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• You must demonstrate with your own examples and explanations that you understand the  
material.***Copying the exact definitions or examples from the study guide or PowerPoints will result in a failing grade.***  
• Your exam will be **cross-checked** for plagiarism against the University global submission  
system via SafeAssign. Therefore, if another student submits the same exact paper as you or very  
similar examples, you will both receive a failing grade, pending further review.  
• Connect your examples to Organizational Behavior. It is very different to say “employees are leaving” than “the company has a high turnover rate.”

• **Submit the assignment in Word ONLY**. Submitting the document in .pages (MAC) OR pasting the assignment directly in the submission box will result in failing grade. **You are responsible for submitting a completed exam. If you upload a blank exam to BlackBoard, you will receive a 0.**

1. (18 Points)Please compare and contrast six different approaches/theories of leadership. (1) Create a hypothetical (professional business) scenario, and explain situations where it is acceptable and/or preferred to use one approach over another AND (2) the best motivation technique/theories to use with each one of these approaches, and explain why.

1. (6 Points)What is the difference between personal and position power? In a short essay, provide examples of a leader with personal power and another one with position power.

1. (8 points) Imagine you are a leader in a Fortune 500 company, explain how you would explain 'motivation' to your mid-level managers and provide them with three hypothetical example of what it looks like when managing others. Make sure you use motivation theories or/and applications to create these examples.

1. (10 Points)While *explaining* the SMART Goal method, *write down a goal* to accomplish in the next 6 months in the *correct format*.

1. (14 Points) How would you manage for motivation using the *Regulatory Focus Theory* vs. the *Maslow Hierarchy of Needs*?

1. (9 Points) Some employees have sent emails to you explaining their concerns that some people in the organization are moving up the ladder because of their political skills and not because of merits. Using Organizational Justice Framework, and other OB terms related to fairness and trust, draft a plan to build trust with your team and show that you are a fair leader.

1. (6 Points)You are tasked with creating an environment that can promote intrinsic and extrinsic motivation to your new interns. How can you use the Job Characteristic theory to achieve this goal?

1. (5 Points) How can you use the Reinforcement theory to promote Grit in your organizational culture? Provide an example.
2. (12 Points) Maria is a manager for a Fortune 100 company. She is currently in charge of two sales teams: *Team Positive Vibes* and *Team One of a Kind*. *Team Positive Vibes* is always very motivated to do an excellent job. However, *Team One of A Kind* usually misses deadlines, challenges her authority and does not care about the incentives. Maria is very confused because she uses the same leadership, motivation and rewards techniques with both teams. (1) Explain in detail using OB terms what is going on with *Team One of A Kind* (2) Develop a plan to bring this team up to speed with the right leadership, motivation, power, and other relevant OB terms.

1. (12 Points)Explain the six leadership styles, and provide examples on how to implement each style one in a group project.

**Good luck!**