Board Exam Desk

Psychology Reviewer

Psychology Licensure Examination | PRC | 120 original questions

2026 Edition | Updated November 2026

Original board-style practice questions with an answer key.

Practice questions

Theories of Personality

1. After being scolded by his manager, Paolo goes home and snaps at his younger sister over a minor mess. Which defense mechanism is he most likely using?

A. Projection
B. Reaction formation
C. Sublimation
D. Displacement

2. A married employee who is secretly attracted to a coworker keeps insisting that the coworker is trying to seduce him. In Freudian terms, this is best described as:

A. Projection
B. Displacement
C. Regression
D. Rationalization

3. A 4-year-old eagerly plans pretend games for her playmates but becomes withdrawn after repeated scolding for 'being bossy.' Which Eriksonian crisis is involved?

A. Industry versus inferiority
B. Trust versus mistrust
C. Autonomy versus shame and doubt
D. Initiative versus guilt

4. A 48-year-old school principal spends weekends mentoring new teachers and organizing a scholarship fund. According to Erikson, she is successfully resolving which stage?

A. Intimacy versus isolation
B. Integrity versus despair
C. Identity versus role confusion
D. Generativity versus stagnation

5. A boy teased for stuttering trains relentlessly and later becomes a debate champion. Which theorist's concept of compensating for inferiority feelings best explains this?

A. Alfred Adler
B. Erich Fromm
C. Harry Stack Sullivan
D. Carl Jung

6. In Jung's analytical psychology, the social mask a person presents in public to meet society's expectations is called the:

A. Persona
B. Shadow
C. Self
D. Anima

7. A client consistently seeks power over others, exploits colleagues, and distrusts everyone's motives. In Horney's theory, his neurotic trend is:

A. Moving against people
B. Moving toward people
C. Moving beyond people
D. Moving away from people

8. A child receives warmth from her parents only when she ranks first in class. Rogers would predict that she develops:

A. Conditions of worth that create incongruence
B. A secure attachment style toward authority
C. An inferiority complex from organ weakness
D. A strong and well-integrated superego

9. A counselor openly shares her honest reactions instead of hiding behind a professional facade. Which of Rogers' core therapist conditions does this reflect?

A. Congruence or genuineness
B. Unconditional positive regard
C. Directive interpretation
D. Accurate empathic understanding

10. During a wave of layoffs, a factory worker cannot focus on recognition or growth because he is preoccupied with keeping a stable income. In Maslow's hierarchy, which need is dominant?

A. Self-actualization needs
B. Esteem needs
C. Safety needs
D. Belongingness and love needs

11. A car keeps beeping until the driver fastens the seatbelt, and the driver now buckles up immediately. In Skinner's terms, the behavior is strengthened by:

A. Extinction
B. Negative reinforcement
C. Positive punishment
D. Positive reinforcement

12. According to Bandura, which source of information most strongly builds a person's self-efficacy for a task?

A. Observing similar models
B. Verbal persuasion from others
C. Personal mastery experiences
D. Physiological arousal cues

13. Bandura's view that behavior, personal factors, and the environment all influence one another is called:

A. Operant conditioning
B. Functional autonomy
C. Psychic determinism
D. Reciprocal determinism

14. After failing a licensure exam, Mara says, 'I did not review consistently; I will set a stricter study schedule.' In Rotter's terms she shows:

A. Low expectancy for all goals
B. An external locus of control
C. A high minimal goal level
D. An internal locus of control

15. The Role Construct Repertory Test, which elicits the bipolar dimensions a person uses to interpret others, was developed by:

A. George Kelly
B. Henry Murray
C. Gordon Allport
D. Raymond Cattell

16. In Allport's theory, a single trait so dominant that it shapes nearly everything a person does is a:

A. Central disposition
B. Cardinal disposition
C. Secondary disposition
D. Common trait

17. Which theorist used factor analysis of large data sets to identify source traits and developed the 16PF questionnaire?

A. Hans Eysenck
B. Raymond Cattell
C. Abraham Maslow
D. Walter Mischel

18. Hans Eysenck's biologically based model describes personality using which three superfactors?

A. Id, ego, and superego dynamics
B. Openness, agreeableness, and conscientiousness
C. Extraversion, neuroticism, and psychoticism
D. Thinking, feeling, and intuiting

19. An employee is always punctual, keeps detailed checklists, and meets every deadline. On the Big Five, she would most likely score high in:

A. Agreeableness
B. Openness to experience
C. Conscientiousness
D. Extraversion

20. A student is talkative with friends but silent in class, and this pattern is stable over time. Mischel would explain the pattern through:

A. A fixed cardinal trait expressed everywhere
B. If-then situation-behavior signatures
C. Inherited cortical arousal levels
D. Unresolved conflict at the oral stage

21. A woman feels intense guilt for days after telling a harmless white lie to a friend. Freud would attribute the guilt mainly to the:

A. Id
B. Superego
C. Ego ideal of others
D. Preconscious

22. An adult is extremely stingy, rigidly neat, and obstinate. Freud would most likely link these traits to fixation at the:

