Agile Leader Professional Certification

Sample Exam V032023

1.   **What is NOT leadership? (Select all the correct options)**

a)   A way to impose authority

b)   To have hierarchy in a team

c)   Facilitate meetings

d)   Empowering, impacting, and leading positively towards a common good.

2.   **What are the best practices of leadership?**

a)   Excess of power

b)   Lack of knowledge of the team's competencies

c)   Imposition of authority

d)   None of the above.

3.   **What is the least important aspect in leadership?**

a)   Motivation

b)   Strategic thinking

c)   Role empowerment

d)   Technical knowledge

4. **Are soft skills the most important characteristic when it comes to leadership?**

a) False

b) True

c) It all depends on the type of leadership

d) A and C are correct

5. **In the timeline of leadership evolution, in the 1960's the leader did NOT: (Select all correct options)**

a) The leader was the boss who must be obeyed and respected.

b) The leader was a persuader of the teams.

c) The leader was a guide towards a shared direction.

d) The leader was a motivator and adaptive

6. **Commanding/Coercive leadership does NOT focus on: (Select all the correct options)**

a) Supervising of each team member's actions.

b) Asking the team for feedback

c) Developing people.

d) Democratizing absolutely everything

7. **Some types of leadership are NOT: (Select all the correct options)**

a)   Hierarchical, trainer, pacesetting and coach

b)   Democratic, coaching and pacesetting.

c)   Hierarchical, democratic and coaching

d)   Manager, trainer, pacesetting and coaching

8. **Visionary leadership is positive because:**

a)   It is characterized by the flexibility and autonomy of each team member.

b)   Teams just do what the leader says.

c)   The leader only focuses on training and does not develop skills.

d)   None of the above

9. **Democratic leadership does: (Select all the correct options)**

a)   Seeks consensus with the team

b)   Setting an example

c)   Developing people

d)   B and C are correct

10. Visionary leadership is NOT:

a)   The one who oversees everything the team does

b)   Mobilizes the team to a single vision

c)   Seeking consensus in the team

d)   all of the above

11. Pacesetting leadership is NOT about:

a)   The example

b)   People development

c)   Performance standards

d)   A and C are correct

12. Affiliative leadership is: (Select all the correct options)

a)   The one who oversees everything the team does

b)   Mobilizes the team to a single vision

c)   Seeking consensus in the team

d)   None of the above

13.   Affiliative leadership has to do with: (Select all the correct options)

a)   Relationship of emotions

b)   Positive feedback

c)   Avoiding confrontation

d)   None of the above

14.   The growth mindset and fixed mindset are NOT: (Select all correct options)

a)   How to differentiate the leaders of the organization

b)   How to lead a team

c)   Agile methods for dividing a team

d)   The way in which we can classify an organization

15.   The authors of the agile manifesto chose "agile" as the label for all of this idea because that word represents:

a)   The adaptability and responsiveness to change that was so important to their approach.

b)   The ability to anticipate change in order to be able to plan for the long term.

c)   The ability to experience change as part of a process of continuous improvement, innovation and learning.

d)   The ability to exemplify behaviors that inspire and motivate teams to seek better ways of working.

16.   The agile manifesto was born on:

a)   February 17th, 2001

b)   February 12th, 2001

c)   February 12th, 2002

d)   February 10th, 2001

17.   Which of the following is NOT a principle of the agile manifesto?

a)   Customer Satisfaction: Our highest priority is customer satisfaction through early and continuous delivery of valuable software.

b)   Release functional software: Release working software frequently, from a couple of weeks to a couple of months, with a preference for shorter periods.

c)   Collaborative work: Business managers and developers should not work together on a daily basis during the project.

d)   Simplicity: Simplicity is the art of maximizing the amount of work not done, it is essential.

18.   Which of the following is NOT a principle of the agile human leader manifesto?

a)   Value delivery over the nice "photo".

b)   Driving growth over leading followers

c)   Speeches over consistency

d)   Psychological safety to experiment and innovate on old practices

19.   Which of the following is NOT a principle of the Agile Leader Manifesto?

a)   Focused on caring for people over caring for short-term results.

b)   Team logic, autonomy, focus and transparency over individual logic, control and command.

c)   Network of lone leaders and superheroes over network of host leaders

d)   Leading by example over leading by talk

20.   According to Daniel Goleman, what is recommended for a Commanding/Coercive leader to do?

a)   Mix it with other types of leadership so that it does not have a negative impact on the work team.

b)   Enable the team to make decisions about their roles and to break them down according to their judgment, knowledge and experience.

c)   Be very careful with excessive listening as it tends to lead to reprocessing, cost overruns in the different resources or deviation from the objective.

d)   Encourage each member not only to achieve the goal set, but also to surpass it, although what has been agreed upon to motivate the team must be monitored to ensure that it is fulfilled in a clear and concise manner.

21.   The main pillar of coaching leadership

a)   It is to carry out a training plan or what is currently called in organizational contexts, a career plan that allows each individual to develop skills and strengths that allow them to develop their potential, qualifying the team as suitable or highly qualified personnel.

b)   It is to have the work team highly motivated, this can be represented in training, tools or rewards, which makes the team highly motivated with the planned objective.

c)   It is to be actively listening to the opinions of the entire team without losing the focus or common goal, which makes each role is defined and each member has high commitment to the assigned tasks.

d)   He is expressly dedicated to continuously supervise that the work team complies with the guidelines in an immediate and precise manner.

22.   Which of the following is NOT one of the 9 principles of agile leadership?

a)   Actions speak louder than words

b)   Better quality of thinking leads to better results

c)   Organizations improve through effective planning

d)   People require purpose and meaning in order to feel fulfillment.

