

Developing Multicultural Counseling Competence
3rd edition Hays Test Bank

SKU: 9780134523804-TEST-BANK



⚠ This work is protected by
US copyright laws and is for
instructors' use only.

Instructor's Manual and Test Bank

For

Developing Multicultural Counseling Competence: A Systems Approach

Third Edition

Danica G. Hays, Ph. D., *University of Nevada Las Vegas*

Bradley T. Erford, Ph.D., *Loyola University Maryland*

Prepared by

Amelia Minnich, *Loyola University Maryland*

Boston Columbus Indianapolis New York San Francisco Hoboken

Amsterdam Cape Town Dubai London Madrid Milan Munich Paris Montreal Toronto

Delhi Mexico City Sao Paulo Sydney Hong Kong Seoul Singapore Taipei Tokyo



This work is protected by United States copyright laws and is provided solely for the use of instructors in teaching their courses and assessing student learning. Dissemination or sale of any part of this work (including on the World Wide Web) will destroy the integrity of the work and is not permitted. The work and materials from it should never be made available to students except by instructors using the accompanying text in their classes. All recipients of this work are expected to abide by these restrictions and to honor the intended pedagogical purposes and the needs of other instructors who rely on these materials.

Copyright © 2018, 2014, 2010 by Pearson Education, Inc. or its affiliates. All Rights Reserved. Printed in the United States of America. This publication is protected by copyright, and permission should be obtained from the publisher prior to any prohibited reproduction, storage in a retrieval system, or transmission in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise. For information regarding permissions, request forms and the appropriate contacts within the Pearson Education Global Rights & Permissions Department, please visit www.pearsoned.com/permissions/.

Instructors of classes using *Developing Multicultural Counseling Competence: A Systems Approach*, by Danica G. Hays, Ph.D. and Bradley T. Erford, Ph.D., may reproduce material from the Instructor's Resource Manual and Test Bank for classroom use.

10 9 8 7 6 5 4 3 2 1

ISBN-10: 0134523717

ISBN-13: 9780134523712



Pearson

www.pearsonhighered.com

Table of Contents

	Page
Chapter 1. The Culturally Competent Counselor	1
Chapter Objectives	1
Multiple Choice Questions	1
Extended Response Questions.....	8
Chapter 2: Cultural Identity Development	9
Chapter Objectives	9
Multiple Choice Questions	9
Extended Response Questions.....	16
Chapter 3. Social Justice Counseling	18
Chapter Objectives	18
Multiple Choice Questions	18
Extended Response Questions.....	25
Chapter 4. Racism and White Privilege	26
Chapter Objectives	26
Multiple Choice Questions	26
Extended Response Questions.....	33
Chapter 5. Gender and Sexism	34
Chapter Objectives	34
Multiple Choice Questions	34
Extended Response Questions.....	41
Chapter 6. Sexual Orientation and Heterosexism	42
Chapter Objectives	42
Multiple Choice Questions	42
Extended Response Questions	49
Chapter 7. Social Class and Classism	51
Chapter Objectives	51
Multiple Choice Questions	51
Extended Response Questions.....	58
Chapter 8. Disability, Ableism, and Ageism.....	60
Chapter Objectives	60
Multiple Choice Questions	60
Extended Response Questions.....	67

	Page
Chapter 9. Individuals and Families of African Descent	68
Chapter Objectives	68
Multiple Choice Questions	68
Extended Response Questions.....	76
Chapter 10: Individuals and Families of Arab Descent	77
Chapter Objectives	77
Multiple Choice Questions	77
Extended Response Questions	84
Chapter 11. Individuals and Families of Asian Descent	85
Chapter Objectives	85
Multiple Choice Questions	85
Extended Response Questions.....	92
Chapter 12. Individuals and Families of Latin American and Latino Descent	94
Chapter Objectives	94
Multiple Choice Questions	94
Extended Response Questions.....	101
Chapter 13. Counseling Individuals and Families of Native American Descent	103
Chapter Objectives	103
Multiple Choice Questions	103
Extended Response Questions.....	111
Chapter 14: Individuals and Families of European Descent	113
Chapter Objectives	113
Multiple Choice Questions	113
Extended Response Questions.....	120
Chapter 15. Individuals and Families of Multiracial Descent	122
Chapter Objectives	122
Multiple Choice Questions	122
Extended Response Questions.....	129
Chapter 16. Spiritual Diversity	131
Chapter Objectives	131
Multiple Choice Questions	131
Extended Response Questions.....	138

