

# Active Guard/Reserve (AGR) Interview Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!**

## Questions

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- 1. Which of the following best describes a quality that can make a candidate stand out in a job interview with the military?**
  - A. A tendency to avoid responsibility**
  - B. A strong background in infantry tactics**
  - C. Demonstrated leadership in previous roles**
  - D. A preference for working alone**
  
- 2. What does the individual claim as an advantage of being an introvert in the workplace?**
  - A. Ability to manage teams effectively**
  - B. Skill in leading large groups**
  - C. Reduced need for close management**
  - D. Enhanced creativity in collaborative settings**
  
- 3. Why is conflict resolution strategy a relevant topic during AGR interviews?**
  - A. Because conflict is not common in military settings**
  - B. It helps demonstrate problem-solving skills**
  - C. To identify candidates who avoid conflict**
  - D. It is irrelevant to military operations**
  
- 4. What document outlines the Army Profession and Leadership Policy?**
  - A. AR 135-18**
  - B. AR 600-100**
  - C. FM 7-0**
  - D. AR 25-50**
  
- 5. What type of follow-up is considered appropriate after an AGR interview?**
  - A. Sending a detailed project report**
  - B. Sending a thank-you email or letter**
  - C. Calling to ask for feedback**
  - D. Providing additional documents**

- 6. What is the primary focus of AR 135-18?**
- A. AGR Program Regulation**
  - B. Promotion Points**
  - C. Personnel for Separation**
  - D. Training Requirements**
- 7. What type of training is emphasized in the AGR selection process?**
- A. Technical skills specific to their job**
  - B. Leadership training, functional expertise, and physical readiness**
  - C. Combat training only**
  - D. Basic soldiering skills**
- 8. Why are the Army Values important for AGR members?**
- A. They dictate combat strategies.**
  - B. They serve as guiding principles for behavior and decision-making.**
  - C. They represent a code for financial conduct.**
  - D. They simplify the training process.**
- 9. What is the focus of AR 600-8-19?**
- A. Enlisted Promotions and Reductions**
  - B. Army Awards**
  - C. Officer Promotions**
  - D. Personal Actions**
- 10. What is the minimum rating period for a Soldier to receive an evaluation?**
- A. 60 Days**
  - B. 90 Days**
  - C. 120 Days**
  - D. 150 Days**

## Answers

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1. C
2. C
3. B
4. B
5. B
6. A
7. B
8. B
9. A
10. B

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## **Explanations**

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**1. Which of the following best describes a quality that can make a candidate stand out in a job interview with the military?**

- A. A tendency to avoid responsibility**
- B. A strong background in infantry tactics**
- C. Demonstrated leadership in previous roles**
- D. A preference for working alone**

Demonstrated leadership in previous roles is a quality that can significantly make a candidate stand out in a military job interview. The military often operates in teams and relies heavily on effective leadership for mission success. Candidates who can showcase their ability to lead others, make decisions under pressure, and inspire confidence among peers are highly valued. Leadership experience indicates that the candidate is not only capable of managing tasks but also possesses crucial soft skills such as communication, problem-solving, and the ability to motivate a team. In a military context, where discipline and the ability to work collaboratively are paramount, having a proven record of leadership suggests that the candidate can adapt to the structured environment and uphold military values. This skill set aligns closely with the expectations and demands of military roles, making it an essential characteristic for candidates aiming to excel in their interviews and future positions.

**2. What does the individual claim as an advantage of being an introvert in the workplace?**

- A. Ability to manage teams effectively**
- B. Skill in leading large groups**
- C. Reduced need for close management**
- D. Enhanced creativity in collaborative settings**

The assertion that reduced need for close management is an advantage of being an introvert in the workplace emphasizes the self-sufficiency and independence often exhibited by introverted individuals. Introverts typically prefer working independently or in smaller, more controlled environments, which allows them to focus deeply on tasks without excessive supervision. This characteristic can lead to greater productivity and efficiency, as they require less oversight to accomplish their goals. Furthermore, introverts often thrive when given the freedom to explore their responsibilities without constant direction, allowing them to develop solutions and execute tasks at their own pace. This independence can also alleviate the management burden on supervisors, allowing them to concentrate on larger organizational goals rather than micromanagement. While other options highlight their own strengths, such as teamwork or leadership in large settings, they aren't directly linked to the inherent traits that define introversion and its advantages in independent work styles.

