   D) developmental psychology
   E) industrial-organizational psychology

10. Food deprivation is to ________ as hunger is to ________.
    A) homeostasis; thirst
    B) incentive; instinct
    C) need; drive
    D) motivation; emotion
    E) pornography; lust
11. Foolish conformity to peer pressure is most likely to be motivated by _______ needs.
   A) safety
   B) belongingness
   C) achievement
   D) self-actualization
   E) sexual

12. A completely focused state of consciousness resulting from optimal engagement of one's skills is called
   A) 360-degree feedback.
   B) task leadership.
   C) flow.
   D) homeostasis.
   E) the plateau phase.

13. After studying artists who would spend hour after hour painting or sculpting with enormous concentration, Csikszentmihalyi formulated the concept of
   A) transformation leadership.
   B) strengths-based selection.
   C) achievement motivation.
   D) 360-degree feedback.
   E) flow.

14. Carlos is so friendly and likable that his job supervisors and co-workers often appraise his work skills and performance more positively than is actually warranted. This best illustrates evaluators' vulnerability to
   A) homeostasis.
   B) the interviewer illusion.
   C) intrinsic motivation.
   D) the experience of flow.
   E) halo errors.

15. The specific body weight maintained automatically by most adults over long periods of time is known as the
   A) set point.
   B) refractory period.
   C) hypothalamic plateau.
   D) basal metabolic rate.
   E) homeostasis weight.
16. The consumption of carbohydrates is most likely to
   A) lower the body's set point.
   B) decrease blood glucose levels.
   C) reduce tension and anxiety.
   D) prevent bulimia nervosa.
   E) activate the lateral hypothalamus

17. Clearly communicating a vision of goals so as to inspire others to follow is most indicative of
   A) strengths-based selection systems.
   B) 360-degree feedback.
   C) a directive management style.
   D) transformational leadership.
   E) flow experiences.

18. Twenty-two-year-old Tawana is slightly overweight and loves to eat, particularly snack foods and rich desserts. Fearful of becoming overweight, she frequently takes a laxative following episodes of binge eating. Tawana most clearly suffers from
   A) bulimia nervosa.
   B) anorexia nervosa.
   C) excess PYY.
   D) an abnormally high set point.
   E) hypermetabolism.

19. Research on the environmental conditions that influence sexual orientation indicates that
   A) homosexuals are more likely than heterosexuals to have been sexually abused during childhood.
   B) homosexuals are more likely than heterosexuals to have been overprotected by their mothers.
   C) homosexuals are more likely than heterosexuals to have been raised in a father-absent home.
   D) homosexuals are more likely than heterosexuals to have been exposed to a gay or lesbian schoolteacher.
   E) the reported backgrounds of homosexuals and heterosexuals are similar.

20. For a thirsty person, drinking water serves to reduce
   A) homeostasis.
   B) a drive.
   C) an instinct.
   D) the set point.
   E) basal metabolic rate.
21. Sexually active unmarried teens are more likely to use contraceptives if they
A) underestimate their peers' sexual activity.
B) do not want to appear to be sexually promiscuous.
C) are in an exclusive sexual relationship involving open communication.
D) have been extensively exposed to TV shows in which unmarried people are having
sex.
E) previously made written commitments to remain celibate until marriage.

22. An aroused or activated state that is often triggered by a physiological need is called a(n)
A) instinct.
B) incentive.
C) drive.
D) set point.
E) requirement.

23. Full and clear communication regarding Kelsey's effectiveness as a customer service
manager is enhanced by the performance appraisals she periodically receives from
fellow managers, subordinates, customers, and her supervisor. This best illustrates the
value of
A) experiencing flow.
B) structured interviews.
C) 360-degree feedback.
D) task leadership.
E) Maslow's motivational hierarchy.

24. Mr. and Mrs. Kohl plan to spend their evening watching X-rated sex movies. Watching
these films is most likely to increase
A) their appreciation of each other as highly desirable sexual partners.
B) their levels of sexual arousal.
C) their feelings that sexual promiscuity is morally wrong.
D) Mr. Kohl's sexual arousal, while decreasing Mrs. Kohl's.
E) Mrs. Kohl's estrogen levels and decrease Mr. Kohl's testosterone levels.

