

# Airman Leadership School (ALS) Mission 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. What is the purpose of a counseling session in Air Force leadership development?**
  - A. To provide technical training.**
  - B. To discuss performance, set expectations, and develop an improvement plan.**
  - C. To conduct annual safety briefing.**
  - D. To assign penalties for poor performance.**
  
- 2. What is active listening, and name two behaviors that demonstrate it?**
  - A. Giving full attention and paraphrasing to confirm understanding.**
  - B. Interrupting to show enthusiasm.**
  - C. Checking emails while someone speaks.**
  - D. Completing paperwork during discussion.**
  
- 3. Civil Support involves assisting civil authorities during overwhelmed local situations.**
  - A. Assist with civil authorities to respond to situations where local sources are overtasked.**
  - B. Protecting US territory and infrastructure.**
  - C. Conducting overseas offensive operations.**
  - D. Negotiating international accords.**
  
- 4. Which statement best describes the difference between a leader and a manager?**
  - A. A manager plans, organizes, and executes to achieve results.**
  - B. A leader inspires and guides toward a vision; a manager plans, organizes, and executes to achieve results.**
  - C. A leader focuses on administrative tasks; a manager focuses on people development.**
  - D. A manager delegates tasks while a leader micromanages.**
  
- 5. After selecting a course of action using the ethical decision-making model, what should you do?**
  - A. Reflect and reassess the decision**
  - B. Immediately act without review**
  - C. Seek approval only from peers**
  - D. Ignore new information**

- 6. What is the purpose of the Airman's Creed or its essence in ALS?**
- A. To replace unit policies.**
  - B. To reaffirm commitment to service, duty, and teamwork as an Airman.**
  - C. To outline specific technical skills.**
  - D. To define leadership hierarchy.**
- 7. Which statement best describes an essential element of effective delegation?**
- A. Delegation should occur without any clear task or deadline.**
  - B. A clear task, appropriate authority, accountability, and monitoring are essential.**
  - C. Only assigning tasks to the most experienced staff, regardless of readiness.**
  - D. Monitoring is unnecessary once delegation occurs.**
- 8. Name two leadership styles and when each is appropriate.**
- A. Participative (democratic) when time allows and team input improves outcomes.**
  - B. Laissez-faire always; Autocratic never.**
  - C. Servant leadership only; Transformational only.**
  - D. Directive (autocratic) in crisis; Participative (democratic) when time allows and team input improves outcomes.**
- 9. Which is a principle of Joint All Domain Operations that involves giving authorities to subordinates?**
- A. Mission Command**
  - B. Delegation of authority**
  - C. Integrated multi-domain planning**
  - D. Flexibility and versatility**
- 10. What is a constructive approach to resolving workplace conflict?**
- A. Ignore the conflict and hope it goes away.**
  - B. Address issues directly, listen actively, and seek mutually beneficial solutions.**
  - C. Blame others to shift responsibility.**
  - D. Resolve conflicts by upper management only.**

## Answers

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

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## **Explanations**

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**1. What is the purpose of a counseling session in Air Force leadership development?**

- A. To provide technical training.
- B. To discuss performance, set expectations, and develop an improvement plan.**
- C. To conduct annual safety briefing.
- D. To assign penalties for poor performance.

Counseling sessions are a developmental conversation that focuses on how someone is performing, what is expected of them, and how they can improve. In this setting, the supervisor gives clear feedback on current performance, sets specific, observable expectations for the coming period, and works with the member to develop a concrete improvement plan with steps, resources, and follow-up dates. This approach helps the individual grow as a leader by turning feedback into actionable goals and accountability, rather than delivering training, safety information, or penalties.

**2. What is active listening, and name two behaviors that demonstrate it?**

- A. Giving full attention and paraphrasing to confirm understanding.**
- B. Interrupting to show enthusiasm.
- C. Checking emails while someone speaks.
- D. Completing paperwork during discussion.

