

AIRMAN LEADERSHIP SCHOOL (ALS) MISSION PRACTICE TEST (SAMPLE)

STUDY GUIDE



Prepare with structure. Pass with confidence



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	15

SAMPLE

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

SAMPLE

- 1. Which statement best describes 'service before self' in a leadership context?**
 - A. Always promoting personal career advancement.
 - B. Relying on personal charisma to lead.
 - C. Prioritizing mission, unit, and subordinates over personal interests.
 - D. Relying on routine procedures regardless of circumstance.
- 2. What is management by walking around?**
 - A. Leaders rely on formal performance reviews only
 - B. Leaders micromanage tasks
 - C. Leaders write memos and emails exclusively
 - D. Leaders connect with subordinates informally to observe, listen, and gather feedback
- 3. Which statement best describes the Roles of the Chairman of the Joint Chiefs of Staff (CJCS)?**
 - A. The Chairman is the principal military advisor to the President, the National Security Council, the Homeland Security Council, and the Secretary of Defense
 - B. The Chairman commands all forces in theater
 - C. The Chairman drafts arms control treaties
 - D. The Chairman leads the Department of Defense as Secretary
- 4. In an ALS setting, which statement best describes the role of leadership?**
 - A. It primarily schedules daily tasks
 - B. In an ALS setting, leadership primarily leads and motivates people
 - C. It primarily handles budgeting
 - D. It primarily enforces discipline only
- 5. What are the three Air Force core values?**
 - A. Integrity First; Service Before Self; Excellence In All We Do
 - B. Integrity First; Loyalty Before Self; Excellence In All We Do
 - C. Courage, Honor, and Commitment
 - D. Integrity First; Service Before Self; Honor In All We Do

6. How are MRAs described as enablers of ACE?

- A. They are single-skilled technicians.
- B. They are multi-skilled, expeditionary-trained members of teams tasked with solving complex problems under challenging conditions.
- C. They function only within home station.
- D. They replace pilots on all missions.

7. Which framework helps teams set measurable objectives and track progress?

- A. OKRs (Objectives and Key Results)
- B. SMART goals
- C. KPIs
- D. MBOs

8. Which statement best describes Homeland Defense?

- A. Providing humanitarian assistance abroad.
- B. Assisting civil authorities during domestic emergencies.
- C. Engaging in international disaster relief operations.
- D. Protecting US territory and infrastructure from external threats.

9. Which component is essential to credible leadership communication?

- A. Sporadic updates
- B. Consistent messaging, honesty, and competence
- C. Withholding information
- D. Favoritism

10. Which joint staff element is responsible for Joint Force Development?

- A. J3 - Operations
- B. J5 - Strategic Plans and Policy
- C. J1 - Personnel and Manpower
- D. J7 - Joint Force Development

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which statement best describes 'service before self' in a leadership context?

- A. Always promoting personal career advancement.
- B. Relying on personal charisma to lead.
- C. Prioritizing mission, unit, and subordinates over personal interests.**
- D. Relying on routine procedures regardless of circumstance.

Service before self focuses on putting the needs of the mission, the unit, and subordinates ahead of your own interests. In leadership, this means making decisions that benefit the team and the mission even if it requires personal sacrifice or giving up some personal advantage. It's about selflessness, accountability, and leading by example so others trust and follow you because they see you prioritizing what's best for the group. This is different from aiming for personal career advancement, which centers on self-interest; or relying on charisma, which is about the leadership style you use rather than the selfless focus of your actions; or following procedures without situational judgment, which ignores the need to adapt for the welfare of the team. The statement that emphasizes prioritizing the mission, the unit, and subordinates over personal interests best captures service before self.

2. What is management by walking around?

- A. Leaders rely on formal performance reviews only
- B. Leaders micromanage tasks
- C. Leaders write memos and emails exclusively
- D. Leaders connect with subordinates informally to observe, listen, and gather feedback**

Management by walking around is a leadership approach where you engage with your team members in informal, on-the-spot conversations rather than relying on formal reports. By moving through the work areas, you observe firsthand what's happening, listen to what people are experiencing, and gather feedback directly from those doing the work. This helps you spot issues early, understand morale, and keep everyday activities aligned with goals. It's about connection and listening, not controlling every task, which is why it's different from micromanaging or depending only on formal channels like memos or performance reviews.

3. Which statement best describes the Roles of the Chairman of the Joint Chiefs of Staff (CJCS)?

- A. The Chairman is the principal military advisor to the President, the National Security Council, the Homeland Security Council, and the Secretary of Defense
- B. The Chairman commands all forces in theater
- C. The Chairman drafts arms control treaties
- D. The Chairman leads the Department of Defense as Secretary**

The main responsibility of the Chairman of the Joint Chiefs of Staff is to serve as the principal military adviser to the President, the National Security Council, the Homeland Security Council, and the Secretary of Defense. This role centers on providing strategic military guidance, coordinating input from the four service branches, and helping translate national policy into viable military options. The Chairman does not command all forces in theater; operational command rests with Combatant Commanders under the Secretary of Defense and the President. The Chairman also does not draft arms control treaties—the State Department handles treaty negotiation in coordination with defense and other agencies. And the Department of Defense is led by the Secretary of Defense, a civilian, with the Chairman serving as the senior uniformed advisor rather than the department head.