	Page
Chapter 17. Using Counseling Theories in Multicultural Contexts	139
Chapter Objectives	139
Multiple Choice Questions	152
Extended Response Questions.....	146
 Chapter 18. Multicultural Diagnosis and Conceptualization	 147
Chapter Objectives	147
Multiple Choice Questions	147
Extended Response Questions.....	154
 Answer Keys	 156

Chapter 1: The Culturally Competent Counselor

Chapter Objectives

After reading this chapter, students will be able to:

- Understand what being a culturally competent counselor entails.
- Explain the changing U.S. demographics.
- Describe cultural identity, culture, and cultural encapsulation.
- Compare and contrast collectivism and individualism.
- Describe different cultural considerations (i.e., gender, sexual orientation, socioeconomic status, disability, spirituality).
- Explain a professional counselor's role in advocacy and social justice.
- Describe worldview and understand how it is created (i.e., locus of control, locus of responsibility).
- Explain the impact of verbal and non-verbal communication in counseling.
- Understand the differences of emotional expression and communication among diverse cultures.
- Describe the culturally based contextual factors (i.e., prejudice, discrimination, immigration, acculturation, violence) that play a role in the counseling process.
- Understand how to develop multicultural counseling competency.
- Explain the factors that have created the underuse of counseling among minority groups.

Multiple Choice

1. _____ is NOT one of the first three forces of counseling.
 - a. Psychodynamic
 - b. Gestalt
 - c. Behaviorism
 - d. Humanistic/Existentialism
2. One reason the United States has become so diverse is due to
 - a. aging trends.
 - b. higher birth rates in some ethnic minority groups.
 - c. immigration trends.
 - d. All of the above.
3. Ethnicity, gender, sexual identity, and spirituality are examples of
 - a. cultures.
 - b. identities.
 - c. subgroups of cultural groups.
 - d. values.

4. Cultural identities of clients should be acknowledged in counseling because client cultural identities
 - a. may differ from the counselor's cultural identity.
 - b. affect client experiences in counseling.
 - c. Both a and b.
 - d. None of the above.
5. The human experience of culture is mediated by
 - a. biological events.
 - b. historical events.
 - c. political events.
 - d. All of the above.
6. Ethnocentrism is a danger to the counseling profession because
 - a. counselors may project their values onto clients.
 - b. counselors may ignore how the client's cultural values and beliefs may influence the client.
 - c. there may be a disconnect between the counselor's practicing theory and the client's worldview.
 - d. All of the above.
7. Cooperation, "saving face," and interdependence are examples of
 - a. collectivistic values.
 - b. individualistic values.
 - c. ethnocentric values.
 - d. worldview.
8. Those people born during the Baby Boomer generation were born between the years of
 - a. 1901 – 1924.
 - b. 1925 – 1942.
 - c. 1943 – 1960.
 - d. 1961 – 1981.
9. Socioeconomic status (SES) is defined by
 - a. household income.
 - b. education level.
 - c. access to health care.
 - d. All of the above.
10. _____ disabilities represent the majority of disabilities.
 - a. Mental
 - b. Physical
 - c. Spiritual
 - d. None of the above.