25. The influence of personal and cultural experience on our wants and desires can most
clearly be seen in the influence of _______ on motivation.
A) instincts
B) homeostasis
C) incentives
D) set points
E) needs
26. Professor Sanford explains that the need for physical safety must be met before city dwellers will be motivated to form close friendships with fellow citizens. Professor Sanford is providing an example of
   A) set points.
   B) a hierarchy of motives.
   C) homeostasis.
   D) erotic plasticity.
   E) instincts.

27. *Homeostasis*, which is the goal of drive reduction, is defined as
   A) a desire to perform behavior in return for rewards.
   B) a rigidly patterned behavior characteristic of an entire species.
   C) an aroused or activated state that is often triggered by a physiological need.
   D) the body's tendency to maintain a constant internal state.
   E) a physical need that usually triggers motivational arousal.

28. A small number of the contributors to any field typically produce a disproportionately large share of its accomplishments despite the fact that their less productive professional colleagues are fairly comparable in raw ability. This best illustrates the importance of
   A) social leadership.
   B) achievement motivation.
   C) set points.
   D) 360-degree feedback.
   E) performance appraisal.

29. The time span after orgasm during which a male cannot be aroused to another orgasm is called
   A) the plateau phase.
   B) coitus interruptus.
   C) the set point.
   D) homeostasis.
   E) the refractory period.

30. Which theory would be most likely to predict that rats are motivated to explore precisely those areas of an experimental maze where they receive mild electrical shocks?
   A) arousal theory
   B) hierarchy of needs theory
   C) instinct theory
   D) drive-reduction theory
   E) two factor theory
31. The families of bulimia patients have a higher-than-usual incidence of
   A) sexual disorders.
   B) childhood obesity.
   C) excess PYY.
   D) unit bias.
   E) neophobia.

32. Which of the following is most clearly not an example of an incentive?
   A) social disapproval
   B) a pornographic movie
   C) a low blood glucose level
   D) the smell of rotten eggs
   E) a day of vacation

33. If pregnant sheep are injected with ________ during a critical gestation period, their
    female offspring will show homosexual behavior.
   A) estrogen
   B) insulin
   C) PYY
   D) orexin
   E) testosterone

34. When researchers monitored the professional accomplishments of more than 1500
    highly intelligent individuals, they found that the most successful were more ambitious,
    energetic, and persistent. This best illustrates the importance of
   A) social leadership.
   B) achievement motivation.
   C) 360-degree feedback.
   D) homeostasis.
   E) leniency errors.

35. Dr. Ligorano has devoted his professional life to researching the desires and needs that
    energize and direct behavior. His area of research has obviously been
   A) adaptation.
   B) emotion.
   C) cognition.
   D) motivation.
   E) behavior genetics.
36. Although Cara has been obese for as long as she can remember, she is determined to lose excess body weight with a low-calorie diet. Cara is most likely to have difficulty becoming and staying thin because
   A) she may have a higher-than-average set point for body weight.
   B) fat cells can be lost only with vigorous exercise.
   C) lean tissue is maintained by fewer calories than is fat tissue.
   D) her resting metabolic rate will increase and prompt her to overeat.
   E) her hypothalamus shrank as a result of excessive dieting.

37. It is characteristic of bears to hibernate. This behavior is an example of
   A) a refractory period.
   B) an instinct.
   C) homeostasis.
   D) an incentive.
   E) a drive.

38. It is characteristic of robins to build nests. This is an example of
   A) a set point.
   B) homeostasis.
   C) a drive.
   D) a need.
   E) an instinct.