### 3. Why is conflict resolution strategy a relevant topic during AGR interviews?

- A. Because conflict is not common in military settings
- B. It helps demonstrate problem-solving skills**
- C. To identify candidates who avoid conflict
- D. It is irrelevant to military operations

Conflict resolution strategy is a relevant topic during AGR interviews primarily because it helps demonstrate problem-solving skills. In military environments, conflicts can arise due to differing opinions, stress, and the high stakes involved in operations. Showing a potential employer that you have effective strategies for resolving conflict not only highlights your ability to handle workplace disputes but also reflects your overall capability to maintain unit cohesion and focus on mission objectives. Employers in the AGR recognize that the ability to navigate conflict effectively is crucial for fostering teamwork, enhancing morale, and ensuring successful operations. Consequently, discussing conflict resolution strategies provides insight into how a candidate might deal with challenges and contribute positively to a unit's effectiveness.

### 4. What document outlines the Army Profession and Leadership Policy?

- A. AR 135-18
- B. AR 600-100**
- C. FM 7-0
- D. AR 25-50

The Army Profession and Leadership Policy is outlined in Army Regulation 600-100. This regulation provides fundamental principles and guidelines for leaders and professional conduct within the Army, emphasizing the values and responsibilities that define the Army profession. It covers various aspects of leadership, professional development, and the importance of maintaining a high standard of ethical behavior among soldiers. The significance of this regulation lies in its role in shaping effective leadership and fostering a strong organizational culture. By articulating the expectations and standards for leaders within the Army, AR 600-100 helps ensure that leaders are not only effective in their roles but also act as role models for their subordinates. This is critical for maintaining trust and cohesion within military units. In contrast, the other options serve different purposes: AR 135-18 pertains to the Army National Guard and the reserve components, FM 7-0 focuses on training management and doctrine, while AR 25-50 deals with the preparation of Army forms and reports unrelated to leadership policies. Therefore, AR 600-100 is the document specifically dedicated to outlining the Army's leadership principles and the professional conduct expected from its members.

**5. What type of follow-up is considered appropriate after an AGR interview?**

- A. Sending a detailed project report**
- B. Sending a thank-you email or letter**
- C. Calling to ask for feedback**
- D. Providing additional documents**

Sending a thank-you email or letter after an AGR interview is considered an appropriate follow-up because it demonstrates professionalism and gratitude toward the interviewers for their time and consideration. This gesture not only reinforces your interest in the position but also helps to create a positive impression. A well-crafted thank-you note can reiterate your enthusiasm for the role and highlight any key points discussed during the interview, which can help keep you top of mind among other candidates. Other follow-up options, while potentially useful in different contexts, are less appropriate in this situation. A detailed project report may be too formal and unnecessary unless specifically requested during the interview. Calling to ask for feedback could be perceived as overly aggressive and may not align with the interviewers' preferred communication style. Providing additional documents might be overly burdensome unless those documents were requested as part of the follow-up process. Overall, a thank-you note balances professionalism with a personal touch, making it the most fitting follow-up for an AGR interview.

**6. What is the primary focus of AR 135-18?**

- A. AGR Program Regulation**
- B. Promotion Points**
- C. Personnel for Separation**
- D. Training Requirements**

The primary focus of AR 135-18 is the AGR Program Regulation. This regulation outlines the policies governing the Active Guard/Reserve (AGR) program, which allows selected members of the Army Reserve and the Army National Guard to serve on active duty in a variety of capacities. It details eligibility criteria, the application process for AGR positions, and the responsibilities of AGR personnel. Understanding this regulation is crucial for anyone involved in the AGR program, as it encompasses aspects such as operational readiness, career management, and administrative procedures specific to AGR personnel. Focusing on the other options, promotion points pertain to the scoring system used to evaluate service members for advancement, while personnel for separation deals with guidelines on how service members are processed out of the military. Training requirements encompass the necessary skills and education needed for various military roles. While these topics are important in the broader context of military service, they are not the primary focus of AR 135-18.