11. Professional counselors who engage in advocacy efforts assume that there is a(n)
 - a. common goal for advocacy among other professionals.
 - b. power differential among U.S. individuals.
 - c. unconscious and unearned power among all cultural groups.
 - d. All of the above.
12. One way to deepen the level of understanding shared by a counselor and client is to use
 - a. sympathy.
 - b. metaphors.
 - c. projection.
 - d. kinesics.
13. _____ is NOT one of the hierarchical social relationship categories.
 - a. Individualistic
 - b. Lineal-hierarchical
 - c. Collateral-individual
 - d. Collateral-mutual
14. _____ may result when counselors cannot convey understanding to culturally and linguistically different clients.
 - a. Frustration
 - b. Invalidation
 - c. Both of the above.
 - d. None of the above.
15. It is imperative that professional counselors interpret client presentation based on
 - a. norms from within the client's culture.
 - b. norms from within the majority culture.
 - c. what the professional counselor has researched about the client's culture.
 - d. All of the above.
16. In order to increase open communication, counselors should consistently
 - a. take notes throughout sessions.
 - b. check with clients to ensure they are accurately interpreting and understanding clients' messages.
 - c. write a synopsis of the session and ask the client to read it before the next session.
 - d. record counseling sessions with the consent of the client.
17. As counselors work with clients who experience daily prejudice and discrimination, it is important that counselors examine
 - a. clients' emotions associated with these experiences.
 - b. clients' environmental stressors associated with stereotyping.
 - c. their own prejudices.
 - d. All of the above.

18. Biculturalism is a part of the _____ model of acculturation.
- separation
 - marginalization
 - assimilation
 - integration
19. _____ is a stressor that occurs across cultural identities.
- Violence
 - Trauma
 - Both of the above.
 - None of the above.
20. Developing multicultural counseling competency involves a
- psychodynamic approach.
 - existential approach.
 - systems approach.
 - behavioral approach.
21. Increased levels of counselor awareness and knowledge of oppression has led to a(n)
- focus on social justice and advocacy.
 - decrease in minority groups attending counseling.
 - focus on more effectively treating clients of the dominant group.
 - All of the above.
22. When working with culturally diverse clients, it is essential to remember that there are more _____ differences than _____ differences.
- between-group; within-group
 - within-group; between-group
 - general; universal
 - specific; universal
23. There is evidence that counselors may _____ culturally diverse clients due to prejudice.
- misdiagnose
 - underdiagnose
 - overdiagnose
 - All of the above.
24. A factor that might cause diverse clients to avoid counseling is
- inaccessibility of services.
 - misdiagnosis.
 - mistrust of the counseling profession.
 - All of the above.

25. When considering both racial and ethnic minority group membership, which group represents the fastest growing population?
- Blacks/African Americans
 - Hispanic/Latin Americans
 - Asian Americans
 - Both b and c.
26. The largest number of foreign-born individuals originate from
- Latin America.
 - Europe.
 - Asia.
 - Africa.
27. The group with the highest median income is
- Hispanic/Latin Americans.
 - Whites.
 - Asian Americans.
 - Blacks/African Americans.
28. “Those living in poverty” is an example of _____ culture.
- universal
 - group
 - individual
 - None of the above.
29. Self-disclosure is an example of
- individualism.
 - collectivism.
 - universal culture.
 - group culture.
30. “I am in charge of creating success for myself” is an example of the _____ worldview.
- internal locus of responsibility
 - internal locus of control
 - external locus of responsibility
 - external locus of control

31. "I believe what happens to me is based on my own doings" is an example of the _____ worldview.
- internal locus of responsibility
 - internal locus of control
 - external locus of responsibility
 - external locus of control
32. _____ is NOT an example of nonverbal communication.
- Paralanguage
 - Kinesics
 - Proxemics
 - Metaphor
33. Clients of diverse backgrounds may seek counseling because
- other services are inaccessible to them.
 - counselors focus on within-group differences.
 - there is social acceptance of counseling.
 - None of the above.
34. Counselors engaging in community experiences to better understand a client of a cultural identity different from their own is an example of the _____ aspect of multicultural counseling competency.
- attitudes and beliefs
 - knowledge
 - skills
 - advocacy
35. _____ refers to changes in behavior, cognitions, values, language, cultural activities, personal relational styles, and beliefs as a cultural minority group encounters the dominant culture.
- Cultural encapsulation
 - Acculturation
 - Enculturation
 - Cultural identity
36. _____ culture refers to commonalities shared by all cultures and humankind.
- Group
 - Individual
 - Universal
 - Collectivist

