

身分：全時進修軍、自費生

所別：心理碩士班

科目：應用心理學



壹、解釋名詞(每題 5 分，計 40 分)

1. 導師制；
2. 360 度回饋；
3. 組織文化；
4. 共享心智模式；
5. 組織公民行為；
6. 自動化思考；
7. 例外問句；
8. 洪水法

貳、問答題(40 分)

1. 假若你負責組織的訓練工作，你想要設計訓練課程的內容，你會如何來評鑑「訓練需求」？並請輔以例子說明。10 分
2. 員工績效評估的結果可以應用在那些人事事項，請舉例輔以說明之。10 分
3. 正念與接納的認知行為治療概念為何？其具體的治療方法為何？請說明。10 分
4. 完形治療的原則與具體治療方法有那些？請說明。10 分

參、專業英文，20 分

請將下面英文文章進行摘要(中英文均可)

Self-control can be defined as the interaction between two competing forces: impulse motivation and the force that overrides an impulse. The former is known as impulse strength, and the latter is self-control strength. When control is stronger and impulse is weaker, self-control succeeds. By contrast, the failure of self-control may originate from a stronger impulse and



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weaker control (Schmeichel et al., 2010). Therefore, self-control is defined as an attempt to transform or override one's impulsive response tendencies and to regulate one's thoughts and behavior (Vohs & Baumeister, 2004). For example, the motivation to diet attempts to override the impulse to enjoy delicious food. In this study, response inhibition was utilized to manipulate self-control (von Hippel & Gonsalkorale, 2005). Namely, the participants were required to write a story under instructions not to use two common letters (i.e., A or N), so that participants had to inhibit the use of the forbidden letters and find alternative ways to express their thoughts (Schmeichel et al., 2010). Using the two common letters, A or N, was considered as impulse motivation, and the inhibiting ability that not to use the two letters was considered as self-control in this study; therefore, the researchers applied the way used by Schmeichel et al. to manipulate self-control. According to the resource model of self-control, which hypothesizes that the inner mechanism of exercising self-control is based on limited resources; after exercising self-control, a person's control intensity may be depleted, leading to self-control failure (Muraven & Baumeister, 2000). The potential for self-control to override an impulse is partially based on a person's previous self-control behavior. If a person has recently exercised self-control, the force that controls his/her impulses may be depleted, resulting in self-control failure. This argument indicates that exercising self-control reduces self-control strength. For example, Stucke and Baumeister (2006) found that by requiring participants to resist consuming delicious food, they exhibited greater aggression in their response to being insulted. In other words, self-control activities consume self-control resources and reduce people's ability to control their subsequent aggressive impulses. Several studies have supported this argument (Freeman & Muraven, 2010; Miller, DeWall, Pattison, Molet, & Zentall, 2012)