

### ### Higher Order Thinking Skills (HOTS) Multiple Choice Questions

#### #### Analytical Questions

1. Which skill mentioned by Liam is likely to be most valuable in a variety of workplaces, and why?

- A) Public speaking
- B) Sports-specific first aid
- C) Cooking hygiene
- D) Basic accounting

2. Debbie's dissertation focused on volunteer retention and recruitment. Which strategy is likely to be most effective in retaining volunteers in sports organizations?

- A) Offering monetary compensation
- B) Providing more training and development opportunities
- C) Reducing the number of volunteer hours required
- D) Limiting volunteer roles to specific age groups

#### #### Evaluative Questions

3. What is the primary benefit of Liam and Debbie's volunteer experiences for their career prospects?

- A) Gaining relevant work experience
- B) Earning a stable income
- C) Reducing the need for formal education
- D) Establishing social connections

4. What is a potential drawback of relying heavily on volunteers in community sports programs?

- A) Increased operating costs

- B) Lack of consistent participation
- C) Limited professional development for volunteers
- D) Higher turnover rates among staff

#### #### Creative Questions

5. If you were designing a volunteer program, which strategy would be most effective in ensuring volunteers feel valued and motivated?

- A) Regularly recognizing and rewarding volunteers
- B) Minimizing their responsibilities to avoid burnout
- C) Offering flexible volunteer hours
- D) Providing free meals and transportation

6. Which step is crucial for volunteers who wish to transition into paid positions within the sports sector, according to Debbie's experience?

- A) Networking with professionals in the field
- B) Gaining a high number of volunteer hours
- C) Specializing in a single sport
- D) Pursuing higher education in an unrelated field

#### #### Synthesis Questions

7. What key component should be included in a volunteer program to maximize skill development and prepare volunteers for future employment?

- A) Clear job descriptions and expectations
- B) Limited training sessions to save time
- C) Volunteer positions only for short-term commitments
- D) Exclusive focus on physical tasks

8. When designing a training module for new volunteers to develop public speaking and leadership skills, what should be a primary focus?

- A) Extensive written examinations
- B) Practical, hands-on activities
- C) Individual study sessions
- D) Lectures on public speaking theory

9. How can volunteering in the sports sector specifically benefit your personal and professional growth?

- A) By providing opportunities to travel
- B) By allowing you to meet celebrities
- C) By helping you develop teamwork and leadership skills
- D) By giving you free access to sports facilities

10. Which impact is most likely if you volunteer in a sport or community activity you are passionate about?

- A) Significant personal financial gain
- B) Increased community engagement and support
- C) Greater competition among volunteers
- D) Decreased need for professional staff