

# Facilitator's Guide

## Online Courses Quiz Keys - English



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## YALI Network Online Courses Quiz Keys

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Group lesson attendees should also be encouraged to join the YALI Network. Joining the Network online will ensure that individuals have access to Network updates, event information, and collaboration and scholarship opportunities.

## TABLE OF CONTENTS

ADVANCING THE ROLE OF WOMEN IN POLITICS, PEACE AND SECURITY, AND ECONOMIC INSTITUTIONS.....	3
AGRIPRENEURSHIP: A PATH TO THE FUTURE.....	6
BASICS OF PUBLIC-PRIVATE PARTNERSHIPS .....	9
THE CLIMATE CRISIS: ADDRESSING FIVE KEY AREAS FOR CHANGE .....	11
COMMUNITY JOURNALISM: BASIC PRINCIPLES FOR EFFECTIVE STORYTELLING.....	14
COMMUNITY ORGANIZING FOR ACTION.....	17
CREATING AND MAINTAINING SOCIAL ENTERPRISES .....	19
DESIGN DRIVEN ENTREPRENEURSHIP.....	21
DEVELOPING, MENTORING AND SUPPORTING YOUTH LEADERSHIP.....	23
DIGITAL MARKETING FOR ENTREPRENEURS .....	26
EFFECTIVE COMMUNICATION FOR HEALTHY OUTCOMES .....	29
FUNDAMENTALS OF BUSINESS EXPANSION .....	33
FUNDAMENTALS OF CLIMATE-SMART ENTREPRENEURSHIP .....	35
FUNDAMENTALS OF GRANT WRITING.....	37
FUNDAMENTALS OF PERSONAL MONEY MANAGEMENT.....	40
FUNDAMENTALS OF RESPONSIBLE LEADERSHIP FOR ENTREPRENEURS .....	44
FUNDAMENTALS OF STARTING AND RUNNING A BUSINESS .....	47
FUNDRAISING CONCEPTS .....	49
THE LEGAL BARRIERS TO WOMEN'S RIGHTS AND OPPORTUNITIES .....	52
MANAGEMENT STRATEGIES FOR PEOPLE AND RESOURCES.....	55
THE RESILIENT ENTREPRENEUR: PLANNING, ADAPTING AND PERSEVERING.....	57
RESPONSIBLE LEADERSHIP ON TRANSPARENCY & GOOD GOVERNANCE.....	59
SERVANT LEADERSHIP – THE DECIDING DIFFERENCE .....	62
SMART ENTREPRENEURSHIP: NEXT STEPS IN EXPANDING YOUR ENTERPRISE .....	65
STRATEGIES FOR PERSONAL GROWTH AND DEVELOPMENT .....	70
STRENGTHENING PUBLIC SECTOR SERVICE.....	72
UNDERSTANDING AND COUNTERING DISINFORMATION .....	74
UNDERSTANDING CLIMATE CHANGE .....	76
UNDERSTANDING ELECTIONS AND CIVIC RESPONSIBILITY.....	79
UNDERSTANDING HUMAN RIGHTS.....	83
UNDERSTANDING RENEWABLE ENERGY .....	86
UNDERSTANDING THE RIGHTS OF WOMEN AND GIRLS.....	89
WORKFORCE COLLABORATION AND DEVELOPMENT .....	94

## Advancing the Role of Women in Politics, Peace and Security, and Economic Institutions

Lessons included in this quiz:

- *Advancing Political Participation*
- *Advancing Peace and Security*
- *Advancing Economic Prosperity*

The \_\_\_\_ percent benchmark is often identified as the *necessary* level of representation of women in governmental institutions. (*Advancing Political Participation*)

- 50%
- 20%
- 10%
- 30%**
- 45%

Which of these is one of the benefits/positive developments for countries when women are empowered as political leaders? (*Advancing Political Participation*)

- Higher living standards
- Gender equality
- Better health
- Improved education
- Upgraded infrastructure
- All of the above**
- None of the above

To be truly representative, there is no need for parties to reflect the diversity of their populations. (*Advancing Political Participation*)

- True
- False**

Women face barriers to political participation at three levels. (*Advancing Political Participation*)

- Presidential, legislative, judicial
- Individual, institutional, sociocultural**
- Cultural, financial, educational
- Economic, political, psychological

Strategies aimed at increasing the inclusion of women in politics must recognize that the experiences of women and men in politics are shaped by gender, class, age, ethnicity, sexuality and ability. (*Advancing Political Participation*)

- True**
- False

The Women, Peace and Security agenda seeks to ensure that women not only are empowered to contribute, but that they also have the skills to succeed and access to opportunities and resources. (*Advancing Peace and Security*)

- True
- False

Peace agreements are \_\_\_ more likely to last when women participate fully and have a voice in decision making about what's included. (*Advancing Peace and Security*)

- 25%
- 50%
- 35%
- 15%
- 100%

States with a large gender gap in governance are riddled with corruption, disease, violence and higher mortality rates. (*Advancing Peace and Security*)

- True
- False

Leaders know that these differences impact every aspect of security. (*Advancing Peace and Security*)

- Education
- Gender
- Economic
- Cultural
- Tribal

The Women, Peace and Security approach to resolving conflict involves these types of actions. (*Advancing Peace and Security*)

- Dialogue
- Nonviolence
- Peaceful protests
- Organizing communities
- All of the above
- None of the above

Having women in leadership is an important step to empowering them and allowing their success. (*Advancing Economic Prosperity*)

- True
- False

For women to succeed in business and entrepreneurship they need support. This means support at work, at home and in society. (*Advancing Economic Prosperity*)

- True
- False

Women business owners can use these three practical strategies to help manage their business and personal lives. (*Advancing Economic Prosperity*)

- Assess, scatter, delay

- Process, prioritize, prepare
- Prioritize, prepare, take action
- Assess, prioritize, take action**

Which of these is *not* one of the “mindset for success” five pitfalls to avoid when it comes to being a woman in leadership? (*Advancing Economic Prosperity*)

- Comparison
- Self-reflection**
- Inconsistency
- Bringing up the past
- No boundaries
- Being unfocused

## Agripreneurship: A Path to the Future

Lessons:

- *Agriculture and Entrepreneurship: Creating a Way Forward*
- *Finding Opportunities Along the Agricultural Value Chain*
- *Investing in Agriculture*

In the last 20 years, advances in the agricultural economy have helped cut extreme poverty by \_\_\_\_\_, reduce child mortality by \_\_\_\_\_, and save the lives of over \_\_\_\_\_ children.

(*Agriculture and Entrepreneurship: Creating a Way Forward*)

- 30 percent; 25 percent; 240 million
- 25 percent; 10 percent; 100 million
- 50 percent; 50 percent; 120 million
- 45 percent; 50 percent; 120 million

Food security exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life. True or false? (*Agriculture and Entrepreneurship: Creating a Way Forward*)

- True
- False

The essentials of food security are: (*Agriculture and Entrepreneurship: Creating a Way Forward*)

- Quality
- Quantity
- Availability
- All of the above
- None of the above

Which of these is not one of the most common institutional barriers facing individuals engaged in agriculture today? (*Agriculture and Entrepreneurship: Creating a Way Forward*)

- Lack of access to capital and financing
- Land ownership
- Climate change
- Education and technical training
- Technology
- Insurance against loss

Global demand for agricultural and food products is decreasing as a result of population growth, urbanization, income growth, an expanding middle class and changing diets. As a result, there are few entrepreneurial opportunities across the food supply chain. True or false? (*Agriculture and Entrepreneurship: Creating a Way Forward*)

- True
- False

A value chain is the full range of activities that businesses employ to bring a product or service to market. True or false? (*Finding Opportunities Along the Agricultural Value Chain*)

- True



- False

\_\_\_\_\_ is a great method to learn the specific opportunities that one can leverage along a specific value chain. (*Finding Opportunities Along the Agricultural Value Chain*)

- Buying a farm
- Opening a food store
- Completing a value chain analysis
- Acquiring cattle
- All of the above
- None of the above

Knowing the main actors, the strengths and weaknesses, where the majority of money is made, and who benefits in the value chain can help lay the framework for you to identify the right opportunity to improve the value chain and develop this: (*Finding Opportunities Along the Agricultural Value Chain*)

- A budget
- A contract for goods and services
- A profit and loss statement
- A business model
- None of the above
- All of the above

Increasing the availability of technologies within the value chain leads to higher productivity, more efficient operations, increased worker safety and reduced environmental impact. True or false? (*Finding Opportunities Along the Agricultural Value Chain*)

- True
- False

Most banking institutions and other lenders often require that your business has a history of positive cash flows for a period longer than \_\_\_\_\_. (*Investing in Agriculture*)

- six months
- one year
- 18 months
- two years
- five years

When dealing with the various people in a supply chain (landowners, landholders, laborers, sellers, transporters and buyers), it is important to remember that all of these individuals will need to make \_\_\_\_\_ to succeed. (*Investing in Agriculture*)

- money
- inventory
- solutions
- profits
- bribes

There are several things agripreneurs should consider once they have decided on an idea to pursue. Which of these is not one of them? (*Investing in Agriculture*)

- Narrow your idea to a specific crop or business.
- Find out where the crop you want to invest in is grown.
- Research land ownership.
- Assess the security situation.
- Buy all of the crops available for sale.

Any agreement for an agripreneurship partnership should specify the: (*Investing in Agriculture*)

- objectives
- profit-sharing
- reinvestment
- termination of the agreement
- All of the above
- None of the above

Some of the advantages of forming an agricultural cooperative include jointly purchasing supplies, negotiating sales agreements, and marketing products, as well as reducing risk in the eyes of lenders.

True or false? (*Investing in Agriculture*)

- True
- False

## Basics of Public-Private Partnerships

Lessons:

- *Initiating a Public-Private Partnership*
- *Implementing a Public-Private Partnership*
- *Evaluating a Public-Private Partnership*

What is the primary goal of a PPP? (*Initiating a Public-Private Partnership*)

- Combine the key strengths of the public and private sectors
- Create economies of scale
- Both of the above**
- None of the above

Who can initiate a PPP? (*Initiating a Public-Private Partnership*)

- The government
- A business
- An NGO
- All of the above**

Which of these is not a way that partnerships help agencies work together? (*Initiating a Public-Private Partnership*)

- Provide access to cash or technical expertise
- Increase access or reduce costs
- Serve as conveners of key stakeholders
- Push for individual goals**

Which of these is a common feature of a successful PPP? (*Initiating a Public-Private Partnership*)

- Clarity
- Accountability
- Focus
- All of the above**
- None of the above

Which of these is not necessary to run an effective PPP? (*Initiating a Public-Private Partnership*)

- Clear communication
- Contractual agreement
- Focus on shared goals
- Fixed assets**

Why should PPPs set early and achievable targets? (*Initiating a Public-Private Partnership*)

- To create efficiencies for impact**
- To promote cross-sector understanding
- To increase the flow of work
- To champion for one organization's goals

What is not a key element of an evaluation? (*Evaluating a Public-Private Partnership*)

- Stay on budget**
- Know your goals
- Measure what matters
- Monitor your plan

A logic model shows how the proposed activities create the desired outputs, outcomes and impact. True or false? (*Evaluating a Public-Private Partnership*)

- True**
- False

What are the tenets of good evaluation? (*Evaluating a Public-Private Partnership*)

- Measuring results that matter
- Keeping it simple and easy
- Making it efficient and effective
- All of the above**

## The Climate Crisis: Addressing Five Key Areas for Change

Lessons:

- *Part 1 - Forests*
- *Part 2 - Emissions*
- *Part 3 - Water*
- *Part 4 - Food*
- *Part 5 – People*

Cutting and burning trees releases this compound back into the atmosphere as a harmful greenhouse gas that is warming the planet. (Forests)

- Photosynthesis
- Carbon dioxide**
- Carbon
- Smoke

Which of the following is not true about forests? (Forests)

- Forested watersheds are a source of cleaner drinking water.
- Forests have no effect on climate change.**
- Forests generate rainfall that nourishes downwind agriculture.
- Forests provide habitat for more than half the species that live on land.

Which of these is the main cause of deforestation? (Forests)

- Cattle pastures and soy fields.
- Oil palm, pulp, and paper plantations.
- Smallholder agriculture.
- Rotational timber harvesting, fires, and disease.
- All of the above.**
- None of the above.

One way to reduce deforestation is to grow more crops on existing farmland instead of clearing forests. True or False? (Forests)

- True**
- False

Countries with little or no forests have no role to play in deforestation. True or False? (Forests)

- True
- False**

Solar, wind, hydro, geothermal, nuclear, and battery options for producing electricity without emitting harmful greenhouse gasses will only be able to “decarbonize” \_\_\_\_ percent of the global economy.

(Emissions)

- 30
- 80
- 25
- 50**

Rob Hanson writes that by adding a “clean” version of this compound to certain production processes that generate greenhouse gases, it is possible to deeply “decarbonize” certain economic sectors.

