

11. Transformational leadership has which of the following characteristics?
 - a) Believe success arises from leaders and staff working together.
 - b) Seeks to involve staff in the decision making process.
 - c) **Employs a clear chain of command**
 - d) Takes the view that rewards and punishment motivate staff.
12. Which of the following is reward Power
 - a) **Leader can reward staff who comply with instructions**
 - b) Leader is able to exercise power because of their charisma and reputation
 - c) Leader can punish staff who do not comply with instructions
 - d) Leader has power because of expert knowledge
13. Which of the following is expert power
 - a) Leader can exercise power as a result of their position in the organisation
 - b) **Leader has power because of their expert knowledge**
 - c) Leader has power because subordinates trust him/her.
 - d) Leader can punish staff who do not comply with instructions.
14. Which among the following is not a leadership style
 - a) Transactional leadership
 - b) Transformational leadership
 - c) **Transmission leadership**
 - d) Paternalistic leadership
15. Which is a quality not possessed by a leader
 - a) Paternalistic
 - b) Delegating
 - c) Motivational
 - d) **Stressful**
16. Which of these is not a principle of great man theory?
 - a) Leaders are born not made.
 - b) Great men rise up in times of crisis.
 - c) We can learn from the biographies of great leaders.
 - d) **A great leader is only great in certain situations.**
17. In leadership trait theory what is a trait?
 - a) A list of the things that make leaders different to everyone else.
 - b) A list of the key things that a leader should do to be great.
 - c) The list of key behaviours a leader exhibits.
 - d) **A list of key characteristics that makes a leader great.**
18. Contingency theory is based on the assumption that the ideal leader:
 - a) **Shapes their leadership style depending on the situation**
 - b) Provides clear instructions to the followers so that they know what they are doing.
 - c) Knows what their strengths are and makes the most out of them.
 - d) Spends time with their followers and therefore listens and responds to their needs.
19. A transactional leader is one who
 - a) Inspires people and has strong interactions with them
 - b) **Does deals with people in order to get them to do things the leader wants**
 - c) Is the ideal form of leadership
 - d) Works for long-term goals of the organization
20. What is a transformational leader?
 - a) Someone who is involved in organizational change
 - b) A leader, like Taylor, who provided new ways of carrying out management
 - c) **A leader who inspires the workers to new levels by offering them a vision of a better future.**
 - d) A leader who tries to transform their staff by giving them rewards for what they do.
21. What is the social construction of leadership?
 - a) The view that all leadership is social and what matters is how leaders interact with others.
 - b) Leadership is a made up idea that therefore we should pay more attention to more significant aspects of the organization.
 - c) **What counts as good leadership is a construction of the perceptions of the followers.**

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1. Understanding the eBook Leadership Multiple Choice Questions Answers
 - The Rise of Digital Reading Leadership Multiple Choice Questions Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Leadership Multiple Choice Questions Answers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Leadership Multiple Choice Questions Answers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Leadership Multiple Choice Questions Answers
 - Personalized Recommendations
 - Leadership Multiple Choice Questions Answers User Reviews and Ratings
 - Leadership Multiple Choice Questions Answers and Bestseller Lists

5. Accessing Leadership Multiple Choice Questions Answers Free and Paid eBooks
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 - Leadership Multiple Choice Questions Answers eBook Subscription Services
 - Leadership Multiple Choice Questions Answers Budget-Friendly Options
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 - Leadership Multiple Choice Questions Answers Compatibility with Devices
 - Leadership Multiple Choice Questions Answers Enhanced eBook Features
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 - Highlighting and Note-Taking Leadership Multiple Choice Questions Answers
 - Interactive Elements Leadership Multiple Choice Questions Answers
8. Staying Engaged with Leadership Multiple Choice Questions Answers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Leadership Multiple Choice Questions Answers
9. Balancing eBooks and Physical Books Leadership Multiple Choice Questions Answers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Leadership Multiple Choice Questions Answers
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Leadership Multiple Choice Questions Answers
 - Setting Reading Goals Leadership Multiple Choice Questions Answers
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Leadership Multiple Choice Questions Answers
 - Fact-Checking eBook Content of Leadership Multiple Choice Questions Answers
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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