

Wellbeing – Concept Questionnaire

- 1) Why is wellbeing at work especially important in project environments?
 - a) Projects always have unlimited resources
 - b) Projects are simple and stress-free
 - c) Projects often involve tight deadlines and complex interdependencies
 - d) Wellbeing does not affect project outcomes

- 2) Which of the following best describes the Job Demands–Resources (JD-R) model?
 - a) Balances job satisfaction with job dissatisfaction
 - b) Wellbeing depends on the balance between demands and available resources
 - c) A theory of financial compensation
 - d) A leadership style theory

- 3) Which of the following is an example of a job demand?
 - a) Autonomy
 - b) Feedback
 - c) Workload and time pressure
 - d) Career development opportunities

- 4) Which of the following is an example of a job resource?
 - a) Role ambiguity
 - b) Conflict with peers
 - c) Social support from colleagues
 - d) Excessive workload

- 5) What is a possible negative effect of excessive job demands without sufficient resources?
 - a) Increased engagement
 - b) Burnout and stress
 - c) More innovation
 - d) Better collaboration

- 6) What is psychological safety in a project team?
 - a) A culture of avoiding risk at all costs
 - b) A belief that members can express themselves without fear of negative consequences
 - c) A set of safety rules for physical wellbeing
 - d) A legal requirement for project managers

- 7) Which organization has highlighted the importance of workplace wellbeing globally?
 - a) NASA
 - b) WHO (World Health Organization)
 - c) FIFA
 - d) IMF

- 8) Which factor is NOT a typical indicator of wellbeing at work?
 - a) a) Job satisfaction
 - b) b) Motivation
 - c) c) Stress and burnout risk
 - d) d) Company stock price

- 9) Responsible project leaders are expected to...
 - a) Focus only on profits
 - b) Balance business results with ethical responsibility and team wellbeing
 - c) Delegate all wellbeing tasks to HR
 - d) Ignore team emotions to maintain discipline

- 10) Which of these is a sign of low wellbeing in a project team?
 - a) High engagement and trust
 - b) Burnout symptoms and disengagement
 - c) Open communication and collaboration
 - d) Learning and innovation

- 11) What is job crafting?
- a) Managers assigning tasks randomly
 - b) Employees proactively shaping their tasks and resources to better fit their strengths
 - c) Cutting down tasks to reduce project workload
 - d) Outsourcing jobs to external partners
- 12) Which of the following leadership behaviours promotes wellbeing?
- a) Ignoring feedback
 - b) Micromanagement
 - c) Recognizing contributions
 - d) Overloading employees
- 13) Which of the following is considered a demand in the JD-R model?
- a) Feedback
 - b) Autonomy
 - c) Emotional strain
 - d) Development opportunities
- 14) Which of the following is considered a resource in the JD-R model?
- a) Ambiguity of roles
 - b) Time pressure
 - c) Supportive team culture
 - d) Excessive conflict
- 15) Which of these can a project manager do to reduce excessive demands?
- a) Provide clarity in roles and tasks
 - b) Increase deadlines pressure
 - c) Remove social support structures
 - d) Limit feedback channels
- 16) What is one outcome of high job resources and balanced demands?
- a) Burnout
 - b) Increased turnover
 - c) High engagement
 - d) Stress accumulation
- 17) Which of the following statements is TRUE?
- a) Wellbeing only matters in long projects, not short ones

- b) Project managers shape the environment that influences wellbeing
 - c) Wellbeing is purely an individual responsibility
 - d) Wellbeing has no impact on team resilience
- 18) A project leader promoting psychological safety would...
- a) Punish employees for mistakes
 - b) Encourage open dialogue and feedback
 - c) Avoid communication
 - d) Prioritize only deadlines over wellbeing
- 19) What is the relationship between wellbeing and project performance?
- a) No relationship exists
 - b) Higher wellbeing leads to better performance, engagement, and lower turnover
 - c) Wellbeing reduces project performance
 - d) Performance always improves under stress
- 20) Which of the following is a proactive behaviour that increases wellbeing?
- a) Avoiding conflict resolution
 - b) Job crafting
 - c) Withdrawing from teamwork
 - d) Ignoring demands
- 21) Which of the following increases psychological safety?
- a) Blaming individuals publicly for errors
 - b) Listening to all team members equally
 - c) Discouraging questions
 - d) Hiding information from the team
- 22) A disengaged team member may show:
- a) High motivation
 - b) Reduced participation and lack of energy
 - c) Increased collaboration
 - d) Creativity in tasks
- 23) What is one of the main roles of responsible leadership?
- a) Maximizing shareholder value only
 - b) Creating conditions that support team wellbeing and sustainable outcomes
 - c) Avoiding ethical responsibility

- d) Delegating all wellbeing tasks to external consultants
- 24) Which model helps explain the balance of demands and resources in project teams?
- a) Herzberg's Motivation-Hygiene Model
 - b) Job Demands–Resources Model
 - c) Maslow's Hierarchy of Needs
 - d) Vroom's Expectancy Theory
- 25) Which of these is an example of promoting wellbeing in teams?
- a) Offering flexible work arrangements
 - b) Increasing overtime requirements
 - c) Reducing feedback opportunities
 - d) Avoiding recognition
- 26) Which project management approach enhances wellbeing through shared responsibility and reflection?
- a) Command-and-control
 - b) InnoPeda® learner-centric methodology
 - c) Pure financial management
 - d) Risk-avoidance only
- 27) What effect does role ambiguity have on wellbeing?
- a) Increases clarity and focus
 - b) Enhances trust and engagement
 - c) Causes confusion and stress
 - d) Improves motivation
- 28) Which of the following best describes a positive wellbeing outcome?
- a) Higher absenteeism
 - b) Lower engagement
 - c) Improved collaboration and resilience
 - d) Increased conflict
- 29) Which leadership action aligns with promoting wellbeing?
- a) Ignoring individual differences in workload
 - b) Providing recognition and constructive feedback
 - c) Avoiding communication about demands

d) Forcing uniform working methods

30) According to the RESPRO EAS course, promoting wellbeing is...

- a) An optional extra for project managers
- b) A central responsibility of responsible leadership in projects
- c) The sole responsibility of HR departments
- d) Not relevant to project success

Answer Key

1. c
2. b
3. c
4. c
5. b
6. b
7. b
8. d
9. b
10. b
11. b
12. c
13. c
14. c
15. a
16. c
17. b
18. b
19. b
20. b
21. b
22. b
23. b
24. b
25. a
26. b
27. c
28. c
29. b
30. b

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