23.   Which of the following is NOT one of the 12 dimensions of agile leadership?

a)   Shared vision and passion

b)   Yes to Taylorism and Agile Adoption

c)   Technical skills and tools

d)   Controlling direction, inspiring people, providing autonomy

24.   What does the "shared vision and passion" dimension of agile leadership refer to?

a)   Have a clear idea of what your organization will look like in the near future, how you expect it to work with agile and lean, and how it interacts with the new organizational structure.

b)   Why do we want to move towards agility in our organization?

What challenges do we face? What benefits will it bring? How much cultural and organizational change are we prepared to endure?

c)   A strong combination of voice of customer and design thinking will   allow you to identify and empathize with your customer's experiences, both good and bad.

d)   The best leaders are those who are always ready and willing to learn, who take advantage of every opportunity to acquire knowledge and experiences that will help them grow.

25.   What does the agile leadership dimension "Create environment, create culture" refer to?

a)   The best leaders are those who are always ready and willing to learn, who take advantage of every opportunity to acquire knowledge and experiences that will help them grow.

b)   The most important thing an agile leader can do is to create and foster a work environment and culture that is emotionally safe and supportive of experimentation, collaboration, continuous improvement and learning.

c)   Why do we want to move towards agility in our organization?

What challenges do we face? What benefits will it bring? How much cultural and organizational change are we prepared to endure?

d)   Have a clear idea of what your organization will look like in the near future, how you expect it to work with agile and lean, and how it interacts with the new organizational structure.

26.   Which of the following statements is NOT part of the characteristics of conscious leadership?

a)   Understands that conscious leadership begins with personal transformation and wholeness

b)   Life-long learning and growth

c)   It is important that business be used as a force for good that helps to uplift humanity.

d)   Knows that there must be a contradiction between purpose and profit.

27. **Which of the following is NOT a characteristic of conscious leadership?**

a) Composting

b) Connectivity

c) Empathy

d) Responsibility

28. **Which of the following is not an agile leadership skill?**

a) Communication and negotiation

b) Liberating structures

c) Empathy

d) Connectivity

29. **According to Marck C. Layton in the article "What's different about agile communication" the following are the principles of communication except:**

a) Simplicity

b) Openness

c) Face-to-face conversations

d) Safe spaces

30.   According to Sharon Robson, in agile communication, there are 10 guidelines to achieve agile communication. Which of the following is NOT one of them?

a)   Conveys why

b)   Adapt communication

c)   Betting on examples

d)   Face-to-face conversations

31.   Which of the following is not a type of agile team intelligence?

a)   Joint business intelligence

b)   Emotional intelligence

c)   Analytical intelligence

d)   Vital group intelligence

32.   Which of the following corresponds to the definition of psychological safety according to Great place to work?

a)   We can define psychological safety in the workplace as those environments where people can openly expose their ideas, questions, concerns and/or mistakes without fear of being humiliated or judged.

b)   We can define psychological safety as a place where we can provide cross-skill training in the same team in order to eliminate transfers and dependencies.

c)   We can define psychological safety as a place where it is possible to see the features of emotional stability and self-confidence: Emotional stability/self-control and narcissism.

d)   We can define psychological safety as a place where leaders use communication to influence others, so they need to have good skills in this area.

33.   According to Timothy Clarck we travel through the 4 stages of psychological safety as we?

a)   Respect increases

b)   Permit is increased

c)   A and B are correct

d)   None of the above

34.   According to the Tuckman team maturity model in the normalization stage team members?

a)   They are creating new ways of doing and being together. As the group develops cohesion, leadership changes from one teammate in charge to shared leadership.

b)   They feel ambiguous and avoid conflict at all costs due to the need to be accepted in the group.

c)   They are flexible, as each team member adapts to meet the needs of other team members.

d)   None of the above

35.   What does the U-Theory model focus on?

a)   Fostering innovation

b)   Changing companies

c)   A and B are correct

d)   None of the above

36. What does the U-Theory Model accomplish during the prototyping stage?

a) Change of focus we have on things, from going from the abstract to the intangible.

b) This is when the prototype becomes a real product/service.

c) It is when people become aware of the knowledge and fears they have both personally and professionally.

d) It is when they look at whether the facts we discover contradict everything we believe.

37. According to Maslow's theory, in the stage of self-actualization, the individual seeks (select all the correct answers)

a) Morality

b) Lack of prejudice

c) Self-recognition

d) Troubleshooting

38. According to the Zendesk blog the feedback is?

a) It is a form of diagnosis that allows the identification of positive and negative points of what is being evaluated.

b) Consists of expressing an opinion, demonstrating a point of view or even analyzing something.

c) A and B are correct

d) None of the above

39.   What percentage of employees consider that the feedback they are given is useful to improve their work?

a) 15%

b) 26%

c) 33%

d) 23%

40.   Which of the following is not a definition of organizational agility?

a)   The ability of an organization to renew, adapt and change quickly and be successful in the midst of a constantly changing, ambiguous and turbulent environment.

b)   The ability to transform information into ideas that respond to market needs.

c)   A company's ability to keep pace with the market, to continuously transform itself through its flexibility, ability to respond to change, its diversity, its interdisciplinary talent and its continuous learning.

d)   It comes from being, thinking and doing. It is not a methodology, but an adaptive mechanism, where agile leaders must live it and then permeate the entire organization.

Answers

1. A, B, C
2. D
3. D
4. B
5. A, B, D
6. B, C, D
7. A, C, D
8. A
9. A, C
10. A
11. B
12. A, B, C
13. A, B, C
14. B, C, D
15. A
16. B
17. C
18. C
19. C
20. A

21. A
22. C
23. B
24. A
25. B
26. D
27. D
28. D
29. D
30. D
31. C
32. A
33. C
34. A
35. C
36. A
37. A, B, D
38. C
39. B
40. D