(Emissions)

- Oxygen
- Hydrogen**
- Carbon
- Ammonia
- Fertilizer

Since 2000, flood-related disasters have increased by \_\_\_\_ percent, impacting transportation networks and disrupting the supply chains of several major industrial sectors. (Water)

- 54
- 34
- 134**
- 64
- 104

Unsustainable withdrawals of water from aquifers globally, exceeding the rate of natural recharge, leads to this. (Water)

- Drought
- Famine
- Groundwater depletion**
- Flooding
- All of the above

Dr. Perveen notes that there are numerous solutions to respond to the water crisis. This area of study involves growing less water intensive crops where water shortages exist. (Water)

- Water footprint and virtual water trade
- Water-food-energy nexus**
- Groundwater depletion
- Nature-based solutions

Climate \_\_\_\_\_ help water managers and practitioners make decisions regarding water allocations in times of scarcity. (Water)

- Policies
- Funds
- Credits
- Footprints
- Forecasts**

According to the United Nations, around \_\_\_\_ percent of food produced globally is lost or wasted each year. (Food)

- 75
- 31**
- 25
- 61
- 32

Which of these is not a result of climate variability? (Food)

- Diminished ability to afford food
- Increase in diseases that cause malnutrition
- Spikes in food prices
- Increased crop yield**
- Decreases in nutritional content of crops

Climate mitigation strategies focus on reducing greenhouse gas emissions and protecting the natural environment, while adaptation strategies adjust to the effects of climate change. True or False? (Food)

- True**
- False

Producing food and products locally has no effect on the time, costs, and carbon emissions of shipping things from place to place. True or False? (People)

- True
- False**

In a \_\_\_\_\_ economy, materials are taken from the Earth and products are made that are eventually thrown away as waste. In a \_\_\_\_\_ economy, we stop waste from being produced in the first place, with materials reused, refurbished, remanufactured, or recycled. (People)

- Straight, curved
- Circular, linear
- Linear, circular**
- Stagnant, dynamic

## Community Journalism: Basic Principles for Effective Storytelling

Lessons included in this quiz:

- *The Principles of Journalism*
- *Creating Your Stories*
- *Sharing Your Stories*

You should conduct your research, or investigation, before you talk to people from whom you are seeking information. True or false? (*The Principles of Journalism*)

- True
- False

One of the most important things journalists do is develop *reliable* sources. These are people who have \_\_\_\_\_ knowledge of circumstances or events. (*The Principles of Journalism*)

- good
- verifiable
- interesting
- truthful

When you see something on the internet, you should use \_\_\_\_\_ independent sources to verify it, just like when you're writing a story. (*The Principles of Journalism*)

- one
- five
- three
- 10

Only professional journalists have a responsibility to ensure a free press and the open exchange of ideas and information. True or false? (*The Principles of Journalism*)

- True
- False

When journalists typically organize their stories, the \_\_\_\_\_ or most newsworthy information goes at the top of the inverted pyramid. (*The Principles of Journalism*)

- subject
- title
- source
- lead
- all of the above
- none of the above

Community journalism requires all of the following EXCEPT: (*Creating Your Stories*)

- an understanding of the difference between news and information
- the courage to confront power
- sharing information on social media
- a sense of responsibility to the people in your community

Historically, what is “real news” has been defined by \_\_\_\_\_. (*Creating Your Stories*)

- the people
- politicians
- social media
- those who have the power and resources to make the news**

Trust in news media is decreasing as many citizens feel that news media are not living up to their important role in sustaining \_\_\_\_\_. (*Creating Your Stories*)

- democracy**
- journalism
- social status
- politics
- economic status
- all of the above

The purpose of community journalism is: (*Creating Your Stories*)

- To share stories within a given community.
- To add a new perspective that differs from mainstream media outlets.
- To reflect multiple realities through responsible and reflexive practices, and to foster community engagement through dialogue and participation.**
- To allow everyone in the community the opportunity to become a journalist.

Community journalism should be: (*Creating Your Stories*)

- ethical
- rigorous
- thoughtful
- competent
- all of the above**

Communities are constructed through shared meaning. True or false?

(*Sharing Your Stories*)

- True**
- False

Which of the following is NOT a media technology mentioned in the lesson “Sharing Your Stories”?

(*Sharing Your Stories*)

- video
- still photographs
- interviews**
- print media

Media technologies are merely distribution methods. True or false?

(*Sharing Your Stories*)

- True
- False**



When determining which medium to use, it is not necessary to consider the advantages and disadvantages associated with each and whether your audience will be able to access the stories. True or false? (*Sharing Your Stories*)

- True
- False**

## Community Organizing for Action

Lessons:

- *Attracting and Motivating Volunteers*
- *Inspiring Community Participation*
- *Engaging Your Community*
- *Creating a Successful Grassroots Campaign*

Which of the following is not what an organizer must learn in order to attract volunteers? (*Attracting and Motivating Volunteers*)

- What inspires volunteers
- How much to pay volunteers**
- What volunteers hope to accomplish

Demonstrating the impact a volunteer can make and creating a positive environment so that people want to join are the first steps in attracting quality volunteers. True or false? (*Attracting and Motivating Volunteers*)

- True**
- False

Volunteers are typically not as experienced as an organization's staff and will need support, extra training, and encouragement. True or false? (*Attracting and Motivating Volunteers*)

- True**
- False

After the volunteer's work is done, there is no need to collect their feedback on the experience or to keep in touch with them. True or false? (*Attracting and Motivating Volunteers*)

- True
- False**

Feeling that they lack the relevant skills and knowledge are two reasons why people fail to volunteer to solve community problems. Which of these is another? (*Inspiring Community Participation*)

- They are not being paid a wage
- There is a lack of ownership of the problem — someone else will fix it**
- They would have to take orders from another community member

Finding their motivation, inspiring them to "think big," and inviting everyone to be a part of finding the solution are three key ways to motivate community members to act. True or false? (*Inspiring Community Participation*)

- True**
- False

One way to keep community members interested in long-term projects is to "celebrate small victories" like sharing stories about the people helped. True or false? (*Inspiring Community Participation*)

- True**
- False

Community engagement is about involving the people you serve, not just as beneficiaries of your projects, but as partners in accomplishing your mission. True or false? (*Engaging Your Community*)

- True**
- False

What is the primary purpose of a community advisory committee? (*Engaging Your Community*)

- Provide input and feedback on projects**
- Oversee the budget
- Establish new partnerships for an NGO
- Draft an NGO's strategic plan

How can NGOs benefit from cultivating new leaders from the community? (*Engaging Your Community*)

- The leaders educate others in the community about the NGO's work
- The leaders serve as messengers in public education campaigns
- The leaders can become future staff, volunteers or board members
- All of the above**

The first step in creating a successful grassroots campaign involves strategically and specifically identifying an issue that needs to be addressed. Which of these items best fits this description?

(*Creating a Successful Grassroots Campaign*)

- Feeding hungry children in my country
- Raising money to buy a bus to take children in my community to school**
- Finding jobs for unemployed youth

Stakeholders are people or organizations that you believe will support your cause and would never work against you. True or false? (*Creating a Successful Grassroots Campaign*)

- True
- False**

A step-by-step plan of action is critical in building a sustainable campaign. What is the recommended order for developing your action plan? (*Creating a Successful Grassroots Campaign*)

- Create a timeline of events, identify your issue, approach stakeholders, delegate responsibilities
- Delegate responsibilities, approach stakeholders, create a timeline of events, identify your issue
- Identify your issue, approach stakeholders, delegate responsibilities, create a timeline of events**

## Creating and Maintaining Social Enterprises

Lessons:

- *Creating Your NGO's Strategic Plan*
- *Creating Partnerships*
- *Managing and Evaluating Projects*
- *Advocating for Youth*

A strategic plan does not include: (*Creating Your NGO's Strategic Plan*)

- Mission
- Vision
- Budget**
- Program goals

The term "SWOT analysis" stands for: Strengths, Weaknesses, Opportunities and Tradeoffs. True or false? (*Creating Your NGO's Strategic Plan*)

- True
- False**

To obtain input for your strategic plan, you can involve other stakeholders by using: (*Creating Your NGO's Strategic Plan*)

- Surveys
- Interviews
- Community meetings
- All of the above**
- None of the above

A partnership is when two or more entities come together to accomplish something that neither party can achieve alone. True or false? (*Creating Partnerships*)

- True**
- False

Which of these items is not a benefit of a partnership? (*Creating Partnerships*)

- Obtaining resources such as funding, information, expertise and skills
- Eliminating competition from other NGOs for monetary grants**
- Building the capacity to develop and manage projects
- Expand the reach of an NGO's services, education, or advocacy efforts

Ideas that an NGO can use to find new partners include which of these items? (*Creating Partnerships*)

- Create a map of other NGOs in your community
- Set up informational meetings with potential partners
- Explore opportunities for collaboration
- Hold joint staff training sessions to share skills
- All of the above**
- None of the above

Successful partnerships are not built on a foundation of honesty and transparency. True or false? (*Creating Partnerships*)

- True
- False**

Which components go into a work plan? (*Managing and Evaluating Projects*)

- Key tasks and timeline
- Personnel who can accomplish the key tasks
- Resources needed to accomplish the task
- All of the above**
- None of the above

Which of the following is not an area of project management that an NGO should establish systems or “standard operating procedures” for? (*Managing and Evaluating Projects*)

- Training and supervising project staff
- Monitoring progress in carrying out the project work plan
- Keeping accurate records of what you spend and how you spend it
- Identifying challenges so you can fix them
- Raising money for new projects**

Which questions should you ask yourself when creating an evaluation plan? (*Managing and Evaluating Projects*)

- How will we measure results?
- What data do we need and how do we collect it?
- Who will be responsible?
- How and when will we discuss our findings?
- All of the above**

The more specific one is in identifying the challenges and solutions facing youth in a community, the more likely that the effort will gain support from potential partners and funders. True or false? (*Advocating for Youth*)

- True**
- False

Building a community of support and partnering with strong constituencies can aid those advocating for youth when seeking support from potential funders, government officials and legislators. True or false? (*Advocating for Youth*)

- True**
- False

When advocating for youth, one should never attend meetings or public events where people that can aid you might assemble. True or false? (*Advocating for Youth*)

- True
- False**

## Design Driven Entrepreneurship

Lessons:

- *Introduction*
- *Value Proposition*
- *Bring Your Big Idea to Life*
- *Creating a Prototype*

Human-centered design is an approach to problem solving that involves creating a solution and then finding people to give it to.

- True
- False**

The human-centered design process involves:

- Observation
- Insight
- Idea Development
- Prototyping and Testing
- All of the above**
- None of the above

On the Business Model Canvas, the key concept that represents your idea - what are you doing and why it matters to people - is called what?

- Customer Relationships
- Value Proposition**
- Key Activities
- Customer Segments
- All of the above
- None of the above

When gathering observational data, one way is to perform a contextual inquiry. This involves:

- Asking people to perform a certain task and then asking them questions along the way**
- Interviewing people and asking follow-up questions
- Watching potential customers in action
- All of the above
- None of the above

John has an idea for a new type of water irrigation system for large crop plantings. He has gathered observational data from other farmers who could be potential customers for his new system. John wants to see if his idea will have appeal as a product to these same farmers. In order to do that John will need to create a way to talk about it. What is this called?

- Value Proposition
- Interview
- Product Differentiator
- Quick Pitch**
- Business Model Canvas

Using observational data allows entrepreneurs to create “personas” to define different customer segments. A persona is a composite picture of a group of people with similar experiences.

- True**
- False

Violet has an idea for a new portable baby carrier. She wants to market and sell this baby carrier to individuals who have trouble carrying a baby. She wants to help individuals who don't like strollers and believe that babies develop best when they're in close physical contact with other individuals. What element of this persona has Violet not included?

- Frustrations
- Cultural Factors
- Motivations
- Demographics**
- Experiences

The stakeholder map allows you to diagram the network of people who have a stake or interest in your project, product, or system. Possible stakeholders include:

- Customers
- Distributors
- Sellers
- Funders
- All of the above**
- None of the above

There are two types of prototypes of your big idea: a Minimum Viable Product (MVP) or a Minimum Lovable Product (MLP). Of these two which one is the more detailed representation of your product or service.

- Minimum Viable Product**
- Minimum Lovable Product
- Neither
- Both

Of the three ways suggested in the course for testing a prototype, which way would allow you to “presell” an idea that doesn't exist yet while raising money at the same time.