**7. What type of training is emphasized in the AGR selection process?**

- A. Technical skills specific to their job**
- B. Leadership training, functional expertise, and physical readiness**
- C. Combat training only**
- D. Basic soldiering skills**

The emphasis in the AGR selection process is on a combination of leadership training, functional expertise, and physical readiness. This approach aligns with the overall goals of the AGR program, which seeks to enhance the capabilities of service members in both their military duties and leadership roles. Leadership training ensures that candidates are prepared to guide and manage teams effectively, while functional expertise allows them to apply specialized knowledge to their roles within the organization. Physical readiness is also critical, as it ensures that personnel are fit for the rigors of military service and can perform their duties effectively. By focusing on leadership, functional skills, and physical fitness, the AGR program cultivates well-rounded individuals who can excel in a variety of situations, both within their specific functions and as leaders in the military structure. This comprehensive training approach prepares candidates not only to execute their specific responsibilities but also to adapt to challenges and guide others through various scenarios. The synergy of these training elements is essential for optimal performance in the AGR role.

**8. Why are the Army Values important for AGR members?**

- A. They dictate combat strategies.**
- B. They serve as guiding principles for behavior and decision-making.**
- C. They represent a code for financial conduct.**
- D. They simplify the training process.**

The Army Values are essential for Active Guard/Reserve (AGR) members because they provide a foundation for behavior and decision-making that aligns with the mission and ethos of the Army. These values—loyalty, duty, respect, selfless service, honor, integrity, and personal courage—serve as a compass that guides individuals in both professional and personal conduct. By adhering to these principles, AGR members cultivate a strong sense of camaraderie and trust within their units, which is crucial for maintaining operational effectiveness and morale. The emphasis on ethical behavior and accountability helps to ensure that decisions made by AGR personnel are in the best interest of their fellow soldiers and the nation they serve. This framework is vital in fostering an environment where leaders at all levels can inspire and motivate those they lead, ultimately enhancing the overall effectiveness of the Army. While the other options touch upon aspects related to the Army or military operations, they do not encapsulate the overarching significance of the Army Values in guiding personal and interpersonal conduct amongst personnel.

## 9. What is the focus of AR 600-8-19?

- A. Enlisted Promotions and Reductions**
- B. Army Awards**
- C. Officer Promotions**
- D. Personal Actions**

The focus of AR 600-8-19 is on Enlisted Promotions and Reductions. This regulation outlines the policies and procedures for the promotion and reduction of enlisted soldiers within the U.S. Army. It encompasses various aspects such as eligibility criteria, promotion boards, and the procedures for managing enlisted soldiers' careers effectively. Understanding the significance of this regulation is essential for ensuring that promotions are conducted fairly and based on merit, thus maintaining a high standard of professionalism and readiness within the ranks. It also provides guidance on the reviews of promotion lists and the responsibilities of leaders in managing personnel actions related to enlisted promotions and reductions. The options related to Army Awards, Officer Promotions, and Personal Actions do not pertain to AR 600-8-19, as they are governed by different regulations that focus specifically on those areas.

## 10. What is the minimum rating period for a Soldier to receive an evaluation?

- A. 60 Days**
- B. 90 Days**
- C. 120 Days**
- D. 150 Days**

The minimum rating period for a Soldier to receive an evaluation is 90 days. This requirement ensures that there is ample time to assess a Soldier's performance in their role effectively. A 90-day period allows for a comprehensive view of the Soldier's abilities, contributions, and development over a substantial timeframe, which is crucial for providing a fair and accurate evaluation. It also aligns feedback with training and operational cycles, enabling Soldiers to receive timely input on their performance to foster growth and improvement. Evaluations conducted over shorter periods may not provide a complete picture, thus the established duration serves as a standard within the military's evaluation system.

## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://agrinterview.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**

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