

**UNIVERSITY OF ESWATINI**



**FACULTY OF EDUCATION**

**DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT**

**FINAL EXAMINATION PAPER AUGUST 2020**

**TITLE OF PAPER:** APPRAISAL OF INDIVIDUALS IN GUIDANCE AND COUNSELLING

**COURSE CODE:** EFM 612

**TIME ALLOWED:** THREE (3) HOURS

**INSTRUCTIONS:** THERE ARE THREE SECTIONS IN THIS PAPER – SECTION A, B AND C.

SECTION A AND B ARE COMPULSORY. CHOOSE ONE QUESTION FROM SECTION C.

TOTAL MARK ALLOCATION: 100

**DO NOT OPEN THE QUESTION PAPER UNTIL WHEN TOLD TO DO SO BY THE CHIEF INVIGILATOR**

## SECTION A: COMPULSORY

### Multiple Choice Questions (40 marks)

#### INSTRUCTIONS

You are to write all your answers in your examination booklet provided. Read the following instructions carefully and use the sample below as a guide.

1. This exam section contains 20 multiple choice questions, each worth 2 points.
2. On this Multiple-Choice examination each question or item is followed by a series of Possible answers or choices.
3. Read each question and decide which answer or choice is best. [Make sure you read thoroughly any special instructions that may apply to a given portion of the exam.]
4. Write the letter of the **best** choice in your answer booklet with your PEN.
5. Write **LEGIBLY**.
6. Cross out any answers you wish to change and write afresh. **DO NOT USE CORRECTIONAL FLUID. Use of correction fluid will result in a zero being awarded for the answer.**
7. Answer all questions. Your exam score will be based on the number of questions you answer correctly. There is no penalty for guessing.
8. This examination paper contains **eight (8)** pages including cover page.

Review the example below to see the right way to present your best answer or choice. This is a **SAMPLE** question. Do not answer this question in YOUR answer booklet. Choice "A" is the correct answer.

**QUESTION #1: The following are characteristics of a good leader except...**

- A. crowd pleaser
- B. confronts
- C. patient
- D. organized

#### **RIGHT WAY!**

1. A

#### **WRONG WAY**

1.  X

1. Which of the following statements best describes what assessment is?
  - a. A process of collecting data for the purpose of making decisions about individuals and groups
  - b. A broad array of testing procedures
  - c. An instrument that yield scores based on collected data
  - d. A tool that affects the lives of people who work with children and who work in schools only
  
2. What level of measurement is 1/8?
  - a. Ordinal
  - b. Nominal
  - c. Interval
  - d. Ratio
  
3. What is the mean of a z score distribution?
  - a. 0
  - b. 1
  - c. 50
  - d. 100
  
4. The following are different ways of assessing reliability **except**:
  - a. test retest
  - b. inter-rater
  - c. internal consistency
  - d. criterion
  
5. In schools, teachers are concerned about competence in all of the following domains in which they provide intervention **except** for:
  - a. academic
  - b. behavioural
  - c. social
  - d. career

6. The most common way that practitioners use assessment results is:
  - a. for diagnosis
  - b. to measure change
  - c. to predict an outcome
  - d. all of the above
  
7. Assessment procedures include the following **except**...
  - a. personality testing
  - b. informal assessment
  - c. ability testing
  - d. consultations
  
8. Provision of special help or enrichment by the teacher includes use of the following procedures **except**...
  - a. classroom tests
  - b. observations
  - c. interviews
  - d. history
  
9. Which of the following defining features do tests possess?
  - a. Standardized procedure
  - b. Behaviour sample
  - c. Prediction of nontest behaviour
  - d. All of the above
  
10. When counsellors refer to a test as a standard test, they are using the term
  - a. the test is widely used throughout the country
  - b. the test is published by a reputable company
  - c. there is an equal number of items on each form of test
  - d. there is uniformity in the administration and scoring of the test