A. Genital stage
B. Oral stage
C. Anal stage
D. Phallic stage

23. Harry Stack Sullivan emphasized the preadolescent 'chumship.' Its main developmental value is that it:

A. Builds the first intimate same-sex friendship
B. Completes identity formation before adulthood
C. Resolves the Oedipal rivalry with the parent
D. Establishes basic trust with the caregiver

24. Feeling isolated and anxious about freedom, a man gives up his independence and blindly follows a powerful leader. In Fromm's theory, this escape mechanism is:

A. Destructiveness
B. Authoritarianism
C. Conformity
D. Productive orientation

25. In Melanie Klein's object relations theory, an infant who experiences the same breast as entirely 'good' or entirely 'bad' is in the:

A. Paranoid-schizoid position
B. Latency period
C. Depressive position
D. Symbiotic phase

26. Rollo May described an innate function that can drive a person toward great creativity or toward destruction. He called it the:

A. Life instinct
B. Daimonic
C. Will to meaning
D. Collective unconscious

27. According to Erikson, the basic strength that emerges from successfully resolving identity versus role confusion is:

A. Fidelity
B. Purpose
C. Wisdom
D. Competence

28. An engineer is offered a higher-paying post that would require moving far from her family, and she keeps changing her mind. Dollard and Miller would classify this as:

A. Avoidance-avoidance conflict
B. Approach-approach conflict
C. Double approach-approach conflict
D. Approach-avoidance conflict

29. In Henry Murray's personology, environmental forces that help or hinder a person in satisfying needs are called:

A. Thema
B. Proceeding
C. Vector
D. Press

30. Jung classified which two psychological functions as rational because they involve evaluation and judgment?

A. Feeling and intuiting
B. Sensing and intuiting
C. Thinking and sensing
D. Thinking and feeling

Abnormal Psychology

31. A 22-year-old has had persistent delusions and hallucinations for 10 weeks with no mood episode or substance cause. Based on duration, the most fitting DSM-5-TR diagnosis is:

A. Delusional disorder
B. Schizophreniform disorder
C. Brief psychotic disorder
D. Schizophrenia

32. Days after her house burned down, a woman develops disorganized speech and hallucinations that fully resolve within 5 days. The most likely diagnosis is:

A. Schizophreniform disorder
B. Acute stress disorder
C. Schizoaffective disorder
D. Brief psychotic disorder

33. What is the minimum duration of symptoms required for a major depressive episode under DSM-5-TR?

A. One week
B. Six months
C. One month
D. Two weeks

34. An adult reports a chronically low mood on most days for the past three years, never meeting full criteria for a manic episode. Which diagnosis best fits?

A. Cyclothymic disorder
B. Adjustment disorder with depressed mood
C. Bipolar II disorder
D. Persistent depressive disorder

35. A client has had a major depressive episode and a separate 5-day period of elevated mood with less need for sleep, without marked impairment or psychosis. The diagnosis is most likely:

A. Bipolar II disorder
B. Major depressive disorder
C. Bipolar I disorder
D. Cyclothymic disorder

36. A call center agent has had several sudden, unexpected surges of intense fear with palpitations, followed by a month of constant worry about another attack. This suggests:

A. Illness anxiety disorder
B. Specific phobia
C. Panic disorder
D. Generalized anxiety disorder

37. Excessive, hard-to-control worry about many everyday matters must persist for at least how long to meet criteria for generalized anxiety disorder?

A. Two years
B. Six months
C. Two weeks
D. One month

38. Two weeks after surviving a severe typhoon, a fisherman has flashbacks, nightmares, and avoids the shore. Which diagnosis fits the timeline best?

A. Brief psychotic disorder
B. Adjustment disorder
C. Acute stress disorder
D. Posttraumatic stress disorder

39. Which psychological treatment is considered first-line for obsessive-compulsive disorder?

A. Unstructured supportive counseling
B. Aversion therapy with mild shocks
C. Free association and dream analysis
D. Exposure and response prevention

40. A therapist teaches a client with a fear of elevators deep muscle relaxation, then moves step by step through a graded fear hierarchy. This technique is:

A. Implosive therapy
B. Flooding
C. Token economy
D. Systematic desensitization

41. After a heated family argument, a woman suddenly cannot move her right arm, yet neurological tests show findings incompatible with any known disease. The likely diagnosis is:

A. Malingering for external gain
B. Functional neurological symptom disorder
C. Factitious disorder imposed on self
D. Illness anxiety disorder

42. A man with no significant physical symptoms repeatedly visits doctors, convinced he has an undetected cancer despite normal results. The best-fitting diagnosis is:

A. Functional neurological symptom disorder
B. Delusional disorder, somatic type
C. Illness anxiety disorder
D. Somatic symptom disorder

43. A client reports finding unfamiliar clothes in her closet and being called by a different name by strangers, with gaps in memory for everyday events. This most suggests:

A. Depersonalization/derealization disorder
B. Dissociative identity disorder
C. Schizophrenia
D. Borderline personality disorder

44. A college student of normal weight binges about twice a week and then induces vomiting, a pattern lasting four months. The most likely diagnosis is:

A. Binge-eating disorder
B. Avoidant/restrictive food intake disorder
C. Bulimia nervosa
D. Anorexia nervosa, binge-purge type

45. A man has recurrent episodes of eating unusually large amounts with a sense of loss of control and marked distress, but he never purges, fasts, or overexercises. This suggests:

A. Anorexia nervosa
B. Binge-eating disorder
C. Pica
D. Bulimia nervosa

46. A client describes frantic efforts to avoid abandonment, stormy relationships, chronic emptiness, and repeated self-cutting. These features best match:

A. Dependent personality disorder
B. Narcissistic personality disorder
C. Borderline personality disorder
D. Histrionic personality disorder

47. Under DSM-5-TR, antisocial personality disorder may be diagnosed only if the person is at least 18 and shows evidence of which condition beginning before age 15?