37. The intrapersonal and interpersonal process in which individuals engage to build a clearer and more complex cultural identity is known as _____.
a. acculturation.
b. ethnocentrism.
c. ethnicity.
d. cultural identity development.
38. A(n) _____ perspective focuses on universal qualities common to all cultures and aspects of counseling that are generalizable across cultures, while the _____ perspective involves viewing each client as an individual and evaluating the client using their cultural norms.
a. emic; etic
b. etic; emic
c. group; individual
d. individual; group
39. _____ is the arbitrary, socially constructed classification of individuals often based on physical distinctions.
a. Race
b. Culture
c. Ethnicity
d. All of the above
40. _____ refers to the often unconscious and unearned power, access to resources, advantage, and social position based on cultural group memberships.
a. Oppression
b. Individualism
c. Nationality
d. Privilege
41. Which of the following factors may deter culturally diverse populations from participating in and completing counseling services?
a. Attitudinal factors
b. Structural factors
c. Collectivist factors
d. Both a and b
42. The type of nonverbal communication that includes body movements, positions, and postures is
a. paralanguage.
b. proxemics.
c. kinesics.
d. eye contact.
43. _____ refers to prematurely holding a belief or attitude without appropriate examination or consideration of actual data, while _____ refers to covert and overt behaviors based on generalizations about individuals' cultural group memberships.

- a. Prejudice; discrimination
 - b. Discrimination; prejudice
 - c. Stereotypes; prejudice
 - d. Discrimination; stereotypes
44. In the _____ model of acculturation, highly acculturated individuals identify solely with the new culture.
- a. integration
 - b. marginalization
 - c. separation
 - d. assimilation
45. In the _____ model of acculturation, individuals reject the values and customs of both their own culture and the host culture.
- a. integration
 - b. marginalization
 - c. separation
 - d. assimilation

Extended Response

1. Describe the factors that are contributing to an increasingly diverse U.S. society.
2. Compare and contrast race, ethnicity, and ethnocentrism.
3. Describe the terms collectivism and individualism, along with the implications these concepts may have for counseling.
4. Describe Kluckhohn and Strodtbeck's theoretical model (1961) of worldview.
5. Compare and contrast the expression of emotions between Western and non-Western cultures.
6. Explain the different immigration patterns throughout U.S. history.
7. Describe the stressors related to acculturation among individuals of minority cultures.
8. Describe the factors that contribute to racial and ethnic minorities under-using counseling services and terminating counseling prematurely.
9. Explain the systems approach to becoming a multiculturally competent counselor.
10. Identify the four developmental domains proposed in the multicultural counseling and social justice competencies.
11. Discuss the etic and emic perspectives. Which perspective is supported by multicultural counseling literature? Why?
12. Describe attitudinal and structural factors, and explain how they deter culturally diverse populations from counseling.
13. Explain and support the following statement: The way normality and abnormality is defined in counseling is culturally based.
14. Identify at least three barriers that culturally diverse clients encounter regarding the accessibility of counseling services.
15. Identify and describe the four main models of acculturation with which counselors should be familiar.

Chapter 1
Answer Key

- | | |
|-------|-------|
| 1. b | 24. d |
| 2. d | 25. d |
| 3. a | 26. a |
| 4. c | 27. c |
| 5. d | 28. b |
| 6. d | 29. a |
| 7. a | 30. a |
| 8. c | 31. b |
| 9. d | 32. d |
| 10. b | 33. a |
| 11. b | 34. c |
| 12. b | 35. b |
| 13. c | 46. c |
| 14. c | 47. d |
| 15. a | 48. b |
| 16. b | 49. a |
| 17. d | 50. d |
| 18. d | 51. d |
| 19. c | 52. c |
| 20. c | 53. a |
| 21. a | 54. d |
| 22. b | 55. b |
| 23. d | |