

HDL Comprehensive Exam Study Guide

The following is a list of the essential information covered in each of the HDL core courses. This is a good starting point for the development of your response for the HDL Comprehensive Exam. It is also recommended that you review the common assignments from the core classes that you have posted on LiveText.

The comprehensive exam will be your analysis and response to a provided case study, using your concentration as the framework and information from each of the core courses. Your response should be approximately 10-15 pages of text (excluding title page and references), utilize APA style, and be submitted via Canvas.

ADM 630: Research Methods

- Identify and create appropriate research question
- Evaluate and synthesize research
- Design a research/evaluation project
 - o Independent and dependent variables
 - o Types of sampling procedures
 - o Scales of measurement, measurement validity, measurement reliability
 - o Common data collection techniques (advantages and disadvantages)
 - o Nonexperimental and experimental quantitative research designs
- Interpret and evaluate formative and summative assessment results
- Collect and analyze school/classroom or workplace data
 - o Common descriptive statistics
 - o Common inferential statistics

HDL 625: Legal and Ethical Issues

- Comparison of ethical and moral issues
- Developing self-awareness of individual character strengths, individual values
- Impact of unethical/illegal behavior (individually, organizationally, globally)
- Ethical decision making models (Kidder, SAD model, Moral Action)
- Characteristics of ethical organizations
- Normative leadership theories (transformational leadership, servant leadership & authentic leadership)
- Diversity concerns in the workplace (ethical and legal issues)

HDL 655: Social Intelligence

- Cultural aspects of Social Intelligence
- Aspects of professional presence
 - o Non-verbal communication
 - o Verbal communication
 - o Written communication
- Managing conflict

- Leading change initiatives
- Motivating others
- Giving feedback
- SPACE Model for Social Intelligence

HDL 670: Multicultural and Diversity Issues

- Loden's Diversity Model (may also be found in the text for HDL 655)
- Barriers to diversity
- Universal leadership attributes (GLOBE study)
- Diversity consciousness (individually, in the workplace)
- Emotional Intelligence & Diversity Model (Gardenswartz, Cherbosque & Rowe)
- Social awareness and empathy
- Diversity consciousness and teamwork

HDL 660: Development of Human Potential Seminar

- Historical impact of leadership theories
 - o Trait, style, skill, situational theories
- Developing the inner leader
 - o Self-assessment, internal motivators, personal/professional vision
- Practices and application of leadership theories
 - o Authentic leadership theory
 - o Servant leadership
 - o Transformational leadership

HDL 692: Individual, Group, and Team Dynamics

- Stages of group development
- Relevant Background factors
 - o Personality, FIRO-B, gender, age, health, attitudes, values
- Johari Window
- Types of communication and impact on group development
- Physical Environment (seating, networks, size, type of groups)
- Status and Power
- Leadership and Followership styles
- Types of decision making
- Conflict management (sources, types, etc.)

CNS635: Human Development

- Prenatal development: teratogens
- Stages of development from birth to older adulthood: (know names of stages and theorist)
- Erikson
- Piaget (stages of development; adaptation, assimilation and accommodation)
- Parenting styles

- Multiple Intelligence (Gardner)
- Identity formation
- Vygotsky
- Bronfenbrenner or Lawton and Nahemow
- Sternberg's Triarchic Theory
- Maslow
- Holland's Career codes
- Bandura
- Behaviorism (Skinner)
- Explain the life course development concept