A. Attention-deficit/hyperactivity disorder
B. Conduct disorder
C. Oppositional defiant disorder
D. Intermittent explosive disorder

48. An office clerk longs for friends but avoids team activities because she fears criticism and rejection. Which personality disorder fits best?

A. Schizotypal personality disorder
B. Schizoid personality disorder
C. Avoidant personality disorder
D. Paranoid personality disorder

49. A man believes he can sense others' thoughts, dresses very eccentrically, and has odd speech, but has never had sustained psychosis. This pattern suggests:

A. Avoidant personality disorder
B. Paranoid personality disorder
C. Schizoid personality disorder
D. Schizotypal personality disorder

50. The two core symptom domains for autism spectrum disorder in DSM-5-TR are:

A. Intellectual deficits and adaptive deficits
B. Inattention and hyperactivity-impulsivity
C. Anxiety and repetitive intrusive thoughts
D. Social communication deficits and restricted, repetitive behaviors

51. For an ADHD diagnosis under DSM-5-TR, several inattentive or hyperactive-impulsive symptoms must have been present before what age?

A. 7 years
B. 5 years
C. 18 years
D. 12 years

52. A 9-year-old often loses his temper, argues with adults, refuses rules, and blames others, but has never hurt people, animals, or property. The likely diagnosis is:

A. Disruptive mood dysregulation disorder
B. Intermittent explosive disorder
C. Conduct disorder
D. Oppositional defiant disorder

53. Two days after hip surgery, a 78-year-old becomes suddenly confused, with attention that fluctuates through the day. The most likely condition is:

A. Pseudodementia from depression
B. Late-onset schizophrenia
C. Delirium
D. Major neurocognitive disorder

54. After years on a first-generation antipsychotic, a patient develops involuntary lip smacking and tongue movements. This side effect is called:

A. Tardive dyskinesia
B. Acute dystonia
C. Neuroleptic malignant syndrome
D. Serotonin syndrome

55. Which mood stabilizer for bipolar disorder requires regular blood-level monitoring because of its narrow therapeutic range?

A. Lithium carbonate
B. Methylphenidate
C. Fluoxetine
D. Lorazepam

56. A researcher proposes that a person develops depression only when an inherited vulnerability is triggered by major life stress. This reflects the:

A. Psychodynamic loss model
B. Learned helplessness model
C. Diathesis-stress model
D. Dopamine hypothesis

57. Seligman found that animals exposed to inescapable shock later failed to escape even when they could. This finding became a model of:

A. Depression
B. Panic disorder
C. Antisocial behavior
D. Schizophrenia

58. Aaron Beck's cognitive triad in depression refers to negative views about:

A. The self, the world, and the future
B. The past, the present, and the future
C. Thoughts, feelings, and behaviors
D. Parents, peers, and partners

59. Which Philippine law, enacted in 2018, established a national mental health policy and protects the rights of persons using mental health services?

A. Republic Act No. 11036
B. Republic Act No. 10029
C. Republic Act No. 10173
D. Republic Act No. 9165

60. A patient with schizophrenia speaks very little and gives brief, empty replies. This symptom, classified as negative, is called:

A. Clang association
B. Alogia
C. Echolalia
D. Word salad

Industrial/Organizational Psychology

61. Before writing a new job description, an HR team systematically gathers information on the tasks of the position and the knowledge, skills, and abilities needed. This process is:

A. Job analysis
B. Job evaluation
C. Organizational development
D. Performance appraisal

62. A supervisor rates an employee highly on all dimensions, including report writing, because the employee is very friendly. This rating error is:

A. Halo effect
B. Central tendency error
C. Leniency error
D. Contrast effect

63. A manager gives nearly every subordinate 'excellent' ratings regardless of actual performance to avoid conflict. This is an example of:

A. Halo effect
B. Severity error
C. Recency error
D. Leniency error

64. A department head rates all staff '3' on a 5-point scale to avoid making distinctions. This rating problem is called:

A. Halo effect
B. Leniency error
C. Central tendency error
D. Similar-to-me error

65. A performance appraisal tool lists specific examples of effective and ineffective behavior at each point of the rating scale. This is a:

A. Forced distribution system
B. Paired comparison method
C. Graphic rating scale
D. Behaviorally anchored rating scale

66. A company collects performance feedback on a manager from her supervisor, peers, subordinates, and herself. This approach is known as:

A. Forced ranking
B. Management by objectives
C. 360-degree feedback
D. Critical incident technique

67. Compared with unstructured interviews, structured interviews that ask all applicants the same job-related questions generally show:

A. Less legal defensibility
B. Greater adverse impact
C. Lower interrater reliability
D. Higher predictive validity

68. Candidates for a supervisory post must sort a backlog of memos, emails, and requests within a time limit while assessors observe. This exercise is a(n):

A. Situational judgment test
B. In-basket exercise
C. Leaderless group discussion
D. Work sample of manual skill

69. A firm hired 48 of 80 male applicants and 27 of 60 female applicants. Applying the four-fifths rule, what is the conclusion?

