
WGU D072 Exam Study Guide

According to Blake & Mouton, what determines which leadership style a manager should use? -

✓✓ organizational focus and level of concern for people versus the concern for production

According to the book, what is one of the most important causes of attrition? ✓✓

Over time, those who do not fit in well are more likely to leave. Research indicates that person-organization misfit is one of the important reasons for employee turnover.

Define corporate social responsibility (CSR). -

✓✓ Philosophy in which a company voluntarily engages in actions that benefit society, be it economically, socially, politically, or environmentally.

Define emotional intelligence (EI). -

✓✓ The capacity to be aware of, control, and express one's emotions and handle interpersonal relationships judiciously and empathetically.

Define employee-member centered behaviors and provide an example. -

✓✓ focused on supporting employees; an example of this would be helping an employee who's struggling at work.

Define ethics. -

✓✓ Principles that serve as a compass about how to behave.

Define expert power. -

✓✓ based on knowledge and special skill or experience, such as lawyers or doctors who are formally recognized for their expertise.

Define external locus of control. -

✓✓ people who attribute their success or failure to outside influences (such as luck, timing, or other people).

Define idealized influence. -

✓✓ A leader models behaviors and attitudes that subordinates choose to emulate.

Define individualized consideration. -

✓✓ A leader takes the time to learn about the talents of each individual and puts them to good use.

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H Kauffman



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Table of Contents Wgu Bncstudy Guide

1. Understanding the eBook Wgu Bncstudy Guide
 - The Rise of Digital Reading Wgu Bncstudy Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Wgu Bncstudy Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Wgu Bncstudy Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Wgu Bncstudy Guide
 - Personalized Recommendations
 - Wgu Bncstudy Guide User Reviews and Ratings

- Wgu Bncstudy Guide and Bestseller Lists
- 5. Accessing Wgu Bncstudy Guide Free and Paid eBooks
 - Wgu Bncstudy Guide Public Domain eBooks
 - Wgu Bncstudy Guide eBook Subscription Services
 - Wgu Bncstudy Guide Budget-Friendly Options
- 6. Navigating Wgu Bncstudy Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Wgu Bncstudy Guide Compatibility with Devices
 - Wgu Bncstudy Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Wgu Bncstudy Guide
 - Highlighting and Note-Taking Wgu Bncstudy Guide
 - Interactive Elements Wgu Bncstudy Guide
- 8. Staying Engaged with Wgu Bncstudy Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Wgu Bncstudy Guide
- 9. Balancing eBooks and Physical Books Wgu Bncstudy Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Wgu Bncstudy Guide
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Wgu Bncstudy Guide
 - Setting Reading Goals Wgu Bncstudy Guide
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Wgu Bncstudy Guide
 - Fact-Checking eBook Content of Wgu Bncstudy Guide
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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