

Name: _____

Date: _____

- 1 When giving criticism, the content is always more important than the delivery method.
 - A True
 - B False
- 2 How should a junior officer handle criticism passed from subordinates to the chain of command?
 - A Assume these are very important and must be dealt with immediately
 - B Act like you care in front of the subordinates, but totally disregard the criticism
 - C Understand the comment might have low validity, but receive with an even composure
 - D Disagree with the subordinate in front of all the other troops to keep them from criticizing again
- 3 Which word means relations marked by harmony, conformity, accord or affinity; or a good professional working relationship built on mutual trust, honesty, and integrity.
 - A Clash
 - B Friction
 - C Treaty
 - D Rapport
- 4 Which word best describes a judgment or evaluation delivered to an individual with the purpose of improving that individual?
 - A Destructive criticism
 - B Equanimity
 - C Constructive criticism
 - D Both b and c
- 5 What is the staff officer's responsibility in providing advice to senior officers?
 - A Use judgment and experience to provide the best advice
 - B Use the internet to try and find the advice
 - C Pressure subordinates to provide insight and advice
 - D Tell the senior that it is not their responsibility to decide

- 6 Once a senior officer's decision has been made, what is the role of the staff officer?
 - A Ask as many questions as possible
 - B Argue the validity of the decision
 - C Delay execution of the decision
 - D Do their part to execute the decision
- 7 Why do seniors sometimes not follow the advice of staff officers?
 - A Most staff officers are not capable of good advice
 - B Senior officers are taught to only use advice from other senior officers
 - C Seniors look at a larger picture than young officers are able to look at
 - D Staff officers are not known for having common sense
- 8 How should the junior officer view the fitness report?
 - A As one of many indicators of how they are doing
 - B As a starting point to discuss with the boss how they are doing
 - C The sole clear picture of how they are doing and where to improve
 - D Both a and b
- 9 What is more useful than the fitness report?
 - A The office entry into the CO's office is the most important to get right
 - B The discussion during the fitness report debrief is very important
 - C Trying not to be more than 10 minutes late for the debrief
 - D Smiling and being overly friendly at the command parties
- 10 Which standards are an integral part of a naval leader's job?
 - A Standards of readiness
 - B Standards of appearance
 - C Standards of training
 - D All of the above
- 11 What must the young officer understand about counseling subordinates?
 - A All subordinates should have the ability to perform as directed
 - B Not all subordinate have the ability to perform as directed
 - C All subordinates should have the dedication to perform as directed
 - D It is easy to motivate under-performing subordinates

- 12 What is a typical characteristic of subordinates who are poor listeners?
- A They are usually good bluffers
 - B They fake understanding
 - C They seldom bluff or fake understanding
 - D Both a and b
- 13 Junior officers should avoid criticizing the chief of staff NCO, even if there is something that needs to be addressed.
- A True
 - B False
- 14 What is necessary for the junior officer to possess when effectively criticizing others?
- A Courage, confidence, and a keen awareness of sensitivity of all persons
 - B Timidity, and a subordinate who can criticize for him
 - C A megaphone to ensure his voice is very loud
 - D A box to stand on, so he can look larger than the subordinates
- 15 Beyond fixing problems on a case-by-case basis, what else is a leader responsible to do on a regular basis?
- A Take a power nap
 - B Review the performance of subordinates
 - C Make the senior enlisted subordinate review all the performance
 - D Hold all-hands functions to criticize all his subordinates together
- 16 What term means a formal or informal assessment of an individual's actions during a set period of time?
- A Public chastising
 - B Performance review
 - C Promissory note
 - D Counseling chit
- 17 Regular conduct of performance reviews means they should be conducted at a minimum at least _____.
- A Monthly
 - B Weekly
 - C Yearly
 - D Semi-annually

- 18 What kind of counseling will many of the prospective "unfixable" respond to?
- A Late, fair, and harsh
 - B Early, fair, and harsh
 - C Early, fair, and firm
 - D Early, unfair, and firm
- 19 What best defines "a repeated behavior causing moral injury and harm"?
- A Abomination
 - B Hooligan
 - C Pernicious habit
 - D Addiction
- 20 You are in a store after school with some friends. You are in uniform and have your shirt untucked. Your drill leader enters the store and tells you, rather abruptly and in front of your friends, to tuck in your shirt. How SHOULD you respond?
- A Tuck in your shirt, but roll your eyes so your friends see.
 - B Tuck in your shirt, but make a negative comment to your friends about him later.
 - C Tuck in your shirt, and say nothing more about it.
 - D Tuck in your shirt, say nothing to your friends, but talk to your drill leader later about how he could have handled it better.

Answer Key: NS4-U5 - Criticism and the Naval Officer (Exam)

Question:	Answer
1	B
2	C
3	D
4	C
5	A
6	D
7	C
8	D
9	B
10	D
11	B
12	D
13	B
14	A
15	B
16	B
17	A
18	C
19	C
20	C