A. No adverse impact because the ratio is 0.85
B. Adverse impact is indicated because the ratio is 0.75
C. Adverse impact is indicated because the ratio is 0.45
D. No adverse impact because both rates exceed 0.40

70. Employees complain about low pay and poor supervision. According to Herzberg, improving these factors will most likely:

A. Have no effect on dissatisfaction
B. Raise both satisfaction and motivation
C. Increase intrinsic motivation over time
D. Reduce dissatisfaction but not create motivation

71. A sales agent believes she can hit her quota and wants the promised bonus, but doubts management will actually pay it. In Vroom's theory, which component is low?

A. Self-efficacy
B. Instrumentality
C. Valence
D. Expectancy

72. An accountant learns that a newly hired colleague with less experience earns more for the same work, and he begins reducing his effort. Which theory best explains this?

A. Reinforcement theory
B. Two-factor theory
C. Equity theory
D. Goal-setting theory

73. Which goal is most consistent with Locke's goal-setting research for improving performance?

A. Keep output at the current comfortable level
B. Increase weekly output by 10 percent with feedback
C. Do your best in your tasks this quarter
D. Try to work a bit harder than usual

74. In the Job Characteristics Model, giving workers freedom to schedule and decide how to do their work mainly increases which critical psychological state?

A. Experienced responsibility for outcomes
B. Knowledge of actual results
C. Growth need strength
D. Experienced meaningfulness of work

75. A clerk's job is redesigned so that she now plans her work, checks her own output, and handles client complaints. This is an example of:

A. Job enlargement
B. Job simplification
C. Job rotation
D. Job enrichment

76. A leader articulates an inspiring vision, challenges staff to think creatively, and coaches each person individually. This style is best described as:

A. Laissez-faire leadership
B. Autocratic leadership
C. Transformational leadership
D. Transactional leadership

77. In Fiedler's contingency model, a task-oriented (low-LPC) leader is predicted to be most effective when the situation is:

A. Either highly favorable or highly unfavorable
B. Ambiguous with an unclear task structure
C. Characterized by low follower maturity only
D. Only moderately favorable to the leader

78. Using Hersey and Blanchard's situational leadership model, a new hire who is enthusiastic but still lacks the skills for the job calls for which style?

A. Selling or coaching
B. Telling or directing
C. Delegating
D. Participating or supporting

79. Workers' productivity rose during a study regardless of whether lighting was increased or decreased, apparently because they knew they were being observed. This is the:

A. Pygmalion effect
B. Hawthorne effect
C. Placebo effect
D. Halo effect

80. Frederick Taylor's scientific management is most closely associated with:

A. Job enrichment to raise intrinsic motivation
B. Time-and-motion study to find the most efficient method
C. Human relations focus on social needs of workers
D. Participative decision making by work teams

81. Three months after a customer service training program, HR observes whether employees actually use the new techniques with clients. In Kirkpatrick's model, this is the evaluation of:

A. Learning
B. Results
C. Reaction
D. Behavior

82. Employees accept a pay cut more readily when they were consulted and the decision rules were applied consistently to everyone. This illustrates:

A. Procedural justice
B. Restorative justice
C. Interactional justice
D. Distributive justice

83. A cohesive committee rushes to approve a risky plan, members suppress doubts, and dissent is seen as disloyal. This phenomenon is called:

A. Social loafing
B. Group polarization
C. Social facilitation
D. Groupthink

84. In a five-person project where only the group grade is recorded, two members contribute far less than when working alone. This is:

A. Groupthink
B. Social facilitation
C. Social loafing
D. Deindividuation

85. Without being asked or rewarded, an employee stays late to help a coworker learn new software. This is an example of:

A. Counterproductive work behavior
B. Organizational citizenship behavior
C. Task performance
D. Psychological contract breach

86. An exhausted nurse begins referring to patients by bed number and treating them in a cold, impersonal way. In Maslach's model, this reflects which burnout dimension?

A. Emotional exhaustion
B. Depersonalization
C. Role ambiguity
D. Reduced personal accomplishment

87. In Schein's model of organizational culture, the deepest and least visible level consists of:

A. Formal policies
B. Visible artifacts
C. Espoused values
D. Basic underlying assumptions

88. A manager believes employees dislike work, avoid responsibility, and must be closely controlled. McGregor would call this:

A. Theory Z
B. Theory Y
C. Theory X
D. Theory of needs

89. A company receives 240 applications for 12 openings. What is the selection ratio, and how does it affect a valid test's usefulness?