- Search engine marketing and advertising
- Build it and test the product in person while gathering feedback
- Crowdsourcing**
- None of the above
- All of the above

## Developing, Mentoring and Supporting Youth Leadership

Lessons:

- *Building Trust and Mentoring Youth*
- *Encouraging Skills Development*
- *Strategies for Personal Conflict Resolution*

Many youth are more intuitive than they are instinctual, and this affects behaviors, impulses, and decision making. (*Building Trust and Mentoring Youth*)

- True
- False**

Corrupted and deceitful people mentor youth for nefarious purposes. Therefore, \_\_\_\_\_ needs to fill a mentoring relationship. (*Building Trust and Mentoring Youth*)  
leadership

- confidentiality
- instruction
- integrity**
- All of the above
- None of the above

\_\_\_\_\_ is the practice of teaching youth, while \_\_\_\_\_ is the practice of teaching adults. (*Building Trust and Mentoring Youth*)

- Pedagogy, andragogy**
- Andragogy, psychology
- Mentoring, scholarship
- Andragogy, pedagogy

When mentoring youth, the most important things need to be taught \_\_\_\_\_. (*Building Trust and Mentoring Youth*)

- gently
- properly
- explicitly**
- slowly
- All of the above
- None of the above

The three qualities effective mentors share are: (*Building Trust and Mentoring Youth*)

- Kindness, patience, determination
- Instructional, interpersonal, ethical**
- Ethical, educational, instructional
- Interpersonal, educational, ethical

There are several reasons why mentoring relationships fail. They include: (*Building Trust and Mentoring Youth*)

- Inadequate support
- Abandonment
- Poor relational skills
- Lack of motivation
- Unfulfilled expectations
- Funding interference
- All of the above**
- None of the above

Doing this will increase the chance that a mentor's advice will be effectively received and increase a mentee's willingness to learn. (*Encouraging Skills Development*)

- Develop soft skills
- Create weekly progress reports
- Model positive skills**
- Create detailed plans
- All of the above
- None of the above

This soft skill is defined as the ability to identify and manage the emotions of oneself and others. (*Encouraging Skills Development*)

- Empathy
- Integrity
- Effective communication
- Teamwork
- Emotional intelligence**
- Critical thinking
- Organization

Youth often possess soft skills but need to practice using them to increase their effectiveness. (*Encouraging Skills Development*)

- True**
- False

Web development and data analysis are examples of what type of skill? (*Encouraging Skills Development*)

- Soft skills
- Emotional intelligence skills
- Relational skills
- Organizational skills
- Hard skills**
- All of the above
- None of the above

A person with this type of default conflict mindset is more likely to run away from conflict, be extremely uncomfortable engaging in conflict, or want everyone to get along at all times. (*Strategies for Personal Conflict Resolution*)

- Avoider**
- Competitor
- Accommodator

Someone who prefers to not back down from a fight or who keeps a conflict going and likes arguing is considered to have what type of default conflict mindset? (*Strategies for Personal Conflict Resolution*)

- Competitor**
- Accommodator
- Avoider

Productive conflict is defined as “an open exchange of conflicting or differing ideas in which parties feel equally heard, respected, and unafraid to voice dissenting opinions for the purpose of reaching a mutually comfortable resolution.” (*Strategies for Personal Conflict Resolution*)

- True**
- False

Which of these is a strategy for successful conflict resolution? (*Strategies for Personal Conflict Resolution*)

- Be empathetic
- Take responsibility
- Give constructive feedback
- Find a neutral location
- All of the above**
- None of the above

## Digital Marketing for Entrepreneurs

Lessons included in this quiz:

- *Creating Your Online Brand*
- *Developing a Digital Marketing Strategy*
- *Maximizing Your Digital Marketing*

Traditional, but not digital, forms of marketing involve creating, communicating, delivering, and exchanging offerings that have value for customers, clients, partners, and society at large. True or false.

(*Creating Your Online Brand*)

- True
- False**

When creating your personal brand, you want to make sure that it is: (*Creating Your Online Brand*)

- consistent, promotional, unique, relatable
- clear, concise, prominent, trustworthy
- focused, consistent, trustworthy, relatable**
- unique, trustworthy, clear, focused

When building your website, this should be on every page, including your “about us” page, contact page, testimonials, reviews, and descriptions for your products or services. (*Creating Your Online Brand*)

- design
- content**
- domain name
- URL
- products
- all of the above

Your target audience uses these to search for topics related to your business. (*Creating Your Online Brand*)

- search engines
- domain names
- websites
- keywords**
- descriptions

You can optimize your website for search engines by using keywords in your website's: (*Creating Your Online Brand*)

- URL
- page titles
- image descriptions
- meta-descriptions
- all of the above**

Within digital marketing, you have a variety of tools and methods you can use to strategically target your ideal buyer. This type of marketing involves creating free content and paid ads to promote your business on social media platforms like Instagram, TikTok, Facebook, Snapchat, and Twitter. *(Developing a Digital Marketing Strategy)*

- traditional
- email
- social media**
- digital
- all of the above

\_\_\_\_\_ marketing involves hiring people or businesses that have a large online following to promote your products or services to their followers. *(Developing a Digital Marketing Strategy)*

- influencer**
- social media
- traditional
- email
- all of the above

When creating a digital marketing strategy for your business, it is important to map out the customer journey so that your marketing is relevant to customers at every unique stage. True or false. *(Developing a Digital Marketing Strategy)*

- True**
- False

By creating marketing goals that include each of these characteristics, you make it easier to develop steps toward achieving the goals of your digital marketing strategy. *(Developing a Digital Marketing Strategy)*

- specific
- measurable
- achievable
- realistic
- timely
- all of the above**

Digital marketing allows you to market to everyone and doesn't require you to target your marketing to fit your ideal buyer persona. True or false. *(Developing a Digital Marketing Strategy)*

- True
- False**

Digital marketing tools are the software marketers use to track, analyze, and automate digital marketing campaigns. True or false. *(Maximizing Your Digital Marketing)*

- True**
- False

This tool allows you to manage your business' relationship with customers and clients and ensure they're moving through every stage of your customer journey. (*Maximizing Your Digital Marketing*)

- social media management tools
- customer relationship management**
- search engine optimization tools
- website analytics tools
- all of the above

This tool allows you to create, edit, publish, and organize all of your website's content. (*Maximizing Your Digital Marketing*)

- email marketing tools
- social media management tools
- search engine optimization tools
- content management systems**
- all of the above

When using social media to promote your business, you'll want to make sure to tailor and repurpose content to fit what your followers expect and enjoy on each social media platform. True or false.

(*Maximizing Your Digital Marketing*)

- True**
- False

Partnering with social media influencers who are popular among consumers in your target audience and paying them to feature your products is referred to as this. (*Maximizing Your Digital Marketing*)

- product placement**
- advertising
- customer relationship management
- email marketing
- all of the above

## Effective Communication for Healthy Outcomes

Lessons:

- *Global Health Security and You*
- *Health Communications: The Message, The Messenger, & The Audience*
- *Building a Public Health Communication Campaign*

The Global Health Security Agenda seeks to improve the capacities of countries by: (*Global Health Security and You*)

- Strengthening health systems.
- Encouraging multi-sectoral collaboration on threats posed by infectious diseases.
- Sharing of best practices and metrics between stakeholders.
- All of the above**
- None of the above

Emerging zoonotic pathogens account for \_\_\_\_ to \_\_\_\_ percent of new infectious disease outbreaks. (*Global Health Security and You*)

- 25; 50
- 70; 100
- 60; 80**
- 30; 35

During the 2014 Ebola outbreak, rumors about how the virus was transmitted and what constituted safe or unsafe behaviors helped to avoid panic and fueled the epidemic. True or false? (*Global Health Security and You*)

- True
- False**

Which of these is *not* something that countries need in place to respond to new disease threats? (*Global Health Security and You*)

- A well-trained workforce.
- Multi-sectoral collaboration.
- Real-time disease surveillance systems.
- Border control**
- Safe, secure and strong laboratories.
- A command structure to coordinate an effective and focused response.

In the report *Fighting Ebola with Information: Learning from the Use of Data, Information and Digital Technologies*, one of the key recommendations was that countries should conduct baseline, countrywide information and communication technology assessments to gauge the reach of, quality, and access to mobile and broadband connectivity, thus knowing who, what, and where populations can access digital communications. True or false? (*Global Health Security and You*)

- True**
- False

For populations to take health messages seriously, messages have to be \_\_\_\_\_ and \_\_\_\_\_ to the impacted populations. (*Health Communications: The Message, The Messenger, & The Audience*)

- smart; easy
- short; important
- important; relevant**
- relevant; appealing
- smart; frightening

The sources of health information for public communication must be \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_, and be based on data and plausible science which a reasonable individual or community could understand. (*Health Communications: The Message, The Messenger, & The Audience*)

- believable; credible; verifiable
- verifiable; manageable; regional
- passionate; credible; friendly
- credible; friendly; reliable
- credible; reliable; verifiable**

Health literacy is defined as the degree to which a person has the capacity to obtain, communicate, process and understand basic health information and what services are available to make appropriate health decisions. True or false? (*Health Communications: The Message, The Messenger, & The Audience*)

- True**
- False

A health messenger's credibility stems from an in-depth knowledge or expertise in the subject area. If the person serving as the primary messenger does not have a proven track record on the topic, audiences may not listen to the message. True or false? (*Health Communications: The Message, The Messenger, & The Audience*)

- True**
- False

When communicating health messages to populations, deliberate efforts should be made to provide \_\_\_\_\_ messages to influence health outcomes. (*Health Communications: The Message, The Messenger, & The Audience*)

- cultural
- actionable**
- regional
- immediate
- all of the above
- none of the above

A communications campaign is a strategic effort that involves understanding and respecting local cultures, multichannel integration, evaluation, and participation of \_\_\_\_\_. (*Building a Public Health Communication Campaign*)

- experts
- doctors
- politicians
- stakeholders**
- all of the above
- none of the above

What are the three major stages of a public health communications campaign? (*Building a Public Health Communication Campaign*)

- Sampling; Evaluation; Design
- Research; Measurement; Testing
- Research; Implementation; Evaluation**
- Design; Testing; Evaluation
- Implementation; Design; Evaluation

Different audiences possess different characteristics that make them more or less likely to pay attention to different messages. Relevant demographic information to consider in segmenting the audience includes: (*Building a Public Health Communication Campaign*)

- Education
- Age
- Marital status
- Gender
- Income
- All of the above**
- None of the above

Public health communications campaigns only need to provide populations with knowledge in order to create behavior change. True or false? (*Building a Public Health Communication Campaign*)

- True
- False**

Which of these is *not* one of the seven “C’s” to keep in mind when writing your health message? (*Building a Public Health Communication Campaign*)

- Command attention.
- Communicate benefit.
- Create trust.
- Compile documents**
- Call to action.
- Clarify message

This step in building your public health communications campaign will help you determine whether your campaign was effective, whether it achieved its goals, and the efficiency with which it achieved them.

*(Building a Public Health Communication Campaign)*

- Monitoring
- Surveying
- Evaluation**
- Measurement
- Reporting

## Fundamentals of Business Expansion

Lessons:

- *Raising Capital*
- *Growing Your Business*
- *Growing Your Startup*

There are different types of capital available, depending on your business model. True or false? (*Raising Capital*)

- True**
- False

Which of these is not a source of capital? (*Raising Capital*)

- Your family
- A seed investor
- A pond fund**
- A venture capitalist

When should you approach seed investors? (*Raising Capital*)

- When you have an idea, but not a product
- When you have a product and strong evidence that customers will use it**
- When you have a product and can show that your company is ready to grow rapidly
- None of the above

It's easier to iterate and refine toward product-market fit at a large scale. True or false? (*Growing Your Business*)

- True
- False**

The way you find, keep and grow customers depends on the nature of your relationship with your customers. True or false? (*Growing Your Business*)

- True**
- False

If you primarily sell expensive solutions to large organizations, you should: (*Growing Your Business*)

- Find them online
- Hire salespeople to cultivate the relationship**
- Find them online, then follow up with salespeople

Before deciding to grow your business, you must first understand: (*Growing Your Startup*)

- The future of the industry**
- The demand for your product or service
- Your competition
- The quality of service you can maintain
- All of the above
- None of the above

Which of these ideas is not the way to grow your business? (*Growing Your Startup*)

- Open a new location
- Win a government contract
- Diversify your product or service
- Be afraid to fail**
- Expand to the Internet

Crowdfunding, business incubators, competitions, and small business grants are potential sources of funding. True or false? (*Growing Your Startup*)

- True**
- False

## Fundamentals of Climate-Smart Entrepreneurship

Lessons:

- *A Path to Sustainable Entrepreneurship*
- *Entrepreneurship in the Green Economy*
- *Entrepreneurship in the Blue Economy*

Businesses and consumers have been conditioned to think that adopting sustainable practices is cost prohibitive. (*A Path to Sustainable Entrepreneurship*)

- **True**
- False

Profit is as important a consideration as people and the planet when starting and running a climate-smart business. (*A Path to Sustainable Entrepreneurship*)

- **True**
- False

In a true circular economy, waste is not produced because materials are \_\_\_\_\_. (*A Path to Sustainable Entrepreneurship*)

- Recycled
- Reused
- Remanufactured
- Refurbished
- **All of the above**

This refers to products that are not selling and are no longer in production, but remain in inventory. This material, instead of being wasted, presents an opportunity for entrepreneurs. (*A Path to Sustainable Entrepreneurship*)

- Stockpile
- **Dead stock**
- Supplies
- Backlog

In a green economy, natural resources, including oceans, land, and forests, are sustainably managed and conserved to improve livelihoods and ensure food security. (*Entrepreneurship in the Green Economy*)

- **True**
- False

As long as they are “doing good,” green entrepreneurs don’t need to operate in a way that makes a business profitable, so they don’t have to think about getting the economics right. (*Entrepreneurship in the Green Economy*)

- True
- **False**

Technology tools like machine learning and blockchain provide \_\_\_\_\_ to data captured for businesses to help them intelligently minimize waste streams. (*Entrepreneurship in the Green Economy*)

- Measurements

- Actions
- **Integrity**
- Information

It's critical for businesses to capture the right data, analyze it, and act on it, allowing businesses to stand by their actions. But it's not necessary to share that data with the public. (*Entrepreneurship in the Green Economy*)

- True
- **False**

Worldwide, over \_\_\_\_ billion people are dependent on marine and coastal biodiversity for their livelihood. (*Entrepreneurship in the Blue Economy*)

