

# Role & Professionalism Practice Test Questions and Answers

## 1. What is 'servant leadership'?

- A) A leadership model in which the leader prioritizes the needs and development of their team
- B) A style where the leader delegates all authority to subordinates
- C) Leading by following the instructions of senior management strictly
- D) A military leadership model focused on discipline and hierarchy

## 2. What is workplace harassment under US law?

- A) Any disagreement between coworkers
- B) Unwelcome conduct based on protected characteristics that creates a hostile work environment
- C) Strict performance standards set by management
- D) Giving employees critical feedback

## 3. What is 'negligent hiring' in a legal context?

- A) Failing to meet a hiring quota
- B) Employer liability for harm caused by an employee whose risk was foreseeable from a proper background check
- C) Discriminating against applicants during the hiring process
- D) Hiring without a formal job posting

## 4. What is 'disparate impact' in US employment law?

- A) Intentional discrimination against a protected group
- B) A neutral policy that disproportionately and negatively affects a protected group
- C) Unequal pay between employees in the same role
- D) Retaliation against an employee who filed a complaint

**Answers: 1-A 2-B 3-B 4-B**

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