A. 0.20; a low ratio has no effect on utility
B. 0.05; a low ratio decreases the test's utility
C. 20; a high ratio increases the test's utility
D. 0.05; a low ratio increases the test's utility

90. Before job offers, a bank shows applicants both the rewarding and the stressful sides of teller work, including long queues and strict audits. The main purpose of this is to:

A. Screen out applicants with low cognitive ability
B. Replace the need for structured interviews
C. Reduce early turnover through realistic expectations
D. Increase the number of applications received

Psychological Assessment

91. On a test with a mean of 60 and a standard deviation of 4, a student obtains a raw score of 68. What is the student's T-score?

A. 58
B. 62
C. 70
D. 80

92. A test has a standard deviation of 15 and a reliability coefficient of 0.91. What is the standard error of measurement?

A. 13.65
B. 1.35
C. 4.5
D. 3.0

93. A 20-item quiz has a reliability of 0.60. Using the Spearman-Brown formula, what is the estimated reliability if it is lengthened to 40 comparable items?

A. 0.80
B. 0.36
C. 1.20
D. 0.75

94. An examinee scores 104 on a test with an SEM of 3. What is the approximate 95% confidence interval for the true score?

A. 95 to 113
B. 101 to 107
C. 98 to 110
D. 100 to 108

95. A score lies exactly 1 standard deviation above the mean. In the stanine system, which has a mean of 5 and an SD of about 2, this score falls in stanine:

A. 7
B. 8
C. 9
D. 6

96. On a deviation IQ scale with a mean of 100 and an SD of 15, what IQ corresponds to a z-score of -1.2?

A. 85
B. 82
C. 78
D. 88

97. Out of 120 examinees, 36 answered an item correctly. What is the item difficulty index (p)?

A. 0.30
B. 0.84
C. 0.70
D. 0.36

98. In item analysis, 27 of 30 examinees in the upper group and 12 of 30 in the lower group answered an item correctly. What is the discrimination index (D)?

A. 0.39
B. 0.15
C. 0.50
D. 0.65

99. A selection test correlates 0.60 with job performance. What proportion of variance in performance is accounted for by the test?

A. 60 percent
B. 64 percent
C. 40 percent
D. 36 percent

100. Using the classic ratio IQ formula, what is the IQ of an 8-year-old child with a mental age of 10?

A. 125
B. 80
C. 120
D. 118

101. In a normal distribution, a z-score of +1.00 corresponds to approximately which percentile rank?

A. 84th
B. 95th
C. 75th
D. 68th

102. A researcher administers the same aptitude test to the same group twice, four weeks apart, and correlates the two sets of scores. This estimates:

A. Alternate-forms reliability
B. Split-half reliability
C. Test-retest reliability
D. Interrater reliability

103. Which statistic estimates internal consistency for a test composed entirely of dichotomously scored (right-wrong) items?

A. Cohen's kappa
B. Kuder-Richardson Formula 20
C. Pearson test-retest coefficient
D. Spearman rank-order correlation

104. Two clinicians independently classify the same 50 interview transcripts into diagnostic categories. Which statistic best indexes their agreement corrected for chance?

A. Cohen's kappa
B. Point-biserial correlation
C. Kuder-Richardson 21
D. Cronbach's alpha

105. A panel of subject-matter experts reviews whether the items of a licensure test adequately sample the table of specifications. This provides evidence of:

A. Content validity
B. Predictive validity
C. Face validity
D. Discriminant validity

106. A university correlates entrance exam scores with students' grade point averages at the end of first year. This is evidence of:

A. Predictive validity
B. Content validity
C. Incremental reliability
D. Concurrent validity

107. A new sales aptitude test is given to current agents, and scores are correlated with supervisor ratings collected the same week. This illustrates:

A. Concurrent validity
B. Predictive validity
C. Test-retest reliability
D. Content validity

108. A new anxiety scale shows a near-zero correlation with a vocabulary test. This finding supports the scale's:

A. Alternate-forms reliability
B. Discriminant validity
C. Convergent validity
D. Predictive validity

109. The multitrait-multimethod matrix, used to evaluate convergent and discriminant validity together, was introduced by:

A. Cronbach and Meehl
B. Campbell and Fiske
C. Kuder and Richardson
D. Thurstone and Likert

110. Job applicants say a clerical test 'looks relevant' to the job, though no statistical evidence has been gathered. This describes:

A. Criterion validity
B. Face validity
C. Construct validity
D. Content validity

111. On a math test, a large share of advanced students obtain the maximum possible score, so differences among them cannot be detected. This is a:

A. Floor effect
B. Ceiling effect
C. Practice effect
D. Regression effect

112. Students are listed by their graduation rank: first, second, third, and so on. These data are on which scale of measurement?

A. Ratio
B. Nominal
C. Ordinal
D. Interval

113. A driving test requires examinees to correctly perform at least 9 of 10 specified maneuvers to pass, regardless of how others perform. This is a:

A. Projective test
B. Speed test
C. Criterion-referenced test
D. Norm-referenced test

114. A client is shown ambiguous pictures of people and asked to tell a story about what is happening, what led up to it, and how it ends. This test is the:

A. Rorschach Inkblot Test
B. Sentence Completion Test
C. Thematic Apperception Test
D. Bender-Gestalt Test

115. On the MMPI-2, a markedly elevated F (Infrequency) scale most likely suggests that the examinee:

A. Presented himself in an overly virtuous way
B. Endorsed rare symptoms, possibly overreporting
C. Has a high level of ego strength
D. Answered defensively and minimized problems

116. In item response theory, which parameter indicates the trait level at which an examinee has a 50 percent chance of answering an item correctly (ignoring guessing)?