- 4
- 2
- **3**
- 1

The blue economy refers to the “sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the health of ocean ecosystems.” (*Entrepreneurship in the Blue Economy*)

- **True**
- False

This concept refers to engaging with people from a wide swath of professional and academic disciplines, different generations, upbringings, different community structures, and from all over the world. (*Entrepreneurship in the Blue Economy*)

- Cultural Diversity
- Economic Diversity
- Geographic Diversity
- **Diverse Diversity**

Your relationships with these throughout the supply chain are critically important to the success of your product and your company. (*Entrepreneurship in the Blue Economy*)

- **Suppliers**
- Distributors
- Engineers
- Customers

## Fundamentals of Grant Writing

Lessons:

- *Planning to Write Your Grant Proposal*
- *Researching Your Grant Proposal*
- *Writing a Grant Proposal*
- *Following Up on Your Grant Proposal*

The average time from writing your grant proposal to receipt of funds is usually: (*Planning to Write Your Grant Proposal*)

- 4 to 6 weeks
- 6 to 9 months**
- 6 to 9 weeks
- 3 to 6 months

Program or project funders typically fall into the following categories: (*Planning to Write Your Grant Proposal*)

- Individuals
- Corporations
- Family foundations
- Independent foundations
- Community foundations
- Government
- All of the above**
- None of the above

When a company funds a project or program through their marketing department, they typically want some type of branding on materials in exchange for their donation. True or false? (*Planning to Write Your Grant Proposal*)

- True**
- False

What type of funding is defined as being for a specific activity, like buying books for a library or funding a scholarship program for girls? (*Planning to Write Your Grant Proposal*)

- Operational
- Community
- Program**
- General
- All of the above
- None of the above

It is not necessary to know what a funder has supported in the past and what they care about before you approach them for a donation. True or false? (*Researching Your Grant Proposal*)

- True
- False**

A \_\_\_\_\_ review is one in which the funder determines if you have adhered to their guidelines and requirements for submitting the grant. (*Researching Your Grant Proposal*)

- content
- theoretical
- technical**
- project
- program

This group of people are key to reaching funders who may eventually give money or in-kind donations to your organization. (*Researching Your Grant Proposal*)

- Employees
- Friends
- Family
- Board of directors**
- Local leaders

It's never a good idea to ask other organizations who are doing similar or related work where they are getting their funding. True or false? (*Researching Your Grant Proposal*)

- True
- False**

It is important to \_\_\_\_\_ your grant request for each funder by drafting a specific proposal and compiling the documents required in a funder's guidelines. (*Writing a Grant Proposal*)

- document
- customize**
- monetize
- modify
- segment

Your grant proposal must be achievable in size and scale with the funds you are requesting. Which of these statements is an example of something that a funder would believe is achievable with their donation? (*Writing a Grant Proposal*)

- Stopping the spread of HIV/AIDS
- Providing clean drinking water in my country
- Educating citizens about transparency and good governance
- Providing reusable sanitary napkins to school-age girls in a specific community on a specific date**
- Curing global starvation

In order to show potential funders the effectiveness of your project, you should have an evaluation and measurement plan based on this. (*Writing a Grant Proposal*)

- Logic model**
- Monitoring worksheet
- Budget
- Executive summary
- Organizational chart

It is recommended that your evaluation plan include which of the following: (*Writing a Grant Proposal*)

- Target population
- Program objectives
- Success Indicators
- Data collection and analysis
- Monitoring timeline
- All of the above**
- None of the above

Once you've received a grant from a funder, you no longer have to follow their guidelines. True or false?  
(*Following Up on Your Grant Proposal*)

- True
- False**

Maintaining a good relationship with a funder and achieving the goals of the project can lead to opportunities for more funding. True or false? (*Following Up on Your Grant Proposal*)

- True**
- False

Videos, testimonials and \_\_\_\_\_ are great ways to show the impact of your project for both participants and funders. (*Following Up on Your Grant Proposal*)

- certificates
- fees
- phone numbers
- photos**
- email addresses

## Fundamentals of Personal Money Management

### Lessons:

- *Budgeting for Your Future*
- *Money Management: Investing, Credit, and Debt Management*
- *Making SMART Money Choices*

Which of the following are types of income? (*Budgeting for Your Future*)

- Wages
- Sales
- Investments
- Alimony/Spousal support
- All of the above**
- None of the above

\_\_\_\_\_ expenses are necessary and unavoidable expenses but the amount you have to pay can vary from month to month. \_\_\_\_\_ expenses are those necessary and unavoidable expenses in which the amount you pay monthly does not vary. (*Budgeting for Your Future*)

- Fixed; Variable
- Discretionary; Fixed
- Variable; Discretionary
- Variable; Fixed**
- Discretionary; Variable

What is a budget deficit? (*Budgeting for Your Future*)

- When your income exceeds your expenses.
- When your expenses exceed your income.**
- When your expenses and income, added together, equal zero.
- When you have no expenses.
- All of the above
- None of the above

What is the first step you should take to fix a budget deficit? (*Budgeting for Your Future*)

- Increase your expenses.
- Find ways to increase your income.
- Look at your discretionary spending.**
- Eliminate fixed expenses.
- All of the above
- None of the above

This protects financial resources in the event of an unplanned incident like a natural disaster or accident and insulates you from the financial impact of life events that can cause dire economic consequences.

*(Budgeting for Your Future)*

- Cash
- Insurance**
- Government
- Partnerships
- All of the above
- None of the above

What is the difference between simple interest and compound interest? *(Investing, Credit, and Debt Management)*

- Simple interest is much easier to understand than compound interest.
- Simple interest is calculated and paid on just the principal, whereas compound interest is calculated on both the principal and all of the previously accumulated interest earned.**
- Simple interest is a one-time payment while compound interest is paid out every month.
- Simple interest is only calculated on a proportion of the principal amount, but compound interest is calculated on the full amount of principal.
- None of the above

According to the Rule of 72, you can divide 72 by the annual rate of return to receive a rough estimate of how many years it will take for a one-time investment to double. For example, if Gloria invests \$6,000 in an investment vehicle with an annual interest rate of four percent (4%), how many years will it take for the investment to double? *(Investing, Credit, and Debt Management)*

- 4 years
- 11 years
- 15 years
- 18 years**
- 20 years

Which of the following are investment vehicles? *(Investing, Credit, and Debt Management)*

- Stocks
- Bonds
- Mutual Funds
- Savings Account
- Certificates of Deposit
- All of the above**
- None of the above

Investment vehicles such as savings accounts and certificates of deposit have a higher risk than investments like bonds and stocks. *(Investing, Credit, and Debt Management)*

- True
- False**

Smart investing requires that you choose investments according to the amount of time you can let the investment grow (time horizon) and risk tolerance (ability to withstand changes in the value). (*Investing, Credit, and Debt Management*)

- True
- False

When applying for credit, potential lenders look at the three C's to determine eligibility: capacity, character, and collateral. Which of the following describes the meaning of collateral? (*Investing, Credit, and Debt Management*)

- Your ability to pay the debt you are seeking.
- A consideration of your creditworthiness.
- An asset pledged to the creditor until the debt is paid off.**
- Your reputation for paying bills when due in the past.
- All of the above
- None of the above

Setting financial goals won't help in overcoming negative influences toward making smart money decisions. (*Making SMART Money Choices*)

- True
- False**

Which of the following outside factors influence how we think about money? (*Making SMART Money Choices*)

- Your family's financial decisions
- Your friend's spending habits
- National norms
- People in your local community
- All of the above**
- None of the above

Which of the following is **not** one of the six strategies to modify behavior regarding money? (*Making SMART Money Choices*)

- Monitoring
- Rewards
- Automate
- Outreach**
- Community

The use of a calendar to keep track of behaviors you want to eliminate is an example of which strategy? (*Making SMART Money Choices*)

- Pairing
- Start Small
- Community
- Monitoring**
- All of the above

None of the above



## Fundamentals of Responsible Leadership for Entrepreneurs

Lessons:

- *Basic Principles of Ethical Business Leadership*
- *Framework for Ethical Team Building*
- *Avoiding Pitfalls and Managing Your Business Ethically*

One of the two standard theories of ethics is the shareholder theory. The shareholder theory says that a manager's primary duty is to maximize \_\_\_\_\_ returns. (*Basic Principles of Ethical Business Leadership*)

- client
- partner
- government
- shareholder**
- customer
- all of the above
- none of the above

The stakeholder theory of ethics says that a manager's primary duty is to maximize the returns of \_\_\_\_\_. (*Basic Principles of Ethical Business Leadership*)

- employees
- suppliers
- customers
- partners
- communities
- all of the above**
- none of the above

A code of conduct outlines the values and behaviors that apply only to how a company's senior management behaves. (*Basic Principles of Ethical Business Leadership*)

- True
- False**

Entrepreneurs should be able to recover from broken promises if they have a history of ethical leadership and follow a code of conduct. (*Basic Principles of Ethical Business Leadership*)

- True**
- False

In "The Business Ethics Field Guide," one of the eight steps to survive ethical dilemmas says, "Determine the circumstances that require some moral intensity, and articulate the values you want your decision to honor, and note how those values may compete." Which step does this refer to? (*Basic Principles of Ethical Business Leadership*)

- Identify the important fact.
- Assess any new potential solutions.
- Identify the ethical issue.**
- Assess solutions using ethical perspectives.
- Assess your actions and the outcomes.

Knowingly holding attitudes and beliefs about a person, group, or things, including showing preference and nepotism, is \_\_\_\_\_ bias. (*Framework for Ethical Team Building*)

- unconscious
- personal
- manager
- hiring
- conscious**

\_\_\_\_\_ is prejudice or favor toward a person, group, or things and manifests through three typical behaviors: microaggressions, micro-inequities, and triggers. (*Framework for Ethical Team Building*)

- Discrimination
- Unconscious bias**
- Nepotism
- Bigotry
- Conscious bias

This type of behavior is exemplified by specific phrases or word choices that degrade, divide, or judge a person, group, or thing. (*Framework for Ethical Team Building*)

- Micro-inequities**
- Discrimination
- Microaggressions
- Triggers
- Unconscious bias

Managers should wait to address bias, especially unconscious bias, until after they see it in the workplace through triggers. (*Framework for Ethical Team Building*)

- True
- False**

Which of these is *not* one of the twelve Netter Principles designed to aid in working toward a more inclusive work environment? (*Framework for Ethical Team Building*)

- Shared accountability and responsibility
- A demonstrated commitment to diversity
- 360° communication and information sharing
- Promotion system based on employee competition**
- Collaborative conflict resolution processes

Effective risk management involves promoting \_\_\_\_\_ leadership and \_\_\_\_\_ decision making. (*Avoiding Pitfalls and Managing Your Business Ethically*)

- honorable; ethical
- ethical; values-based**
- strong; values-based
- ethical; entrepreneurial
- proven; financially based

Value systems and values-based decisions should be based on the principles of: (*Avoiding Pitfalls and Managing Your Business Ethically*)

- Fair play
- Respecting the rule of law
- Human rights
- Social responsibility
- All of the above**
- None of the above

It is not necessary for employees of a company to understand the company's values system as long as managers can articulate them clearly and repeatedly when asked. (*Avoiding Pitfalls and Managing Your Business Ethically*)

- True
- False**

There are responsible business practices that go hand-in-hand with ethical leadership. They include complying with business laws and regulations, avoiding corrupt practices, maintaining professional and transparent accounting systems, screening staff and potential partners to ensure they behave in an ethical manner, adhering to fair labor standards, and avoiding human trafficking. Which of these is also a responsible business practice? (*Avoiding Pitfalls and Managing Your Business Ethically*)

- Creating a relaxing work environment
- Providing health facilities for employees
- Hiring friends and family for key positions
- Embracing diversity and inclusion**
- All of the above
- None of the above

## Fundamentals of Starting and Running a Business

Lessons:

- *Developing a Business Model*
- *Creating a Business Plan*
- *Identifying Your Markets*
- *Pitching Your Business Ideas for Investment*

A business model should not include: (*Developing a Business Model*)

- A description of your customers
- A detailed forecast**
- The problem you are solving
- How much it will cost to provide the solution

A scalable business model is one that becomes less profitable as it grows. True or false? (*Developing a Business Model*)

- True
- False**

A great pitch should include: (*Developing a Business Model*)

- Characters
- Challenges
- Solutions
- All of the above**
- None of the above

A solid business plan will help an entrepreneur: (*Creating a Business Plan*)

- Secure capital
- Attract team members
- Identify problems and solutions
- All of the above**
- None of the above

A business plan should explain your idea, its market potential and risks associated with your venture and how you intend to reduce them. True or false? (*Creating a Business Plan*)

- True**
- False

A business plan should always begin with the number of employees you intend to hire. True or false? (*Creating a Business Plan*)

- True
- False**

What is the single necessary and sufficient condition for a business? (*Identifying Your Markets*)

- Investors
- Paying customers**
- Employees

- A business plan
- All of the above
- None of the above

Market segmentation involves researching and identifying a product or service that will appeal to a potential group of paying customers. When researching potential customers for your idea, you will need to know: (*Identifying Your Markets*)

- How many there are
- Their geographic location
- How much they will spend
- All of the above**
- None of the above

When performing market research for your idea, you should only ask the opinions of your friends and family. True or false? (*Identifying Your Markets*)

- True
- False**

When choosing a business partner, you should look for someone who brings a different skill set to the business than your own. True or false? (*Pitching Your Business Ideas for Investment*)

- True**
- False

A good pitch will include why a business is worth investing in and why the target customer is willing to pay for the product or service. True or false? (*Pitching Your Business Ideas for Investment*)

- True**
- False

The objective of a pitch is to get an investor to: (*Pitching Your Business Ideas for Investment*)

- Write an article about your idea
- Offer you a job
- Commit capital to the business**
- Steal your idea
- All of the above
- None of the above

After delivering a pitch to an investor you should never follow up. True or False? (*Pitching Your Business Ideas for Investment*)

- True
- False**

## Fundraising Concepts

Lessons:

- *Creating a Strategic Fundraising Plan*
- *The Components of a Fundraising Plan*
- *Marketing and Communication Strategies for Fundraising*
- *Fundraising for Non-Profit Organizations*
- *Fundraising for For-Profit Organizations*

When starting a business, new entrepreneurs are more likely to receive initial funding from which one of the following sources?