39. Compared to gay men, lesbian women are
   A) more likely to engage in promiscuous sex and less likely to enter into a committed long-term love relationship.
   B) less likely to engage in promiscuous sex and more likely to enter into a committed long-term love relationship.
   C) less likely to engage in promiscuous sex and equally likely to enter into a committed long-term love relationship.
   D) equally likely to engage in promiscuous sex and equally likely to enter into a committed long-term love relationship.
   E) equally likely to engage in promiscuous sex and more likely to enter into a committed long-term love relationship.
40. According to Maslow, our need for
   A) love must be met before we are preoccupied with satisfying our need for food.
   B) adequate clothing must be met before we are preoccupied with satisfying our need for self-esteem.
   C) religious fulfillment must be met before we are preoccupied with satisfying our need for adequate housing.
   D) self-actualization must be met before we are preoccupied with satisfying our need for friendship.
   E) political freedom must be met before we are preoccupied with satisfying our need for economic security.

41. Bulimia nervosa is characterized by
   A) losses of 25 percent or more of normal weight.
   B) episodes of overeating followed by vomiting.
   C) the loss of regular menstrual periods.
   D) life-long obesity.
   E) periods of unhealthy eating habits followed by starvation.

42. Developing assessment tools for selecting and placing employees is of most direct relevance to
   A) social psychology.
   B) clinical psychology.
   C) organizational psychology.
   D) human factors psychology.
   E) personnel psychology.

43. If interviewers instantly like a job applicant because of his or her good looks, they may judge the person's complimentary remarks as indicating "polite manners" rather than "manipulative flattery." This best illustrates the impact of ________ on the interpretation of interviewees' responses.
   A) transformational leadership
   B) interviewers' preconceptions
   C) 360-degree feedback
   D) achievement motivation
   E) subjective well-being
44. Kamil, a 33-year-old lawyer, experiences premature ejaculation. Research suggests that his disorder can be minimized by
   A) engaging in sexual activity less frequently.
   B) eliminating his high level of sexual guilt.
   C) uncovering the unconscious fears that underlie his problem.
   D) providing therapy designed to raise his self-esteem.
   E) learning ways to control his urge to ejaculate.

45. In looking at the relationship between hunger and conditions of the stomach, researchers have discovered that
   A) hunger cannot be experienced if one's stomach is full.
   B) stomach contractions are necessary for experiencing hunger.
   C) rats whose stomachs are removed continue to eat regularly.
   D) humans and animals without stomachs lose the capacity to feel hungry.
   E) receptors in the stomach stop eating behaviors when the stomach is full.

46. Matt is a college sophomore who often becomes so fully absorbed in his course studies that he completely loses his awareness of how long he has been working. Matt's experience best illustrates
   A) 360-degree feedback.
   B) homeostasis.
   C) a refractory period.
   D) flow.
   E) extrinsic motivation.

47. Women's sexual receptivity differs from that of nonhuman female mammals in being more responsive to ________ levels than to estrogen levels.
   A) glucose
   B) orexin
   C) PYY
   D) testosterone
   E) insulin

48. Chiara, a 14-year-old, is of average height but weighs only 80 pounds. She has lost 30 pounds over the last six months by eating very little and running five miles a day. She is determined not to become overweight and ignores her parents' suggestion that she should eat well-balanced meals. Chiara suffers from
   A) bulimia nervosa.
   B) obesity.
   C) an abnormally low set point.
   D) anorexia nervosa.
   E) hypermetabolism.
49. Our sexual attraction toward members of either the same sex or the opposite sex is called our
   A) sexual response cycle.
   B) gender identity.
   C) set point.
   D) sexual orientation.
   E) sexual identity.

50. By scripting specific job-relevant questions to be asked of all those applying for a particular work position, a personnel psychologist is most clearly developing a framework for
   A) maximizing productivity.
   B) the experience of flow.
   C) transformational leadership.
   D) structured interviews.
   E) 360-degree feedback.
Answer Key

1. C
2. B
3. A
4. B
5. A
6. C
7. A
8. C
9. E
10. C
11. B
12. C
13. E
14. E
15. A
16. C
17. D
18. A
19. E
20. B
21. C
22. C
23. C
24. B
25. C
26. B
27. D
28. B
29. E
30. A
31. B
32. C
33. E
34. B
35. D
36. A
37. B
38. E
39. B
40. B
41. B
42. E
43. B
44. E
45. C
46. D
47. D
48. D
49. D
50. D