A. Discrimination (a) parameter
B. Reliability coefficient
C. Difficulty (b) parameter
D. Guessing (c) parameter

117. Which Philippine law regulates the practice of psychology and psychometrics and created the Professional Regulatory Board of Psychology?

A. Republic Act No. 11036
B. Republic Act No. 9258
C. Republic Act No. 10173
D. Republic Act No. 10029

118. During a test feedback session, a client reveals a specific plan to seriously harm his former employer this week. The most appropriate ethical action is to:

A. Wait to see if the threat is repeated
B. Take steps to protect the identified person
C. End the session and refer without action
D. Keep the disclosure strictly confidential

119. Giving every examinee identical instructions, time limits, and scoring rules so that scores can be compared is known as:

A. Norming
B. Validation
C. Standardization
D. Item banking

120. Two equivalent versions of a reading test are given to the same group, and the scores are correlated. This procedure estimates:

A. Interrater reliability
B. Test-retest reliability
C. Construct validity
D. Alternate-forms reliability

Answer key

Psychology

1. D. Displacement

Displacement redirects an impulse from a threatening target (the manager) to a safer one (the sister).

2. A. Projection

Projection attributes one's own unacceptable impulse to another person.

3. D. Initiative versus guilt

The preschool years center on initiative versus guilt; harsh criticism of self-started activity breeds guilt.

4. D. Generativity versus stagnation

Middle adulthood involves generativity, caring for and guiding the next generation.

5. A. Alfred Adler

Adler held that felt inferiority motivates striving for superiority or success through compensation.

6. A. Persona

The persona is the public face; the shadow holds the dark, rejected side of personality.

7. A. Moving against people

Horney's moving against people is the hostile, power-seeking and exploitative coping style.

8. A. Conditions of worth that create incongruence

Conditional regard creates conditions of worth, producing a gap between self-concept and experience.

9. A. Congruence or genuineness

Congruence means the therapist is real and transparent, not playing a role.

10. C. Safety needs

Security of employment and income falls under safety needs, which must be met before higher needs.

11. B. Negative reinforcement

Removing an aversive stimulus (the beep) increases the behavior, which is negative reinforcement.

12. C. Personal mastery experiences

Bandura identified successful performance (mastery experiences) as the most powerful source of efficacy.

13. D. Reciprocal determinism

Triadic reciprocal causation holds that person, behavior and environment interact in both directions.

14. D. An internal locus of control

Attributing outcomes to one's own effort reflects an internal locus of control.

15. A. George Kelly

Kelly's personal construct theory uses the Rep Test to uncover a person's constructs.

16. B. Cardinal disposition

Cardinal traits are rare and pervasive; central traits are the handful that describe most people.

17. B. Raymond Cattell

Cattell's factor-analytic work yielded 16 source traits measured by the 16PF.

18. C. Extraversion, neuroticism, and psychoticism

Eysenck's PEN model comprises psychoticism, extraversion and neuroticism.

19. C. Conscientiousness

Conscientiousness reflects organization, dependability and self-discipline.

20. B. If-then situation-behavior signatures

Mischel's cognitive-affective system views consistency as stable if-then patterns across situations.

21. B. Superego

The superego, the internalized moral authority, punishes the ego with guilt.

22. C. Anal stage

Anal-retentive fixation is associated with orderliness, stinginess and stubbornness.

23. A. Builds the first intimate same-sex friendship

Sullivan saw chumship as the first experience of intimacy with a peer of equal status.

24. B. Authoritarianism

Fromm's authoritarianism escapes freedom by fusing with a more powerful person or system.

25. A. Paranoid-schizoid position

Splitting objects into good and bad characterizes Klein's paranoid-schizoid position.

26. B. Daimonic

May's daimonic is a natural force that can be creative or destructive depending on integration.

27. A. Fidelity

Fidelity is the virtue of adolescence; competence comes from industry and wisdom from integrity.

28. D. Approach-avoidance conflict

One goal with both attractive and unattractive features produces approach-avoidance conflict.

29. D. Press

Murray paired needs with press; a thema is the combination of a need and a press.

30. D. Thinking and feeling

Jung called thinking and feeling rational functions; sensing and intuiting are irrational (perceiving) functions.

31. B. Schizophreniform disorder

Schizophreniform requires symptoms lasting at least 1 month but less than 6 months; 10 weeks fits.

32. D. Brief psychotic disorder

Brief psychotic disorder lasts at least 1 day but under 1 month, with full return to functioning.

33. D. Two weeks

A major depressive episode requires five or more symptoms nearly every day for at least 2 weeks.

34. D. Persistent depressive disorder

Persistent depressive disorder in adults requires depressed mood most days for at least 2 years.

35. A. Bipolar II disorder

Hypomania (at least 4 days, no marked impairment) plus a major depressive episode defines Bipolar II.