- Donors
- Corporations
- Foundations
- Family and Friends**

A strategic fundraising plan should include:

- An executive summary, an organizational structure, your certificates of achievement, and a SWOT analysis.
- An executive summary, an organizational structure, strategic objectives on a timeline, a timeline and budget, and a marketing and communications plan.**
- A SWOT analysis, strategic objectives on a timeline, a budget, and a marketing and communications plan.

Having a manageable debt-to-equity ratio means your cash flow must show that you are able to cover your debt, pay for capital and operational expenses and have funds left over to provide a return to an investor. This requirement is common for which type of investor?

- Non-profit funders
- Charitable organizations
- For-profit funders**
- Chamber of Commerce

Public bodies and charitable organizations are obligated to earn a return on an investment and enhance their reputation and brand.

- True
- False**

Mary wants to develop a program to provide free healthcare screenings for women and girls in her community. She will need to buy the equipment, provide transportation for herself and her team, and pay the doctors and nurses who will perform the work. Mary needs to find funding for this project. Mary should target what type of funder and why?

- For-profit funding because she has a good or service to sell.
- Non-profit funding because she is performing a community service that will benefit those in her community.**
- Both for-profit and non-profit funders.

Mary has developed a strategic plan to raise the funding she needs for her healthcare screening project. She has created a list of possible funders for her project. Which of these funders is *least* likely to fund Mary's project?

- The national government
- The Bill and Melinda Gates Foundation
- The Pan African Farmers Association**
- The Clinton Foundation - Clinton Health Access Initiative
- None of the above
- All of the above

A good source of information on developing a fundraising strategy is to look at what organizations have funded in the past and what techniques successful fundraisers are using.

- True**
- False

A list of your capital and operating expenses, fixed and variable costs, assets and liabilities should be included in what part of your fundraising plan?

- Marketing and communications
- Executive summary
- Organizational structure
- Strategic Objectives
- Budget**
- All of the above
- None of the above

Marketing includes creating your branding and corporate identity, a clear and concise web site, an active and relevant social media presence and well-designed, informative marketing materials. How you intend to market your service is a key component of which document?

- Executive Summary
- Fundraising Plan**
- Tax Filings
- Organizational Structure
- All of the above
- None of the above

John has an idea for a new product that he believes will make a lot of money but he will need startup capital. Unfortunately, he cannot finance the development of the product himself and his family and friends don't have money to lend. John has developed his fundraising plan in consultation with colleagues and friends who are knowledgeable in accounting, the law, marketing, fundraising, and production and distribution. Which of these fundraising options should John pursue?

- Crowdsourcing
- Joint Ventures
- Bank Loan
- Angel Investors
- Micro-credit lenders
- Incubators
- None of the above

- All of the above**

John has created an expert team of individuals to help him develop his idea and create his strategic fundraising plan. Now that the plan is complete, John doesn't need his team to help him find potential investors.

- True
- False**

Keeping investors and donors informed on the financial and operational aspects of your work by providing regular reports and complying with the requirements donors or investors helps build:

- Personality
- Favoritism
- Trust**
- Doubt
- Apathy
- All of the above
- None of the above

## The Legal Barriers to Women's Rights and Opportunities

Lessons:

- *Barriers to Economic Opportunities*
- *Barriers to Marital and Property Rights and Protection from Violence*
- *Barriers to Pay, Access and Benefits*

Globally, more than \_\_\_\_\_ women– practically all women of working age – do not have access to equal economic opportunities as men. (*Barriers to Economic Opportunities*)

- 2 billion**
- 1 billion
- 4 billion
- 3 billion

In \_\_\_\_ economies, laws restrict women's full economic participation and in \_\_\_\_ economies, equal pay for equal work is not guaranteed. (*Barriers to Economic Opportunities*)

- 77.1; 65
- 176; 65
- 34; 10
- 176; 93**

In 2022, this region accounts for more than half of all positive reforms toward gender equality. (*Barriers to Economic Opportunities*)

- East Asia and Pacific
- Latin America and the Caribbean
- Sub-Saharan Africa**
- Middle East and North Africa
- South Asia
- Europe and Central Asia

Despite progress in many countries, on average, women have only 77.1 out of 100 legal rights compared to men worldwide. (*Barriers to Economic Opportunities*)

- True**
- False

In \_\_\_\_ economies, women are restricted from working in jobs in certain industries, which impacts their earnings potential. (*Barriers to Economic Opportunities*)

- 45
- 35
- 65**
- 25

Greater legal equality is not associated with a larger supply of female labor, a smaller gender wage gap, higher levels of female entrepreneurship, and a greater number of women in managerial positions. (*Barriers to Marital and Property Rights and Protection from Violence*)

- True
- False**

Access to property can both increase women's financial security and provide women with the necessary collateral to start businesses. (*Barriers to Marital and Property Rights and Protection from Violence*)

- True
- False

In \_\_\_\_ economies male and female surviving spouses do not have equal rights to inherit assets. (*Barriers to Marital and Property Rights and Protection from Violence*)

- 18
- 43
- 28
- 41

Different rights in marriage can affect women's ability to negotiate within the home and impact women's financial security in the event of divorce and the right to remarry, hindering their economic participation. (*Barriers to Marital and Property Rights and Protection from Violence*)

- True
- False

Specific laws on this issue are proven to provide a safer environment for women and are correlated with fewer cases. (*Barriers to Marital and Property Rights and Protection from Violence*)

- Political participation
- Domestic violence
- Poverty eradication
- Economic empowerment

The adoption of laws that promote gender equality in the workplace is correlated with better labor market outcomes and enhanced human capital. (*Barriers to Pay, Access, and Benefits*)

- True
- False

Because of \_\_\_\_\_, women tend to work more in the industries where more women work and therefore pay there is lower than in predominantly male industries. (*Barriers to Pay, Access, and Benefits*)

- marital laws
- gender segregation
- employers
- civil society
- All of the above

In \_\_\_\_ economies, a woman cannot work in hazardous jobs, and in \_\_\_\_ economies she cannot work in the same industries as a man. Restrictions such as these make it harder for women to gain employment in many, often high-paying jobs. (*Barriers to Pay, Access, and Benefits*)

- 29; 75
- 82; 22
- 117; 85
- 49; 65

Sexual violence only impacts employees negatively and does not translate into significant costs to businesses. (*Barriers to Pay, Access, and Benefits*)

- True
- False**

## Management Strategies for People and Resources

Lessons:

- *Leading People and Change*
- *Creating and Managing a Team*
- *Managing Situations*

To be a leader you must: (*Leading People and Change*)

- Be a CEO
- Be the president of a nation
- Be a champion of change
- Seek to make the world better**

Leaders: (*Leading People and Change*)

- Always find themselves in complex situations
- Must learn to work in situations of constant change
- Always face problems that have never been solved before
- All of the above**
- None of the above

You can improve your leadership skills by: (*Leading People and Change*)

- Finding others to mentor you
- Finding someone to mentor
- Understanding your strengths
- Understanding your weaknesses
- All of the above**
- None of the above

Several recommendations for recruiting potential team members were included in the video. Which of these items was not one of them? (*Creating and Managing a Team*)

- Advertise via newspapers, radio or social media
- Ask a person you trust if they know someone who meets your criteria
- Don't require applicants to submit resumes**
- Explore relationships with educational institutions
- Contact former colleagues

When selecting your team members, you should use a detailed interview process that allows you to assess your potential team member's: (*Creating and Managing a Team*)

- Knowledge
- Attitude
- Skills
- Competencies
- All of the above**
- None of the above

When selecting individuals to join your organization or project, it does not matter if they get along with the other team members as long as they have the required skills and qualifications. True or false?

*(Creating and Managing a Team)*

- True
- False**

When developing a collaborative and productive work environment for a high-functioning team, a leader must: *(Creating and Managing a Team)*

- Establish clear individual and team performance goals
- Be clear about expectations for conflict resolution and feedback
- Give team members responsibility
- Encourage professional development
- Lead by example
- All of the above**
- None of the above

Leadership is about: *(Managing Situations)*

- Change
- A vision for the future
- Bringing people together to create change
- All of the above**
- None of the above

Which of these is not a skill of management? *(Managing Situations)*

- Planning
- Influencing
- Inspiring**
- Deciding

Leadership and management are the same thing. True or false? *(Managing Situations)*

- True
- False**

## The Resilient Entrepreneur: Planning, Adapting And Persevering

Lessons included on this quiz:

- *Planning for Resilience*
- *Adapting for Sustainability*
- *Persevering Through Challenges*

Operating your business in a(n) \_\_\_\_\_ or \_\_\_\_\_ manner could result in very negative consequences to your reputation and relationship with your customers. (*Planning for Resilience*)

- criminal; dishonest
- unethical; dishonorable**
- dishonorable; fearful
- caring; helpful

When building your professional network, you should only seek those who are at or below your level of experience. True or false? (*Planning for Resilience*)

- True
- False**

Future-proofing your business means anticipating challenges and developing methods of minimizing the effects of potential crises on your business. True or false? (*Planning for Resilience*)

- True**
- False

It is best to investigate options for financial relief or emergency funding \_\_\_\_\_ a crisis or natural disaster. (*Planning for Resilience*)

- before**
- during
- after
- All of the above

This syndrome is the belief that your achievements are based on luck and you'll be exposed as a fraud. (*Adapting for Sustainability*)

- Scarcity
- Anxiety
- Pretender
- Deceiver
- Imposter**

The more of this that you can bring to the market, the more indispensable you become to the market. (*Adapting for Sustainability*)

- Profitability
- Value**
- Services
- Customers
- All of the above
- None of the above

This is the belief that resources are limited and thus so are your opportunities. (*Adapting for Sustainability*)

- Abundance
- Regret
- Scarcity**
- Deficiency
- Paucity

Reading these can teach you a lot about the challenges other businesses face and how to adapt your business accordingly. (*Adapting for Sustainability*)

- Stock reports
- Newspapers
- Business plans
- Customer reviews**
- Financial reports
- All of the above

Persevering through crises or downturns requires entrepreneurs to limit their efforts to either selling to consumers or other businesses, but not both. True or false? (*Persevering Through Challenges*)

- True
- False**

Detailed standard operating procedures and emergency response plans are crucial for your business to continue operating in the event of a crisis. True or false? (*Persevering Through Challenges*)

- True**
- False

Holding these types of drills ensures that everyone in your organization knows their role in the event of a crisis or emergency. (*Persevering Through Challenges*)

- Fire
- Safety
- Accountability**
- Computer
- All of the above

In the immediate aftermath of a natural disaster, it is important to have some or all of these items available to you and your employees. (*Persevering Through Challenges*)

- Bottled water
- Batteries
- Radio
- First aid kit
- All of the above**

## Responsible Leadership on Transparency & Good Governance

Lessons:

- *Why Transparency and Good Governance Matter*
- *Institutionalizing Transparency and Good Governance*
- *It Starts With You - Promoting Transparency and Good Governance*

Transparency is characterized by what two key principles? (*Why Transparency and Good Governance Matter*)

- Restricted public access to information and a regulated media
- Oversight by international organizations and citizen participation in government
- Timely public access to information and the ability to hold government accountable**
- All of the above
- None of the above

Good governance respects the \_\_\_\_\_ and recognizes that public office is a trust to be exercised in the \_\_\_\_\_ and not for personal or political gain. (*Why Transparency and Good Governance Matter*)

- rights of citizens; government interest
- rule of law; public interest**
- president; ruling party's favor
- constitution; citizen's interest

Transparency and good governance are agreed-upon global norms, applicable only to the government officials working in the public sector. True or false? (*Why Transparency and Good Governance Matter*)

- True
- False**

Bribery is defined as offering or conveying payments or any other undue advantage to public officials in exchange for action or inaction. Which of these things can paying or receiving bribes contribute to? (*Why Transparency and Good Governance Matter*)

(*Why Transparency and Good Governance Matter*)

- Tainted food and medicine
- Trafficking
- Substandard infrastructure or building construction
- Poverty
- Political instability
- All of the above**
- None of the above