4. In an ALS setting, which statement best describes the role of leadership?

- A. It primarily schedules daily tasks
- B. In an ALS setting, leadership primarily leads and motivates people**
- C. It primarily handles budgeting
- D. It primarily enforces discipline only

Leadership is about guiding and uplifting people to accomplish a mission. In an ALS setting, a leader focuses on helping others perform at their best by setting direction, communicating clear expectations, building a cohesive team, and developing subordinates. This focus on motivating and empowering people drives readiness and mission success, which is why leading and motivating others is the best description of the role. Scheduling daily tasks is part of management, not the core purpose of leadership. While planning work is important, leadership centers on influencing people and shaping their performance. Budgeting involves financial duties that support operations but aren't the defining aspect of leading a team. Enforcing discipline can be part of maintaining standards, but leadership goes beyond enforcement to inspire, coach, and develop individuals and teams.

5. What are the three Air Force core values?

- A. Integrity First; Service Before Self; Excellence In All We Do**
- B. Integrity First; Loyalty Before Self; Excellence In All We Do
- C. Courage, Honor, and Commitment
- D. Integrity First; Service Before Self; Honor In All We Do

The main idea being tested is the official ethical framework that guides how Air Force personnel carry out their duties. The three core values are Integrity First, Service Before Self, and Excellence In All We Do. Integrity First means doing what's right, even when no one is watching, and being honest in every action. Service Before Self emphasizes placing the mission and teammates above personal gain or convenience, showing commitment to the collective good. Excellence In All We Do encourages striving for high-quality work and continuous improvement in every task, no matter how small. This trio is the standard set taught across the Air Force as the foundation for character and decision-making, making it the best choice. The other options either replace a core value with an illegitimate one—Loyalty Before Self isn't on the official list—or replace the third value with something inaccurate like Courage, Honor, and Commitment or Honor In All We Do, which isn't the official phrasing.

6. How are MRAs described as enablers of ACE?

- A. They are single-skilled technicians.
- B. They are multi-skilled, expeditionary-trained members of teams tasked with solving complex problems under challenging conditions.**
- C. They function only within home station.
- D. They replace pilots on all missions.

MRAs enable Agile Combat Employment by being multi-skilled, expeditionary-trained members who can work in teams to solve complex problems under challenging conditions. They aren't limited to a single specialty or a fixed base; instead, they bring cross-functional capabilities that let ACE teams adapt quickly as missions shift, locations change, or resources are constrained. This flexibility is essential for dispersed, austere operations where rapid problem solving, repair, logistics, and mission support must all be handled by the same adaptable personnel. The other descriptions don't fit because MRAs aren't just one-skill technicians, they aren't limited to home stations, and they don't replace pilots on all missions—they directly enable the teams to continue operating effectively in tough environments.

7. Which framework helps teams set measurable objectives and track progress?

- A. OKRs (Objectives and Key Results)
- B. SMART goals**
- C. KPIs
- D. MBOs

This question tests recognizing a framework that creates clear objectives and ties them to specific, measurable outcomes so progress can be tracked over time. The framework that does this best is one that pairs an ambitious, qualitative objective with a small set of quantitative results that indicate progress. By design, it provides a transparent cadence for reviewing how close the team is to each result, keeps efforts aligned, and makes progress easy to see at a glance. SMART goals are great for crafting well-defined individual goals using criteria like Specific, Measurable, Achievable, Relevant, and Time-bound. They help ensure clarity and feasibility, but they don't inherently provide a coordinated system for multiple teams to pursue shared objectives with linked, trackable outcomes over a cycle. KPIs are the metrics used to measure performance, and MBOs focus on objectives in performance management, but neither offers the integrated framework of Objective plus Key Results with regular progress checks across the team. An example helps: Objective—improve customer satisfaction this quarter. Key Results—NPS rises to a target, average support response time drops below a threshold, and first-contact resolution rate increases. Each key result is a specific metric you can track, allowing the team to see progress toward the objective throughout the cycle.

8. Which statement best describes Homeland Defense?

- A. Providing humanitarian assistance abroad.
- B. Assisting civil authorities during domestic emergencies.
- C. Engaging in international disaster relief operations.
- D. Protecting US territory and infrastructure from external threats.**

Homeland Defense is focused on guarding the United States from external threats to its territory and critical infrastructure. It centers on deterring, detecting, and defeating threats before they can impact the homeland, and safeguarding essential assets like borders, airspace, and key systems. That emphasis on protecting the homeland from outside dangers is why this statement is the best description. The other options describe activities such as providing humanitarian aid abroad, assisting civil authorities during domestic emergencies, or international disaster relief—important roles, but they fall under different missions (civil support or international relief) rather than the defensive protection of the homeland itself.

9. Which component is essential to credible leadership communication?

- A. Sporadic updates
- B. Consistent messaging, honesty, and competence**
- C. Withholding information
- D. Favoritism

Credible leadership communication hinges on consistency, honesty, and demonstrated competence. When a leader delivers messages that are consistent across time and channels, people know what to expect and can act with unity, reducing confusion. Honesty builds trust; openly sharing realities, even when statements aren't perfect, signals integrity and reliability. Competence shows that the leader understands the situation, provides clear guidance, and follows through with well-informed, practical updates. Together, these elements foster trust, align actions, and sustain team morale. Sporadic updates create uncertainty and invites rumors; withholding information damages trust by appearing secretive or manipulative; favoritism undermines fairness and credibility because guidance seems biased rather than based on merit.

10. Which joint staff element is responsible for Joint Force Development?

- A. J3 - Operations
- B. J5 - Strategic Plans and Policy
- C. J1 - Personnel and Manpower
- D. J7 - Joint Force Development**

Joint Force Development is the function that shapes how the joint force will fight in the future. It covers doctrine, training and education, exercises, and leadership development to build interoperable, ready forces. This responsibility sits with the Joint Staff element focused on developing the joint capability—the J7. The other options handle different areas: operations execution, strategic plans and policy, and personnel and manpower. So for building and strengthening the joint force itself, J7 is the one that owns the mission.

SAMPLE

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.

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!

SAMPLE