

# Assessment

## *From Technical Specialist to Supervisor* *First Edition*

The objectives of this book are:

- To recognize the skills needed by technical supervisors
- To discuss management styles
- To explain communication, motivation, and delegation skills

■ CRISP<sub>series</sub>

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## **Assessment Questions for From Technical Specialist to Supervisor, First Edition**

*Select the best response.*

1. A well-educated and motivated technical expert will always make a skilled supervisor.
  - A. True
  - B. False
  
2. The key to successful supervision is knowing how to:
  - A. Motivate
  - B. Delegate
  - C. Apply skills to match each situation
  - D. All of the above
  
3. Moving from technical specialist to supervisor requires:
  - A. Supervisory strengths
  - B. Willingness to give up some technological expertise
  - C. Willingness to risk
  - D. All of the above
  
4. A technical supervisor:
  - A. May have to make decisions from insufficient data
  - B. Uses technical expertise more than people skills
  - C. Can solve most problems with analytical and technical skills
  
5. As a supervisor, it is important to learn that:
  - A. The task must be placed ahead of the people
  - B. The people must be placed ahead of the task
  - C. You should at all times try to balance people and tasks

6. Technical supervisors usually deal more often with:
  - A. Sequential, time-limited tasks
  - B. Concurrent, non-ending tasks
  
7. Using objective measurements is the best way to solve any problem.
  - A. True
  - B. False
  
8. To be a good technical leader, you must:
  - A. Explain how things will be done
  - B. Trust your own technical expertise above all else
  - C. Develop collaborative assignments
  - D. Ignore politics
  
9. Communication strategies are not as necessary as they once were.
  - A. True
  - B. False
  
10. A person who is spontaneous and empathetic but also sometimes manipulative is probably:
  - A. A thinker
  - B. An intuitor
  - C. A feeler
  - D. A sensor
  
11. A person who is objective and prudent but sometimes indecisive is probably:
  - A. A thinker
  - B. An intuitor
  - C. A feeler
  - D. A sensor

12. A person who is creative and charismatic but sometimes scattered and unrealistic is probably:

- A. A thinker
- B. An intuitor
- C. A feeler
- D. A sensor

13. You will succeed in persuading people only if you recognize their personal abilities.

- A. True
- B. False

14. When you must assign a task that has predictable outcomes, your communication style should probably be:

- A. Selling
- B. Telling
- C. Consulting
- D. Using group decision making

15. High achievers:

- A. Are usually trail blazers and innovators
- B. May want to achieve without regard for its benefits
- C. Welcome new responsibilities
- D. All of the above

16. Technical experts usually have more loyalty to their discipline than to their organization.

- A. True
- B. False

17. To direct the start-up of a new product within a tight time schedule, you should probably select a person who is:

- A. Deliberative, analytical, and prudent
- B. Original, creative, and charismatic
- C. Assertive, directional, and objective

18. "Company men" and "company women":
- A. Support leadership and defend corporate values
  - B. Encourage innovation
  - C. May encourage mediocrity
  - D. All of the above
  - E. A and C
19. In general, employees do not receive enough positive feedback.
- A. True
  - B. False
20. Managing change well requires:
- A. Establishing a starting point
  - B. Measuring progress
  - C. Recognizing that change is always good
  - D. All of the above
  - E. A and B
21. A sign of poor management delegating is when:
- A. Some employees are busier than others
  - B. Talented workers are bored
  - C. The supervisor does not visit employee work areas
  - D. All of the above
22. Task assignments:
- A. Produce growth
  - B. Are usually ongoing
  - C. Require commitment
  - D. Must be negotiated
23. Delegated assignments:
- A. Center on a result or area of accountability
  - B. Are demanded by the manager
  - C. Originate in the employee's job description
  - D. Are usually seen by employees as burdens

24. It is better to delegate things:
- A. That you know best
  - B. With which you are most unfamiliar
25. Successful technical supervisors:
- A. Keep their integrity
  - B. Become involved in company politics
  - C. Prioritize time to manage their own careers
  - D. All of the above
  - E. A and C

**Answer Key for  
From Technical Specialist to Supervisor, First Edition**

*Recommended response (Corresponding workbook page)*

- |           |            |            |                |                  |
|-----------|------------|------------|----------------|------------------|
| 1. B (4)  | 6. B (15)  | 11. A (34) | 16. A (57)     | 21. D (82)       |
| 2. D (3)  | 7. B (16)  | 12. B (34) | 17. C (60, 61) | 22. B (87, 88)   |
| 3. D (4)  | 8. C (22)  | 13. A (39) | 18. E (63)     | 23. A (87, 88)   |
| 4. A (8)  | 9. B (31)  | 14. B (42) | 19. A (68)     | 24. A (99)       |
| 5. C (14) | 10. C (35) | 15. D (53) | 20. E (72)     | 25. D (107, 108) |