Both the Organisation for Economic Co-operation and Development's Convention on Bribery of Foreign Public Officials and the United Nations Convention Against Corruption (UNCAC) make it a criminal offense to intentionally offer or pay bribes to foreign public officials. True or false? (*Why Transparency and Good Governance Matter*)

- True**
- False

Which of these is not one of the five frameworks necessary for good governance? (*Institutionalizing Transparency and Good Governance*)

- Governmental oversight
- Freedom of the press
- Anti-corruption laws
- Presidential orders**
- Transparency

One of the most direct ways citizens can determine their government's priorities is through their government's \_\_\_\_\_. (*Institutionalizing Transparency and Good Governance*)

- ethics violations
- website
- budget**
- conflicts of interest
- All of the above
- None of the above

In order for anti-corruption laws to be effective, they must include strong penalties to punish corrupt behavior and deter others from engaging in the same misconduct. True or false? (*Institutionalizing Transparency and Good Governance*)

- True**
- False

Whistleblower protections must include protection of \_\_\_\_\_, protection against \_\_\_\_\_, and \_\_\_\_\_ from disciplinary proceedings and liability under the law. (*Institutionalizing Transparency and Good Governance*)

- assets; seizure; gratification
- identity; retribution; immunity**
- families; civil rights; immunity
- retribution; unemployment; harassment
- identity; government; immunity

Good governance requires a free and open press with access to government officials and documents. Journalists, though, must not report negatively on their governments or they should be censored, persecuted, and subjected to restrictive libel laws. True or false? (*Institutionalizing Transparency and Good Governance*)

- True
- False**

Transparency is a critical component of good governance for which of the following key reasons? (*It Starts With You — Promoting Transparency and Good Governance*)

- Allows citizens to hold their leaders accountable
- Keeps officials from acting in ways that go against the public good
- If citizens know what their government is doing, they can engage in collective action
- All of the above**
- None of the above

Building domestic political coalitions and organizing grass-roots efforts that have the support of a broad and diverse group of citizens can help to stop corrupt practices. True or false? (*It Starts With You — Promoting Transparency and Good Governance*)

- True
- False

Avoiding individuals and companies that are engaging in corrupt practices is the best way to ensure an end to corrupt practices. True or false? (*It Starts With You — Promoting Transparency and Good Governance*)

- True
- False

Question - The passage of these types of laws in many countries applies to both government officials and multinational corporations. How these laws are used in foreign jurisdictions can be used to affect transparency in your home country. (*It Starts With You — Promoting Transparency and Good Governance*)

- ethics; civil rights
- press freedom; secrecy
- financial disclosure; ethics
- freedom of information; anti-corruption laws**
- anti-nepotism; bribery

Developing \_\_\_\_\_ for your company or association helps ensure that all employees and members are aware of what is prohibited activity that contributes to a lack of transparency and good governance. (*It Starts With You — Promoting Transparency and Good Governance*)

- a hiring plan
- a training program
- a whistleblower website
- a code of conduct**
- All of the above
- None of the above

## Servant Leadership – The Deciding Difference

Lessons:

- *What is Servant Leadership?*
- *Five Key Styles of Leadership*
- *Ten Principles of Servant Leadership*
- *Advantages of Servant Leadership*
- *Putting Servant Leadership Into Action*

Which of these is **not** a characteristic of servant leadership?

- Placing the good of those led over the self-interest of the leader
- Promoting the value and development of people
- Promoting the building of community
- Achieving great individual power**
- Practicing authenticity
- All of the above
- None of the above

Leadership occurs when one group member modifies the motivation or competencies of others in the group.

- True**
- False

Under servant leadership, the leader must always be the head of a group.

- True
- False**

Mary leads a team of nurses at a health care clinic. She allows each nurse to create their own work schedule and tasks. They can start their work day at whatever time they like as long as they work 8 hours in a day. And they can determine their own deadlines for completing their work. What kind of leader is Mary?

- Transformational
- Participative
- Authoritarian
- Laissez-Faire**
- Servant Leader

James is a manager at a large soybean farm. He writes down the time each worker arrives at the farm. He tells each farm worker what work they will be doing that day. He determines how much each worker must pick and when their work will be finished for the day. What kind of leader is James?

- Transformational
- Participative
- Authoritarian**
- Laissez-Faire
- Servant Leader

Olivia is the manager at a tech startup. She has a small team to lead and often gives everyone a chance to provide feedback on the company's goals and objectives. Olivia holds daily meetings with the team and challenges them to speak frankly and openly about the company. Olivia believes that it is her job to motivate and develop her staff and to give them opportunities to develop their skills. What kind of leader is Olivia?

- Transformational
- Participative
- Authoritarian
- Laissez-Faire
- Servant Leader**

According to Robert Greenleaf, an effective servant leader is conscious of whether those being served grow as persons, are becoming healthier, wiser, freer, more autonomous and more likely to become servants.

- True**
- False

According to Greenleaf, the servant-leader that can conceive solutions to problems that do not currently exist is exhibiting what principle of servant leadership?

- Awareness
- Consensus
- Conceptualization**
- Foresight
- Empathy
- None of the above
- All of the above

Leaders who are concerned for individuals within the organization, the organization as a whole and about the organization's impact on and relationship with all of society are exhibiting what principle of servant leadership?

- Listening
- Commitment to growth
- Empathy
- Stewardship**
- Consensus
- All of the above
- None of the above

If a servant leader is unhappy with how their team is performing, the leader should not be concerned with their own management skills because the employees will trust that the leader is right.

- True
- False**

Becoming a servant leader in an organization means:

- Establishing a warm and welcome work environment
- Encouraging people around you to offer their opinions, ideas and insights
- Understanding where individuals can best serve the organization
- Communicating clearly and avoiding confusion about roles and responsibilities
- Being aware of what you bring to an organization and not being afraid to change the leadership paradigm
- All of the above**
- None of the above

## Smart Entrepreneurship: Next Steps in Expanding Your Enterprise

### Lessons:

- *Growing and Thriving as an Entrepreneur*
- *Managing Your Products and Services Along the Value Chain*
- *Marketing Your Business*

Legitimizing your business means you are beginning to sell through informal channels, vending in temporary spaces and selling online. True or false? (*Growing and Thriving as an Entrepreneur*)

- True  
 **False**

Procurement policies and business-friendly laws can really help expand local business growth and have a positive impact on the local economy. Which of these statements best fits with this perspective? (*Growing and Thriving as an Entrepreneur*)

- Programs and policies are nearly the same in every region of a country.  
 **Programs and policies will likely be different depending on where you live.**  
 Programs and policies will likely be more of a hindrance than a help.  
 Programs and policies take away from your business potential.

Which of these is not a smart source of additional capital to pursue? (*Growing and Thriving as an Entrepreneur*)

- Taking out small business loans to expand production capabilities  
 **Seeking large investment funding and offering a 45% stake in the company**  
 A crowdfunding page with strong support in your niche community  
 Loans from family members with signed agreements of repayment schedules

Entrepreneurs are always aiming for success in their business ventures, but the market path is often full of roadblocks and obstacles. Should the concept of failure and learning from these mishaps be included as a part of your business growth strategy? (*Growing and Thriving as an Entrepreneur*)

- Yes**  
 No

Will dedicating yourself to routinely conducting stakeholder engagement make your business more likely or less likely to receive support in times of challenge and crisis? (*Growing and Thriving as an Entrepreneur*)

- Less likely  
 **More likely**

Growing, transporting, distributing and selling apples would be an example of a supply chain. While growing, transporting, processing, distributing and selling applesauce would be an example of a value chain. True or false? (*Managing Your Products and Services Along the Value Chain*)

- True**  
 False

Which of the following does the value chain not do for a business? (*Managing Your Products and Services Along the Value Chain*)

- Gives the ability to create value exceeding the cost of providing the good or service.
- Allows the company an opportunity to have a competitive advantage over others.
- Provides the chance to enhance business activities that increase its value.**
- Ultimately determines the value of a product or service at points along the chain.

Improving the efficiency of your supply chain will automatically lead to improvements in your service levels and is more important than keeping up with customer demand. True or false? (*Managing Your Products and Services Along the Value Chain*)

- True
- False**

Knowing how best to price your product will be based on: (*Managing Your Products and Services Along the Value Chain*)

- Mass-produced sales
- Customers from your target audience**
- A niche market of rich customers
- All of the above
- None of the above

If you are selling video chat online tutoring services, which type of marketing strategy would be best to reach your target customers? (*Marketing Your Business*)

- Social Marketing
- Content Marketing
- Digital Marketing**
- Direct Mail Marketing

You should commit to all available social media platforms to have a successful social media marketing campaign. (*Marketing Your Business*)

- Yes, commit to all in hopes of reaching a wide base of consumers interested in your product/service.
- No, find out who your target client is and research which platform is used most by that demographic.**

\_\_\_\_\_ marketing educates and influences customers to behave differently while \_\_\_\_\_ marketing uses storytelling to create brand loyalty in customers. (*Marketing Your Business*)

- Digital; content
- Social; strategic
- Social; content**
- Direct; social

Which of the following is not a good marketing practice as you promote your business? (*Marketing Your Business*)

- Utilizing SMS or texting as a direct line to your customers via their mobile phones.
- Creating micro-video segments to spread and share across social media platforms.
- Paying attention to the data that online marketing provides to help you get a clear picture of the impact your campaign is making.
- Prioritizing compelling pictures more than spelling, language and tone.**

Your content should not only be focused on selling. It should be seen as informational and entertaining to your customers as well. True or false? (*Marketing Your Business*)

- True**
- False





## Strategies for Personal Growth and Development

Lessons:

- *Developing a Personal Code of Ethics*
- *Networking to Get Ahead*
- *The Art of Public Speaking*

Developing a code of ethics: (*Developing a Personal Code of Ethics*)

- Helps leaders navigate difficult decisions
- Builds confidence that the leader is making the best decisions
- Instills trust that the leader's actions are fair
- All of the above**

People can rely on which of the following to develop a code of ethics: (*Developing a Personal Code of Ethics*)

- Religion
- Family
- Other leaders
- All of the above**
- None of the above

Which of the following is not a question for your code of ethics? (*Developing a Personal Code of Ethics*)

- Am I breaking the law?
- Will others see this action as fair?
- Am I making any money?**
- How would I feel about myself?

Networking is the practice of intentionally seeking out people who will: (*Networking to Get Ahead*)

- Inspire
- Motivate
- Challenge
- Provide honest feedback
- All of the above**
- None of the above

A good networking approach is to only reach out to people within your specific business or industry. True or false? (*Networking to Get Ahead*)

- True
- False**

Which of the following is not considered a necessary networking skill? (*Networking to Get Ahead*)

- Be a good listener
- Be respectful
- Be late for meetings**
- Be proactive
- All of the above
- None of the above

Maintaining your network involves sending occasional updates about yourself and asking about your contacts' needs, reaching out to them in advance of a job search and sending them your resume and the job description, and following up with a thank-you note if they help you in any way. True or false?

*(Networking to Get Ahead)*

- True**
- False

Public speaking is a \_\_\_\_\_, not a talent: *(The Art of Public Speaking)*

- Tool
- Resource
- Skill**
- Fear

The two elements of public speaking are: *(The Art of Public Speaking)*

- Appearance and Style
- Content and Delivery**
- Clothes and Hair
- Practice and Performance

A speech should have a goal or purpose and a clear call to action. True or false? *(The Art of Public Speaking)*

- True**
- False

Preparing a speech at the last minute will make the speaker feel more confident and will reduce the fear of speaking in public. True or false? *(The Art of Public Speaking)*

- True
- False**

## Strengthening Public Sector Service

Lessons:

- *Establishing Professional Ethics*
- *Becoming an Effective Public Servant*
- *Communicating with the Public*

Equal application of laws by elected leaders and public officials, no matter an individual's position in society, is essential in building trust with the public. True or false? (*Establishing Professional Ethics*)

- True**  
 False

Transparency for public officials is the act of ensuring that everything you do in private can withstand public scrutiny. True or false? (*Establishing Professional Ethics*)

- True**  
 False

When making the best possible decisions for a community, elected leaders and public officials should only consider how it will affect their family and friends. True or false? (*Establishing Professional Ethics*)

- True  
 **False**

When determining how best to serve the public, it is important for elected leaders to: (*Becoming an Effective Public Servant*)

- Seek out the elders and leaders in the community  
 Ask the opinions of government staff  
 Consult with nonprofits and civic associations  
 **All of the above**  
 None of the above

Elected officials must vote for what is right and for the common good and long-term interests of citizens and generations to come. True or false? (*Becoming an Effective Public Servant*)

- True**  
 False

Debate is a sign of a strong: (*Becoming an Effective Public Servant*)

- Opinion  
 Voice  
 **Democracy**  
 All of the above  
 None of the above

Some of the ways that an elected official can ensure that the public is aware of the actions of the government include: (*Communicating with the Public*)

- Giving press interviews
- Writing columns for the media
- Sending emails to constituents
- Meeting with constituents regularly in a public place
- Having a social media presence
- All of the above**
- None of the above

Communication between elected leaders and the people they are meant to serve should be: (*Communicating with the Public*)

- Constructive
- Helpful
- Proactive
- All of the above**
- None of the above

Being accessible and approachable are not important aspects of public service. True or false? (*Communicating with the Public*)

- True
- False**

Elected officials can be accessible to the public by having publicly available contact information like phone numbers and email addresses as well as attending public events. True or false? (*Communicating with the Public*)