Active listening means giving your full mental and physical attention to the speaker, processing the message, and providing feedback that shows you understand. Two behaviors that demonstrate it are giving full attention—facing the speaker, maintaining eye contact, and minimizing distractions—and paraphrasing what the speaker said to confirm you understood correctly. Paraphrasing helps verify meaning and shows you're actively processing the message. Choices that involve interrupting, checking emails, or completing paperwork during the discussion reflect distraction and prevent true listening, so they aren't active listening.

**3. Civil Support involves assisting civil authorities during overwhelmed local situations.**

- A. Assist with civil authorities to respond to situations where local sources are overtasked.**
- B. Protecting US territory and infrastructure.
- C. Conducting overseas offensive operations.
- D. Negotiating international accords.

Civil Support means military assistance to civil authorities when local resources are overwhelmed. This is about the military stepping in to help respond to emergencies, disasters, or other large-scale incidents within the community when local responders cannot handle the demand alone. The option that describes assisting civil authorities to respond to situations where local resources are overtasked directly captures this role. It contrasts with protecting territory or infrastructure (a broader defense mission, often abroad), conducting overseas offensive operations (combat actions outside the homeland), and negotiating international accords (diplomatic activity).

4. Which statement best describes the difference between a leader and a manager?
- A. A manager plans, organizes, and executes to achieve results.
  - B. A leader inspires and guides toward a vision; a manager plans, organizes, and executes to achieve results.**
  - C. A leader focuses on administrative tasks; a manager focuses on people development.
  - D. A manager delegates tasks while a leader micromanages.

This question tests the distinction between guiding others toward a future direction and handling the day-to-day tasks that produce results. A leader creates direction, motivates people, and influences toward a shared vision. A manager focuses on planning, organizing, and executing—putting the necessary structure, processes, and resources in place to achieve outcomes. The best statement combines both roles: a leader inspires and guides toward a vision; a manager plans, organizes, and executes to achieve results. The other options fall short because they describe only one side or invert typical roles: focusing only on administrative tasks misses the leadership aspect; swapping emphasis between leader and manager misstates what each role primarily does; and implying leaders micromanage or that managers primarily delegate does not align with how leadership and management function in practice.

5. After selecting a course of action using the ethical decision-making model, what should you do?
- A. Reflect and reassess the decision**
  - B. Immediately act without review
  - C. Seek approval only from peers
  - D. Ignore new information

After selecting a course of action using the ethical decision-making model, you should reflect and reassess the decision. This keeps your action aligned with standards as new information or outcomes emerge. Reflecting means considering whether the chosen path is still appropriate, reviewing the actual results, and staying open to feedback. If new facts come to light or consequences unfold differently than expected, you adjust the plan to maintain ethical and mission alignment. Acting without review bypasses important evaluation and can lead to harm or misalignment. Seeking only peer approval can be helpful for input, but it isn't a substitute for ongoing evaluation within the proper leadership chain, and ignoring new information breaks ethical practice.

**6. What is the purpose of the Airman's Creed or its essence in ALS?**

**A. To replace unit policies.**

**B. To reaffirm commitment to service, duty, and teamwork as an Airman.**

**C. To outline specific technical skills.**

**D. To define leadership hierarchy.**

The Airman's Creed expresses who an Airman is and what they pledge to uphold: service to the nation, duty to the unit and teammates, and a commitment to working together toward the mission. In ALS, this creed helps students internalize the values and standards that guide daily conduct, decision-making, and professional relationships. It reinforces why they show up ready to serve, why they support one another, and why excellence matters in every task. It's not meant to replace unit policies, nor to list technical skills, nor to define the leadership chain; those are covered by other training. The essence is to reaffirm a shared identity and responsibility as members of the Air Force, united in service, duty, and teamwork.