36. C. Panic disorder

Recurrent unexpected panic attacks with at least 1 month of persistent concern define panic disorder.

37. B. Six months

GAD requires excessive worry occurring more days than not for at least 6 months.

38. C. Acute stress disorder

Acute stress disorder covers 3 days to 1 month after trauma; PTSD requires symptoms beyond 1 month.

39. D. Exposure and response prevention

ERP exposes the client to obsessional triggers while blocking compulsions, weakening the anxiety-ritual link.

40. D. Systematic desensitization

Wolpe's systematic desensitization pairs relaxation with a graded hierarchy of feared stimuli.

41. B. Functional neurological symptom disorder

Conversion (functional neurological symptom) disorder involves motor or sensory deficits inconsistent with neurological disease.

42. C. Illness anxiety disorder

Illness anxiety involves preoccupation with having a serious illness when somatic symptoms are absent or mild.

43. B. Dissociative identity disorder

DID involves two or more distinct identity states with recurrent amnesia for everyday events.

44. C. Bulimia nervosa

Binges with compensatory behavior at least weekly for 3 months, at normal weight, indicate bulimia nervosa.

45. B. Binge-eating disorder

Binge-eating disorder lacks the regular compensatory behaviors that define bulimia.

46. C. Borderline personality disorder

Instability in relationships, self-image and affect plus self-harm characterizes borderline personality disorder.

47. B. Conduct disorder

ASPD requires age 18 or older and evidence of conduct disorder with onset before age 15.

48. C. Avoidant personality disorder

Avoidant individuals desire relationships but avoid them from fear of rejection; schizoid individuals lack interest.

49. D. Schizotypal personality disorder

Schizotypal PD involves magical thinking, eccentric behavior and odd speech without persistent psychosis.

50. D. Social communication deficits and restricted, repetitive behaviors

ASD requires persistent social communication deficits plus restricted, repetitive patterns of behavior.

51. D. 12 years

DSM-5 raised the age-of-onset criterion from 7 to 12 years.

52. D. Oppositional defiant disorder

ODD involves angry, defiant behavior without the serious rule violations and aggression of conduct disorder.

53. C. Delirium

Acute onset with fluctuating attention and awareness, often after medical stressors, indicates delirium.

54. A. Tardive dyskinesia

Tardive dyskinesia is a late-appearing movement disorder linked to long-term dopamine-blocking drugs.

55. A. Lithium carbonate

Lithium's therapeutic and toxic levels are close, so serum levels must be monitored.

56. C. Diathesis-stress model

The diathesis-stress model holds that a predisposition and an environmental stressor jointly cause disorder.

57. A. Depression

Learned helplessness, from uncontrollable aversive events, was proposed as a model of depression.

58. A. The self, the world, and the future

Beck's triad describes negative thinking about oneself, one's experiences or world, and the future.

59. A. Republic Act No. 11036

RA 11036 is the Mental Health Act; RA 10029 is the Philippine Psychology Act of 2009.

60. B. Alogia

Alogia (poverty of speech) is a negative symptom; word salad and clang associations are disorganized speech.

61. A. Job analysis

Job analysis identifies tasks and required KSAOs; job evaluation sets the relative worth of jobs for pay.

62. A. Halo effect

Halo error lets one positive impression inflate ratings on unrelated dimensions.

63. D. Leniency error

Leniency error is a consistent tendency to rate everyone higher than performance warrants.

64. C. Central tendency error

Central tendency error clusters ratings near the midpoint, reducing differentiation.

65. D. Behaviorally anchored rating scale

BARS anchors scale points with concrete behavioral examples derived from critical incidents.

66. C. 360-degree feedback

Multisource or 360-degree feedback gathers ratings from several sources around the employee.

67. D. Higher predictive validity

Standardized job-related questions and scoring improve reliability and validity of interviews.

68. B. In-basket exercise

The in-basket simulates administrative workload and is a common assessment center exercise.

69. B. Adverse impact is indicated because the ratio is 0.75

Selection rates are 48/80 = 0.60 and 27/60 = 0.45; 0.45/0.60 = 0.75, below 0.80, suggesting adverse impact.

70. D. Reduce dissatisfaction but not create motivation

Pay and supervision are hygiene factors; they prevent dissatisfaction, while motivators like achievement drive satisfaction.

71. B. Instrumentality

Instrumentality is the belief that performance will lead to the reward; expectancy links effort to performance.

72. C. Equity theory

Adams' equity theory predicts effort changes when one's input-outcome ratio seems unfair relative to a referent.

73. B. Increase weekly output by 10 percent with feedback

Specific, challenging goals with feedback produce higher performance than vague 'do your best' goals.

74. A. Experienced responsibility for outcomes

Hackman and Oldham link autonomy to experienced responsibility; feedback leads to knowledge of results.

75. D. Job enrichment

Enrichment adds vertical responsibilities such as planning and control; enlargement adds more tasks at the same level.

76. C. Transformational leadership

Inspirational motivation, intellectual stimulation and individualized consideration are transformational components.

77. A. Either highly favorable or highly unfavorable

Fiedler found low-LPC leaders excel at both extremes of situational control, high-LPC leaders in the middle.