- True**
- False

## Understanding and Countering Disinformation

Lessons included in this quiz:

- *Disinformation — With Intent to Harm*
- *The Disinformers*
- *Countering Disinformation*

Disinformation is bad and manipulative information that is concerned with malign intent and gaining power. True or false? (*Disinformation — With Intent to Harm*)

- True
- False

Most people who consume information are able to do so without being influenced by their own biases and beliefs. True or false? (*Disinformation — With Intent to Harm*)

- True
- False

Disinformation can be a tool of \_\_\_\_\_ . (*Disinformation — With Intent to Harm*)

- authoritarian regimes
- political movements
- violent extremist organizations
- special interest groups
- All of the above

\_\_\_\_\_ is when we are drawn to information that makes us feel validated in our beliefs. (*Disinformation — With Intent to Harm*)

- Repetition bias
- Confirmation bias
- Xenophobia
- Community

The tendency to believe information because it sounds familiar to us is called \_\_\_\_\_ . (*Disinformation — With Intent to Harm*)

- affirmation
- confirmation bias
- repetition bias
- knowledge

The goal of a disinformers is to convince people to believe a certain thing that is wholly or partially untrue. True or false? (*The Disinformers*)

- True
- False

Bad actors only spread disinformation online. True or false? (*The Disinformers*)

- True
- False

Bad actors spreading disinformation exploit our emotions and promote divisive topics to create \_\_\_\_\_ . (*The Disinformers*)

- anxiety
- anger
- frustration
- confusion
- All of the above

Disinformation has \_\_\_\_\_ effects on communities. (*The Disinformers*)

- positive
- benign
- harmless
- destructive
- beneficial

Those spreading disinformation use this technology to create videos known as “deep fakes” that misrepresent what someone is actually saying. (*Countering Disinformation*)

- Social media
- Artificial intelligence
- Bots
- Software

Bad actors spread inflammatory disinformation across multiple platforms and hundreds of accounts to “flood the zone” in order to convince people something is true because the same information is seen everywhere. True or false? (*Countering Disinformation*)

- True
- False

When countering disinformation, it is best to mention the rumor or disinformation in your social media feeds and leave comments online criticizing the disinformation. True or false? (*Countering Disinformation*)

- True
- False

Which of these is not a recommended action for countering disinformation? (*Countering Disinformation*)

- Be skeptical of what you read and watch.
- Double-check a story with credible news outlets.
- Check for bots.
- Wait for conflicts and disinformation to spread before debunking.

## Understanding Climate Change

Lessons:

- *The Basics: The Science of Climate Change*
- *The Impacts: How Climate Change Affects Africa*
- *The Solutions: Taking Action to Reduce Climate Change*

The annual rainy and dry seasons in a region are typically attributed to what phenomenon? (*The Basics: The Science of Climate Change*)

- Climate change
- Emissions
- Weather**
- Pollutants
- All of the above
- None of the above

Decreases in rainfall and increases in temperatures leading to drought that continues and worsens over the course of many years is attributable to what phenomenon? (*The Basics: The Science of Climate Change*)

- Greenhouse gases
- Weather
- Climate change**
- Aerosol sprays
- All of the above
- None of the above

Greenhouse gases refers to the many chemical compounds found in the Earth's atmosphere that absorb sunlight and trap its heat. Greenhouse gas emissions come exclusively from human-made products. True or False? (*The Basics: The Science of Climate Change*)

- True
- False**

Human activity over the last 100 years has added billions of tons of heat-trapping greenhouse gases to the atmosphere. Which of these activities or products that contributes to climate change is **not** caused by humans releasing unnatural amounts of greenhouse gases into the atmosphere? (*The Basics: The Science of Climate Change*)

- Burning coal, oil, or gas
- Paint fumes
- Hair sprays
- Solar flares**
- All of the above
- None of the above

Burning trees and fossil fuels releases carbon dioxide stored for millions of years into the atmosphere, contributing to an increase in greenhouse gas emissions and the warming of the planet. True or False? (*The Basics: The Science of Climate Change*)

- True
- False

An estimated \_\_\_\_% of Africa's agriculture is dependent primarily on \_\_\_\_\_. (*The Impacts: How Climate Change Affects Africa*)

- 33%; farming
- 100%; pesticides
- 50%; soil
- 95%; rainfall

Climate change can only result in decreased rainfall and drought. True or False? (*The Impacts: How Climate Change Affects Africa*)

- True
- False

Increased warming and rainfall due to the impact of climate change in Africa has led to increases in the spread of diseases such as: (*The Impacts: How Climate Change Affects Africa*)

- Malaria
- Dengue Fever
- Yellow Fever
- All of the above
- None of the above

Poor air quality associated with heat waves or the burning of fossil fuels can lead to breathing problems and respiratory illnesses. People most vulnerable to the impact of poor air quality are the urban poor, older adults, young children, traditional societies, and subsistence farmers. True or False? (*The Impacts: How Climate Change Affects Africa*)

- True
- False

Renewable energy is considered "clean" energy because it does not release carbon dioxide into the atmosphere. Which of these sources of energy is **not** considered renewable? (*The Solutions: Taking Action to Reduce Climate Change*)

- Wind
- Solar
- Hydro (Water)
- Coal
- All of the above
- None of the above

Using sunlight to generate a chemical reaction in cells made of silicon or other materials, resulting in the release of electricity is referred to as a \_\_\_\_\_ effect. These \_\_\_\_\_ cells can be packaged together to make solar panels to power homes and businesses. (*The Solutions: Taking Action to Reduce Climate Change*)

- Carbon
- Photovoltaic**
- Hydroelectric
- Photosynthetic
- Nuclear

Solar-thermal technology concentrates the sun's rays with mirrors to heat liquid and create steam. This steam can be used to power generators and create electricity. True or False? (*The Solutions: Taking Action to Reduce Climate Change*)

- True**
- False

The fastest-growing energy source in the world since 1990 is: (*The Solutions: Taking Action to Reduce Climate Change*)

- Solar
- Gasoline
- Wind**
- Hydro (Water)
- Firewood
- All of the above
- None of the above

Heat built up inside the earth is called \_\_\_\_\_ energy. At \_\_\_\_\_ power plants, wells are drilled one to three kilometers into the Earth to pump steam or hot water to the surface to make energy. (*The Solutions: Taking Action to Reduce Climate Change*)

- Hydroelectric
- Geothermal**
- Photovoltaic
- Turbine
- Solar

Deforestation and forest degradation contribute to climate change because carbon stored in trees and soil is released into the atmosphere as carbon monoxide and other dangerous greenhouse gases. (*The Solutions: Taking Action to Reduce Climate Change*)

- True**
- False

## Understanding Elections and Civic Responsibility

Lessons:

- *Getting the Most From Your Vote*
- *Grassroots Organizing for Civic Engagement*
- *Engaging with Candidates and Elected Officials*

Which of these statements is not one of the three rights that are true for all free and fair elections?  
(*Getting the Most From Your Vote*)

- The right to support or campaign on behalf of any candidate.
- The right to be paid for your vote.**
- The right to vote freely for any candidate or measure of your choosing.
- The right to have your vote kept confidential

After an election, elected officials should not be held accountable for campaign pledges made to attract support from voters. True or False? (*Getting the Most From Your Vote*)

- True
- False**

It is the responsibility of citizens in a democracy to be informed before voting. Some of the things a voter should do before voting include: (*Getting the Most From Your Vote*)

- Registering before the deadline
- Knowing the date of the election
- Knowing your assigned polling station and what documentation to bring
- Know the candidates and issues
- All of the above**
- None of the above

During a campaign, voters should ask candidates to make these before they agree to vote for them on election day? (*Getting the Most From Your Vote*)

- Prayers
- Threats
- Pledges**
- Bribes
- All of the above
- None of the above

When considering who to support in an election, voters should focus on: (*Getting the Most From Your Vote*)

- Ethnicity
- Gender
- Ideas for the future**
- Religion
- Political party
- All of the above
- None of the above



Buying and selling votes leads to reduced government accountability, decreases trust in politics, and increases corruption. True or False? (*Getting the Most From Your Vote*)

- True
- False

When ordinary citizens come together to build power to make change about an issue affecting their community or the world, this is called: (*Grassroots Organizing for Civic Engagement*)

- Collective bargaining
- Community meeting
- Grassroots organizing
- All of the above
- None of the above

Grassroots organization will include leaders and supporters. For a leader to be successful, they must be the ones who make all the decisions for the organization and carry out most tasks themselves. True or False? (*Grassroots Organizing for Civic Engagement*)

- True
- False

Throughout a grassroots organizing campaign it's important to find out who your most reliable supporters are and who will show up when you need them - also called testing capacity. Some of the ways to do this include: (*Grassroots Organizing for Civic Engagement*)

- Hold a rally for supporters
- Have supporters recruit friends and neighbors
- Have supporters host an event
- All of the above
- None of the above

Adam is the social media captain for a campaign to get funding for new school construction in his town. In order to convince the residents that they should support the campaign, he is creating a video for Facebook. Two things Adam should remember when creating videos for social media are that they should be less than \_\_\_\_\_ in length and evoke a/an \_\_\_\_\_ response. (*Grassroots Organizing for Civic Engagement*)

- 3 minutes; negative
- 5 minutes; positive
- 2 minutes; ambivalent
- 1 minute; emotional

When you reach the final phase of your campaign, it's not critical for your supporters to do anything more and you should not bother them with too many messages. True or false? (*Grassroots Organizing for Civic Engagement*)

- True
- False

Of the list below, which of these would be considered a specific commitment from a candidate seeking your support during an election: *(Engaging with Candidates and Elected Officials)*

- "Be there for you"
- "Bring jobs to the people"
- "Promise to build a community center this year"**
- "Be a good person"
- All of the above
- None of the above

When advocating for your cause, it is best to build a relationship with only one of the candidates running for election. True or False? *(Engaging with Candidates and Elected Officials)*

- True
- False**

In the lesson, there are 4 recommended steps to take before meeting with a candidate or elected official. Which of these is one of them? *(Engaging with Candidates and Elected Officials)*

- Buy a gift to bring
- Bring your party identification card
- Bring a copy of your resume/CV
- Find out who the specific officials are who will need to act and what you want them to do and by when**
- All of the above
- None of the above

Seeking out candidates or elected officials at public meetings is one way to try to get a meeting with them. True or False? *(Engaging with Candidates and Elected Officials)*

- True**
- False

Fatou has arranged for a meeting with one of the candidates for her neighborhood council on improving access to clean water and proper sanitation for her community. She has prepared for the meeting and is practicing what she will say with some of the members of her grassroots organization. She introduces herself, proposes a solution to the problem, asks the candidate to make a specific pledge to address the issue, and has a follow-up plan to continue the conversation. Which step did Fatou forget to include? *(Engaging with Candidates and Elected Officials)*

- Bringing a meal for the candidate
- Talking about how the problem affects the community using facts and figures**
- Offering the candidate a bribe for their support
- Bringing her YALI Network Online Courses certificates
- All of the above
- None of the above

If a candidate or elected official does not commit to addressing your issue at the first meeting, you should give up as the goal should be to solve everything in one conversation. True or False? *(Engaging with Candidates and Elected Officials)*

- True
- False**

## Understanding Human Rights

Lessons:

- *The Legal and Moral Obligations to Protect Human Rights*
- *Protecting Human Rights to Benefit All*
- *Ensuring the Human Rights of All*

Human rights are basic \_\_\_\_\_ and \_\_\_\_\_ to which all humans are entitled. Everyone is equally entitled to human rights without \_\_\_\_\_. (*The Legal and Moral Obligations to Protect Human Rights*)

- rights, freedom, violence
- services, rights, discrimination
- rights, freedoms, discrimination**
- biases, beliefs, citizenship

The movement to end \_\_\_\_\_ was the first international human rights campaign that truly embraced the idea that all human beings are created equal. (*The Legal and Moral Obligations to Protect Human Rights*)

- gender-based violence
- the trans-Atlantic slave trade**
- human trafficking
- LGBT discrimination
- apartheid

Basic principles of human rights were captured by U.S. President Franklin Delano Roosevelt in 1941 when he spoke of a world founded on four essential freedoms. Which of these is *not* one of the freedoms? (*The Legal and Moral Obligations to Protect Human Rights*)

- Freedom from want
- Freedom of speech
- Freedom from fear
- Freedom of happiness**
- Freedom of religion

With the adoption of this treaty, how a government treated its citizens became an international concern, and no longer a domestic issue that other states were precluded from interfering in. (*The Legal and Moral Obligations to Protect Human Rights*)

- International Covenant on Civil and Political Rights
- Universal Declaration of Human Rights**
- Convention on the Elimination of All Forms of Racial Discrimination
- French Declaration of the Rights of Man and of the Citizen
- All of the above
- None of the above

As parties to human rights treaties, states have the primary responsibility to protect human rights. They must ensure that legal frameworks, public policies and the authorities implementing them respect international human rights standards. (*The Legal and Moral Obligations to Protect Human Rights*)

- True**

- False

Which of these are ways that have been used to marginalize people all over the world? (*Protecting Human Rights to Benefit All*)

- Gender
- Race
- Social status
- Disability
- Economic status
- All of the above**
- None of the above