**7. Which statement best describes an essential element of effective delegation?**

**A. Delegation should occur without any clear task or deadline.**

**B. A clear task, appropriate authority, accountability, and monitoring are essential.**

**C. Only assigning tasks to the most experienced staff, regardless of readiness.**

**D. Monitoring is unnecessary once delegation occurs.**

Effective delegation hinges on four connected elements: a clear task, appropriate authority, accountability, and ongoing monitoring. When you spell out exactly what needs to be done and by when, the person knows the end state and expected results, which reduces ambiguity and prevents drift. Providing the right level of authority ensures they can make the necessary decisions and access what they need to accomplish the task without unnecessary bottlenecks. Holding the person accountable establishes ownership of the outcome and reinforces responsibility for results. Regular monitoring keeps the work on track, offers timely feedback, and allows adjustments if obstacles arise. In a military or ALS context, this means giving a subordinate a well-defined objective, the authority to act within a defined scope, clear accountability for delivering the outcome, and scheduled follow-ups to review progress and quality. Without a precise task or deadline, there's ambiguity and potential failure to meet standards. Delegating without adequate authority can stall progress, and skipping monitoring prevents timely intervention and learning. Assigning tasks based only on experience ignores readiness and development potential. So, these four elements together best describe what makes delegation effective.

- 8. Name two leadership styles and when each is appropriate.**
- A. Participative (democratic) when time allows and team input improves outcomes.**
  - B. Laissez-faire always; Autocratic never.**
  - C. Servant leadership only; Transformational only.**
  - D. Directive (autocratic) in crisis; Participative (democratic) when time allows and team input improves outcomes.**

Leadership hinges on matching your approach to the situation and urgency. In a crisis where time is of the essence and decisive action is needed, a directive or autocratic style provides clear orders and fast execution. In contrast, when there is time to think things through and you know that team input will improve the outcome, a participative or democratic style invites collaboration, increases buy-in, and can lead to better decisions. This pairing explains both ends of the spectrum: quick, centralized decisions during emergencies, and collaborative, input-rich decisions when time allows. The other options imply styles that are either not situationally appropriate across contexts (like always relying on a hands-off approach) or overly restrictive (restricting to servant or transformational alone), which doesn't address when each style is actually most effective.

- 9. Which is a principle of Joint All Domain Operations that involves giving authorities to subordinates?**
- A. Mission Command**
  - B. Delegation of authority**
  - C. Integrated multi-domain planning**
  - D. Flexibility and versatility**

Delegation of authority is the principle that gives subordinates the power to make decisions within defined limits. In Joint All Domain Operations, decisions often need to be made quickly across air, space, cyber, land, and sea arenas. By delegating authority, leaders enable lower-level commanders to act promptly in response to evolving situations without waiting for higher-level approval, while still aligning actions with the overall intent. This speeds tempo, reduces bottlenecks, and keeps the operation synchronized across domains. Boundaries are set through clear intent, defined limits, and accountability so subordinates know how far they can go and what must be reported. While mission command centers on empowering initiative grounded in intent, delegation of authority is the specific mechanism that transfers decision-making power to subordinates. Integrated multi-domain planning and statements of adaptability describe broader planning and capabilities, not the act of handing off authority.

**10. What is a constructive approach to resolving workplace conflict?**

**A. Ignore the conflict and hope it goes away.**

**B. Address issues directly, listen actively, and seek mutually beneficial solutions.**

**C. Blame others to shift responsibility.**

**D. Resolve conflicts by upper management only.**

The main idea is that constructive workplace conflict resolution comes from addressing issues directly, listening actively, and working toward solutions that benefit everyone involved. When you tackle the problem openly, you prevent it from growing into bigger tensions and misunderstandings. Directly addressing the issue shows you're committed to the team's success and helps set a clear path for movement rather than letting concerns linger. Active listening is crucial because it ensures you truly understand the other person's perspective, including their needs, constraints, and underlying interests. This reduces misinterpretations and defensiveness, making it easier to find common ground. By seeking mutually beneficial solutions, you aim for outcomes that respect both sides' concerns and keep the relationship intact, which is essential for ongoing collaboration and productivity. In practice, this approach fosters a calmer, more respectful dialogue and can uncover creative options that satisfy both parties. It also reinforces trust and accountability within the team. Other approaches fall short: ignoring the conflict lets issues fester and resentment grow; blaming others creates defensiveness and damages trust; leaving resolution to upper management often overlooks frontline realities and delays a solution.

## 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://alsmission.examzify.com>**

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

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