11. Aptitude tests are often used in career counselling because they are good predictors of:
- occupational success
  - job satisfaction
  - career direction and occupational choice
  - career interests
12. Which of the following statements best describe what interest tests are based on?
- The explicit assumption that interest patterns determine behaviour
  - The rationale that they sometimes predict job satisfaction
  - The assumption that interest patterns determine and, therefore also predict job satisfaction
  - All of the above
13. Which tests measure the traits, qualities, or behaviours that determine a person's individuality?
- Personality tests
  - Aptitude tests
  - Intelligence tests
  - Neuropsychological tests
14. The tests measure cognitive, sensory, perceptual, and motor performance to determine the extent, locus, and behavioral consequences of brain damage
- Personality tests
  - Aptitude tests
  - Intelligence tests
  - Neuropsychological tests
15. It has been recommended that the development of assessments should be \_\_\_\_\_ rather than lengthy and broad range.
- theoretically robust and precise.
  - simple and diagnostic
  - short, practical, and treatment-centered
  - solely focused on specific outcomes

16. The two major types of informal personality assessment techniques are observation and \_\_\_\_\_.
- performance techniques
  - interviewing
  - projective techniques
  - unstructured instruments
17. Issues of reliability, validity, and fairness
- cut across all aspects of assessment and pertain to all individuals
  - mainly concern only culturally diverse groups
  - have been largely resolved through the use of current tools and no longer is a major concern
  - are not significant concerns in rehabilitation health and assessment
18. Which of the following is the least sufficient standard for selection of tests?
- Review materials provided by test developers and select tests for which clear, accurate, and available information is provided
  - Evaluate only evidence of the technical quality of the test that is provided by independent reviewers
  - Select tests with appropriately modified forms or administration procedures for test takers with disabilities who need special accommodations
  - Define the purpose for testing, the content and skills to be tested, and the intended test takers
19. The most important reason for having ethical standards and laws related to assessment is to:
- enforce standards and professional test practices
  - protect individuals from misuses of assessments
  - inform practitioners of best assessment practices
  - enforce procedures developed by test publishers

20. Comprehensive assessment reports should be written keeping in mind they may be read by whom?
- Clients
  - Judges and attorneys
  - Teachers and parents
  - All of the above

### SECTION B: COMPULSORY (40 marks)

#### Instruction

Answer all questions in this section

#### Question 2 (20 marks)

- As a guidance and counselling teacher in training who has taken an appraisal course you have been asked to assess a student in class and write a report on their mental status. Outline and discuss the four components of a mental status examination you would include in your report (12 marks).
- You have been assigned to make a presentation to your colleagues on writing the comprehensive assessment report. What **eight** (8) approaches to be **avoided** in comprehensive assessment report writing would you include in your presentation and why? (8 marks)

#### Question 3 (20 marks)

- How would you distinguish between objective and projective personality tests for a beginner in appraisal techniques course in counselling to understand giving examples for each (4 marks)?
- Relative to the assessment report process: Interviewing the client and writing the report are critical aspects. Enumerate and discuss any three aspects considered critical when conducting clinical interviews (3 marks)
- Explain what it means to choose an assessment instrument with “breadth and depth” (3 marks)
- Discuss what is meant by assessment report and **four** (4) main purposes of the report (10 marks).

## SECTION C

**Answer ONE (1) question from this section.**

### **Question 4 (20 marks)**

Having taken the course Appraisal of Individuals in Guidance and Counselling discuss any test category of your choice, that you would use in your respective school settings to intervene with the aim of enhancing positive learning outcomes for learners giving a concrete subtest example for the test category of choice. The following should guide your discussion: a) name of assessment category with example subtest (2 marks), (b) issue of concern (3 marks), target population (3 marks) benefits for the test (6 marks), administration formats and procedures (4 marks), Limitations of the test (2 marks)

### **Question 5 (20 marks)**

Reflect on your prescribed texts, lectures and assigned readings in this course. What if anything, have you learnt regarding appraisal techniques in Guidance and counselling across diverse populations that you did not know before? Point out what you wished you learned but did not. Would you recommend guidance and counselling teachers to enroll for this course? Justify your position. How beneficial will the knowledge for this course impact the way you will deal with clients in your respective work contexts. (20 marks)