When every member of a society is given the same access to society and its benefits, this is called \_\_\_\_\_ . (*Protecting Human Rights to Benefit All*)

- Fairness
- Equality**
- Protection
- Equity
- Discrimination
- Anti-marginalization

Elevating marginalized groups through affirmative action or other special protections so that they have equal access to opportunities is called \_\_\_\_\_ . (*Protecting Human Rights to Benefit All*)

- Fairness
- Equality
- Protection
- Equity**
- Discrimination
- Anti-marginalization

This international rights treaty provides a framework for creating legislation and policies around the world that embrace the rights and dignity of all people with disabilities. (*Protecting Human Rights to Benefit All*)

- Universal Declaration of Human Rights
- African Charter on Human and Peoples' Rights
- Americans with Disabilities Act of 1990
- Convention on the Rights of Persons with Disabilities**
- International Covenant on Civil and Political Rights

There are three ways that human rights defenders and advocates can begin to position themselves to think rationally about human rights. They are: (*Ensuring the Human Rights of All*)

- Run for political office, pass legislation and allocate funding.
- Start a nongovernmental organization, draft a call-to-action to support marginalized groups, and review international treaties and suggest revisions.
- Stay up-to-date on current affairs using trusted sources, familiarize yourself with human rights covenants and treaties, and talk with marginalized people in your community to assess their needs.**

- All of the above
- None of the above

Human rights advocacy is based on the belief that all people are stakeholders in democracy and all members of a community must be included in guarding against human rights abuses. Thus, marginalized populations must be actively involved in efforts to protect their human rights. True or false? (*Ensuring the Human Rights of All*)

- True**
- False

Government and societies that violate human rights create instability that leads to serious consequences for individuals and communities. Which of the following is not one of the consequences outlined in the lesson? (*Ensuring the Human Rights of All*)

- Economic stagnation
- Peace**
- Security threats
- Institutional breakdowns

When you are confronting a human rights violator, whether on behalf of yourself or others, it is more effective to speak to them in a loud and rude manner in order to make them stop immediately. True or false? (*Ensuring the Human Rights of All*)

- True
- False**

One way to be a more effective human rights campaigner and advocate is to collaborate with governmental or nongovernmental organizations to maximize resources. This includes: (*Ensuring the Human Rights of All*)

- Finances
- Staff
- Outreach
- Data collection
- All of the above**
- None of the above

## Understanding Renewable Energy

Lessons:

- *The Energy of Tomorrow*
- *The Power System*
- *Energy and You*

In recent years the world has seen rapid growth in these types of renewable energy. (The Energy of Tomorrow)

- coal and wind
- solar and wind**
- fossil fuels
- oil and solar
- All of the above
- None of the above

While more than \_\_\_\_\_ of the world's population lives in sub-Saharan Africa, the region has less than \_\_\_\_\_ of the world's total power-generation capacity. (The Energy of Tomorrow)

- 25%, 10%
- 40%, 5%
- 13%, 3%**
- 15%, 12%
- 33%, 20%

\_\_\_\_\_ is the sum total of all power that can be produced by all of a country's power plants and power-generation facilities. (The Energy of Tomorrow)

- Installed generating capacity**
- Levelized cost of energy
- Smart grid technology
- Net metering
- Load

A single large wind turbine — which converts wind energy to electricity — can provide enough energy to power more than 1,000 homes. (The Energy of Tomorrow)

- True**
- False

In just the past six years, the cost of solar photovoltaic panels has dropped and the cost of wind turbines has fallen by \_\_\_\_\_. (The Energy of Tomorrow)

- 1%, one-half
- 25%, one-quarter
- 50%, one-half
- 80%, one-third**
- 99%, one-quarter

Grid parity is when the cost of renewable energy, such as solar and wind, rises above the current cost of electricity in a country. (The Energy of Tomorrow)



- True
- False**

Every power system is made up of which three main components? (The Power System)

- solar, wind, water
- weather stripping, hectare, precipitation
- collection, collaboration, conversion
- distribution, water, coal
- generation, transmission, distribution**

The energy being used by homes and businesses at any given time is collectively known as the “load,” which constantly changes. Every time you turn on a light switch, the load \_\_\_\_\_. (The Power System)

- decreases
- increases**
- stays the same

The period of minimum energy demand required to keep the city running is known as the \_\_\_\_\_ load and the period of highest demand is known as the \_\_\_\_\_ load. (The Power System)

- maximum, minimum
- base, peak**
- highest, lowest
- peak, ground
- small, big
- base, average

There are ways to incorporate renewables into the power system without upsetting the balance of the energy equation (variable supply and variable demand). The supply tools include: (The Power System)

- weather forecasting models
- distribution of generation facilities
- storage mechanisms
- All of the above**
- None of the above

The practice of generating electricity at the same location where it is used is called \_\_\_\_\_ generation. Many people find that they can cover a large portion of their own electricity needs this way and through the practice of \_\_\_\_\_ they can sell excess electricity they generate back to the grid. (Energy and You)

- distributed, net metering**
- renewable, load sharing
- hydroelectric, weather stripping
- transmission, leasing access
- smart, heat reflection

To help reduce your energy demand, \_\_\_\_\_ showers and \_\_\_\_\_ flow shower heads will save both water and electricity. (Energy and You)

- longer, maximum
- shorter, high
- hot, minimum
- shorter, low**
- cold, high

Which home appliance typically uses the largest amount of electricity?  
(Energy and You)

- phone charger
- radio
- hot water geyser**
- space heater
- clock
- None of the above
- All of the above

What types of globes can help reduce energy demand for lighting by 80%– 90%? (Energy and You)

- compact fluorescent lights (CFLs) and light-emitting diodes (LEDs)**
- incandescent
- halogen tubes
- All of the above
- None of the above

A lower electric bill for you means a lower fuel requirement for the utility company, resulting in reduced greenhouse gas emissions. (Energy and You)

- True**
- False

## Understanding the Rights of Women and Girls

Lessons:

- *Supporting a Girl's Right to Learn*
- *Paving the Way for Women Entrepreneurs*
- *Ending Violence Against Women and Girls*

When women and girls are educated: (*Supporting a Girl's Right to Learn*)

- Societies prosper
- Incomes are higher
- Children are healthier
- Countries see higher economic growth
- All of the above**
- None of the above

What two international treaties establish the education of girls as a human right? (*Supporting a Girl's Right to Learn*)

- Geneva Convention and Magna Carta
- Universal Declaration of Human Rights and Warsaw Convention
- U.N. Convention on the Rights of the Child and Universal Declaration of Human Rights**
- Geneva Convention and U.N. Convention on the Rights of the Child

It is estimated that worldwide, \_\_\_\_\_ girls are not in school and the drop-out rate for girls vs. boys is \_\_\_\_\_ to \_\_\_\_\_. (*Supporting a Girl's Right to Learn*)

- 65 million; 75%; 50%
- 60 million; 78%; 42%
- 70 million; 74%; 40%
- 62 million; 78%; 48%**
- 72 million; 78%; 48%

The Burkina Faso Response to Improve Girls' Chances to Succeed program, also known as BRIGHT, built 132 primary schools and 122 preschools based on: (*Supporting a Girl's Right to Learn*)

- A popular vote
- An analysis of need based on education rates**
- A letter-writing campaign
- Promises from government officials
- All of the above
- None of the above

Finding solutions to increase the level of girl's education requires: (*Supporting a Girl's Right to Learn*)

- The Millennium Challenge Corporation
- Large sums of money
- The U.S. Agency for International Development
- Collaboration between individual stakeholders, local organizations and communities**
- All of the above
- None of the above

Women entrepreneurs contribute to the economic growth of a country. They generate income, which leads to an increase in spending that ripples through a nation's economy. This is called \_\_\_\_\_.

(*Paving the Way for Women Entrepreneurs*)

- Supply and demand
- Investing
- Saving
- A multiplier effect**
- Funding

Gender discrimination is defined as prejudice or discrimination based on a person's sex or gender. True or false? (*Paving the Way for Women Entrepreneurs*)

- True**
- False

Which of these is **not** one of the four most common types of gender-related obstacles that women encounter in business and the workplace? (*Paving the Way for Women Entrepreneurs*)

- Fear of technology
- Self-promotion
- Not being taken seriously
- Overestimation of value**
- Too much approval seeking
- None of the above
- All of the above

It is a proven fact that men are better at developing and understanding technology than women. True or false? (*Paving the Way for Women Entrepreneurs*)

- True
- False**

Women entrepreneurs can build credibility in business and the workplace by doing which of these things? (*Paving the Way for Women Entrepreneurs*)

- Be informed
- Over-prepare for meetings
- Be able to defend your position with facts and figures
- Be strategic and adhere to long-term goals
- All of the above**
- None of the above

Worldwide \_\_\_\_ out of every \_\_\_\_ women has been beaten, coerced into sex, or abused in their lifetime. (*Ending Violence Against Women and Girls*)

- 3; 5
- 2; 6
- 1; 3**
- 5; 10
- 1; 4

Gender violence against women and girls exclusively refers to physical abuse such as beatings or rape. True or false? (*Ending Violence Against Women and Girls*)

- True
- False**

Gender-based violence is defined as violence that is directed at an individual based on his or her biological sex, gender identity or perceived adherence to socially defined norms of masculinity and femininity. It can include: (*Ending Violence Against Women and Girls*)

- Physical violence
- Emotional abuse
- Rape or other sexual interaction without consent
- Economic control
- Political disenfranchisement
- Denial of an education
- Denial of independent movement or action
- All of the above**
- None of the above

Violence against women and girls is often born out of misconceptions about what it means to be a “real man.” These misconceptions can include: (*Ending Violence Against Women and Girls*)

- Physical strength
- Sexual prowess
- Economic viability
- Exercising power beyond oneself
- All of the above**
- None of the above

Asking sexually explicit questions and making suggestive sounds and gestures toward women and girls, including sucking noises, winks and blowing kisses, is not considered gender-based violence as long as no touching takes place and no one is physically injured. True or false? (*Ending Violence Against Women and Girls*)

- True
- False**

Providing survivors of gender-based violence emotional affirmation and nonjudgmental support will ensure that their attackers will not be able to operate freely and with impunity. True or false? (*Ending Violence Against Women and Girls*)

- True**
- False

Conversations, or messaging, about violence against women and girls must consider: (*Ending Violence Against Women and Girls*)

- Age
- Education level
- Language
- Safe spaces for dialogue
- Types of violence that pose the greatest threat in the community
- All of the above**
- None of the above



Men and boys who are not physically or verbally abusive to women can: (*Ending Violence Against Women and Girls*)

- Remain silent
- Not hold abusers accountable
- Stigmatize and blame women and girls for gender-based violence
- Isolate women and girls who are victims of gender-based violence
- All of the above
- None of the above**

## Workforce Collaboration and Development

Lessons:

- *Setting and Achieving Goals*
- *Designing and Delivering Training*
- *Improving Your Network, Your Team and Your Organizational Structure*

Creating a vision or direction for what you would like your organization to achieve is considered which of the following? (*Setting and Achieving Goals*)

- Long-term goal
- Short-term goal
- Both
- Neither

Goals or objectives that motivate you and keep you on track to your vision are considered which of the following? (*Setting and Achieving Goals*)

- Long-term goal
- Short-term goal
- Both
- Neither

When leaders are developing both long-term and short-term goals, they should involve their team members as well as write them down so that they can be easily shared. True or false? (*Setting and Achieving Goals*)

- True
- False

Which of these items is not an element of a SMART goal? (*Setting and Achieving Goals*)

- Specific
- Measurable
- Average
- Realistic
- Time-bound

It is important for a leader and team members to stay within the “circle of influence.” This is defined as: (*Setting and Achieving Goals*)

- Things that concern you but you have no control over
- Things that you have control over
- Both
- Neither

The three things one needs to know prior to initiating a training session are: (*Designing and Delivering Training*)

- Who are your learners and how well do they know the subject matter?
- How much time do you have for training?
- What does the training space look like?
- All of the above

None of the above



The optimal length of time for a training session is: (*Designing and Delivering Training*)

- 4 hours
- 6 hours**
- 8 hours

When organizing your training materials, it does not matter in what order you arrange your topics to be discussed. True or false? (*Designing and Delivering Training*)

- True
- False**

A useful way to determine if participants are understanding the training is to have them demonstrate what they have learned. This is called: (*Designing and Delivering Training*)

- Push back
- Teach back**
- Feedback

When building an effective team, it is better to have one that represents those you want to serve, those who can challenge you and those who can provide healthy disagreement. True or false? (*Improving Your Network, Your Team and Your Organizational Structure*)

- True**
- False

The middle staff in your organization will include positions such as: (*Improving Your Network, Your Team and Your Organizational Structure*)

- Accounting
- Human Resources
- Finance
- Policy
- All of the above**
- None of the above

Organizations with a healthy cross section of team members from diverse groups can avoid: (*Improving Your Network, Your Team and Your Organizational Structure*)

- Numerical dominance
- Hierarchical dominance
- Both**
- Neither

When an organization is top heavy with one group (*for example, men*) and another group is at the bottom (*for example, women*), human nature and social barriers have shown that this can keep critical information from moving up and down an organization, to catastrophic results. True or false? (*Improving Your Network, Your Team and Your Organizational Structure*)

- True**
- False