

Name:  
Enrolment No:



UNIVERSITY WITH A PURPOSE

**UNIVERSITY OF PETROLEUM & ENERGY STUDIES**

**End Semester Examination – Dec , 2021**

**Program: BBA Core HR**  
**Subject/Course: Counselling Skills for Managers**  
**Course Code: HRES 3004**

**Semester : V**  
**Max. Marks: 100**  
**Duration : 3 Hours**

**Section A**

**Each question carries 2 marks.**

<b>S No</b>	<b>Questions:</b>	<b>10Qx2M=20 Marks</b>	<b>COs</b>
<b>Q1</b>	The Gestalt Theory is major work of a. Sigmund Freud b. Aaron Beck c. Dr. Ellis d. F Pearls	<b>2</b>	<b>CO1</b>
<b>Q2</b>	Gestalt is a German word which refers which means a. The total shape of something. b. A gestalt, or whole, both includes & transcends the sum of its parts. c. It cannot be understood simply as a sum of smaller, independent events. d. All of the Above	<b>2</b>	<b>CO1</b>
<b>Q3</b>	Which is true for Ethics and Counseling? a. Counseling is always ethical by design b. Counselor should follow a strict ethical code c. Ethics is separate from counseling d. Responsibility of ethical conduct is more on Client	<b>2</b>	<b>CO1</b>
<b>Q4</b>	Which is not a Best Practice for Counseling? a. Respect for Confidentiality is integral to counseling b. Confrontation is always helpful at any stage of counselling c. Listening is very important of the Process d. A counseling discussion should be a guided discussion	<b>2</b>	<b>CO1</b>
<b>Q5</b>	Which is most appropriate for Personality and Counselling? a. Personality has nothing to do with Counselling Style b. Counselling style should be tailored to a Personality Type c. Personality Types help Counsellor to determine Strategy d. Focus should be on problem and not personality	<b>2</b>	<b>CO1</b>
<b>Q6</b>	In REBT Therapy session, where is the most time spent with Client? a. In Establishing Triggers b. In talking about consequences or feelings c. In Challenging Belief System d. In building action plans for Client	<b>2</b>	<b>CO1</b>
<b>Q7</b>	According to Freud, the behavior of a newborn is dominantly controlled by the pleasure principle. True (T) / False (F)	<b>2</b>	<b>CO1</b>

Q8	Ego-defense mechanisms are normal behaviors, which operate on an unconscious level and tend to deny or distort reality. T/F	2	CO1
Q9	Epictetus, a Greek philosopher observed that, “people are not disturbed by things that happen but by the <i>view</i> they take of things that happen” and this become the base of the Cognitive Behaviour Theory (CBT). T/F	2	CO1
Q10	Assessment is the collaborative process of information gathering through discussion with the Client in order to identify the possible causes for the problem of the Client, which is then agreed mutually for any action plans based on the strengths of the Client. T/F	2	CO1
	<b>Section B</b> <b>1. Each question carries 5 marks.</b> <b>2. Instructions: Write short answers.</b>	<b>4Qx5M= 20 Marks</b>	
Q1	Enlist the qualities of a good counsellor.	5	CO2
Q2	Enlist the Key Components of Psychoanalytic Theory proposed by Freud.	5	CO2
Q3	Write a Short Note on : a) Defense Mechanisms in Psychoanalytic Theory	5	CO2
Q4	What is the difference between Medical and Psychological Diagnosis	5	CO2
	<b>Section C</b> Each Question carries 10 marks.	<b>3Qx10M=30 Marks</b>	
Q 1	Examine the statement made by a Client in a Counselling Session. a) Identify connected Cognitive distortions in statement and explain it. Statement 1: “The world will end soon”	10	CO3
Q2.	Describes any statement by the Counselor that lets the Client know what to expect out of the process and outcomes of Counseling.	10	CO3
Q 3	Look at the below mentioned Counselling Situation : a) Identify the connected theory in below situation statement correctly. b) Which techniques can be use in below Counselling situation? Situation 1: The Counsellor in a session asks you to exaggerate your feelings of discomfort associated with a thought or situation. OR Situation 2: The Counsellor asks to enact a dream.	10	CO3
	<b>Section D</b> Each Question carries 15 marks.	<b>2Qx15M= 30 Marks</b>	
Q1	Explain Edward De Bono’s Six Personality Hats and there importance for the Client and the Counsellor in a Counselling situations.	15	CO3
Q2	What are the Key Process Steps, which are followed in Counselling? List down and explain few best practices for an effective Counselling Session OR What are the various workplace Scenarios where Counseling can help? Explain any two in brief along with the Technique adopted in the scenario.	15	CO3