78. A. Selling or coaching

A follower who is willing but not yet able (R2) is best matched with the selling or coaching style.

79. B. Hawthorne effect

The Hawthorne studies suggested that attention from researchers can change worker behavior.

80. B. Time-and-motion study to find the most efficient method

Taylor analyzed tasks with time-and-motion studies to standardize the 'one best way' and tie pay to output.

81. D. Behavior

Level 3 (behavior) assesses on-the-job transfer; level 4 assesses organizational results.

82. A. Procedural justice

Procedural justice concerns the fairness of the processes used to reach outcomes.

83. D. Groupthink

Janis described groupthink as concurrence-seeking that overrides realistic appraisal of alternatives.

84. C. Social loafing

Social loafing is reduced individual effort when contributions are pooled and not identifiable.

85. B. Organizational citizenship behavior

OCB is discretionary behavior beyond formal job requirements that helps the organization.

86. B. Depersonalization

Depersonalization (cynicism) is a detached, impersonal attitude toward service recipients.

87. D. Basic underlying assumptions

Basic assumptions are taken-for-granted beliefs beneath artifacts and espoused values.

88. C. Theory X

Theory X assumes people are lazy and need control; Theory Y assumes they seek responsibility.

89. D. 0.05; a low ratio increases the test's utility

Selection ratio = 12/240 = 0.05; when few are hired from many, a valid predictor adds more value.

90. C. Reduce early turnover through realistic expectations

A realistic job preview lowers unmet expectations and tends to reduce early turnover.

91. C. 70

z = (68 - 60)/4 = 2.0; T = 50 + 10(2.0) = 70.

92. C. 4.5

SEM = 15 x sqrt(1 - 0.91) = 15 x 0.30 = 4.5.

93. D. 0.75

r' = 2(0.60)/(1 + 0.60) = 1.20/1.60 = 0.75.

94. C. 98 to 110

104 plus or minus 1.96 x 3 = 104 plus or minus 5.88, about 98 to 110.

95. A. 7

Stanine = 5 + 2(1.0) = 7.

96. B. 82

IQ = 100 + 15(-1.2) = 100 - 18 = 82.

97. A. 0.30

p = 36/120 = 0.30, meaning a relatively difficult item.

98. C. 0.50

D = (27 - 12)/30 = 15/30 = 0.50.

99. D. 36 percent

Coefficient of determination = 0.60 squared = 0.36, or 36 percent.

100. A. 125

Ratio IQ = (MA/CA) x 100 = (10/8) x 100 = 125.

101. A. 84th

About 34 percent of scores lie between the mean and +1 SD, so 50 + 34 = 84th percentile.

102. C. Test-retest reliability

Correlating scores from two administrations of the same test measures stability over time.

103. B. Kuder-Richardson Formula 20

KR-20 is the internal consistency coefficient for dichotomous items; alpha generalizes it to multipoint items.

104. A. Cohen's kappa

Kappa measures agreement between two raters on categorical judgments, adjusting for chance agreement.

105. A. Content validity

Content validity concerns how well items represent the domain, typically judged by experts.

106. A. Predictive validity

Predictive validity relates test scores to a criterion measured at a later time.

107. A. Concurrent validity

Concurrent validity relates test scores to criterion data gathered at about the same time.

108. B. Discriminant validity

Low correlation with a theoretically unrelated construct is discriminant (divergent) evidence.

109. B. Campbell and Fiske

Campbell and Fiske (1959) proposed the MTMM approach to construct validation.

110. B. Face validity

Face validity is the apparent relevance of a test to test takers, not a technical form of validity.

111. B. Ceiling effect

A ceiling effect occurs when a test is too easy to differentiate high scorers.

112. C. Ordinal

Ranks show order but not equal distances between positions, so they are ordinal.

113. C. Criterion-referenced test

Criterion-referenced tests compare performance to a fixed standard rather than to other examinees.

114. C. Thematic Apperception Test

The TAT, developed by Murray and Morgan, uses story responses to ambiguous scenes.

115. B. Endorsed rare symptoms, possibly overreporting

F captures rarely endorsed items; high F suggests overreporting, random responding or severe distress.

116. C. Difficulty (b) parameter

The b parameter locates the item on the trait continuum where the probability of success is 0.50.

117. D. Republic Act No. 10029

RA 10029, the Philippine Psychology Act of 2009, governs psychologists and psychometricians.

118. B. Take steps to protect the identified person

Confidentiality has limits; a serious threat to an identifiable person triggers a duty to protect.

119. C. Standardization

Standardization ensures uniform administration and scoring; norming establishes reference group scores.

120. D. Alternate-forms reliability

Correlating scores on two parallel forms estimates equivalence (alternate-forms) reliability.

Topics to review

• Psychological assessment, reliability and validity

• Developmental and abnormal psychology

• Industrial and organizational psychology

• Intervention, research interpretation and ethics

Online question banks and study resources

Psychologist - Pass Harbor (Question bank)

Psychometrician - Pass Harbor (Question bank)

Official PRC board information

Current PRC exam programs

Independent study material prepared by Board Exam Desk.