

Korn Ferry Assessment Practice Test Questions and Answers

1. When leading a team through change, what is the most important first step?

- A) Implement changes immediately
- B) Communicate the vision and rationale clearly
- C) Assign new roles to team members
- D) Set strict deadlines for adaptation

2. In a conflict situation between team members, what approach demonstrates emotional intelligence?

- A) Avoiding the conflict entirely
- B) Taking sides with the stronger performer
- C) Listening to both perspectives and facilitating resolution
- D) Making a quick decision to end the disagreement

3. Which behavior best demonstrates adaptability in the workplace?

- A) Refusing to change established processes
- B) Adjusting strategies based on new information
- C) Sticking to original plans regardless of circumstances
- D) Avoiding challenging assignments

4. What is the most effective way to motivate a diverse team?

- A) Use the same approach for everyone
- B) Focus only on financial incentives
- C) Understand individual motivators and tailor approaches
- D) Set competitive goals between team members

Answers: 1-B 2-C 3-B 4-C

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