

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

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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THE FULL VERSION STUDY GUIDE

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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 difference between counseling and coaching?

- A. Counseling focuses on developing potential and future capability; coaching focuses on performance improvement
- B. Counseling focuses on performance improvement; coaching focuses on developing potential and future capability
- C. Counseling focuses on teams; coaching focuses on individuals
- D. Coaching focuses on past performance only

2. Differentiate moral courage from physical courage.

- A. Moral courage is standing up for ethical principles; physical courage is facing danger or risk.
- B. Moral courage is physical bravery; physical courage is moral stances.
- C. They are identical.
- D. It is all about risk management.

3. What is an effective strategy to manage resistance to change?

- A. Demand immediate compliance without explanation
- B. Communicate rationale, involve affected members, and provide training and support
- C. Withhold information to avoid fear
- D. Change everything without stakeholder input

4. Which is described as the government's plan to keep the country safe?

- A. National Defense Strategy
- B. The Constitution
- C. The Department of Homeland Security charter
- D. A domestic economic plan

5. 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

- 6. What is the primary purpose of a performance-based counseling session?**
- A. To punish underperformers
 - B. To set clear expectations, establish measurable goals, and provide guidance for improvement
 - C. To document grievances
 - D. To assign blame
- 7. Which main focus of the National Defense Strategy is aimed at countering a specific strategic competitor?**
- A. Defend the homeland
 - B. Deter China
 - C. Work with allies
 - D. Strong defense industry
- 8. What core value is shared across all services?**
- A. Loyalty to the chain of command
 - B. Commitment to the nation
 - C. Personal courage in combat
 - D. Excellence in performance
- 9. Tactical actions refer to what?**
- A. Strategic or long-range planning.
 - B. Civil-military diplomacy.
 - C. The employment and ordered arrangement of forces on or near the battlefield.
 - D. Logistics and supply management.
- 10. What best defines Unity of Effort?**
- A. Is a cooperative concept that refers to coordination and communication amongst United States Government (USG) agencies toward the same common goals for success.
 - B. Is a hierarchical chain of command across services.
 - C. Is limited to military agencies.
 - D. Focuses on funding rather than collaboration.

Answers

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

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Explanations

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1. What is the difference between counseling and coaching?

- A. Counseling focuses on developing potential and future capability; coaching focuses on performance improvement
- B. Counseling focuses on performance improvement; coaching focuses on developing potential and future capability**
- C. Counseling focuses on teams; coaching focuses on individuals
- D. Coaching focuses on past performance only

The main idea is where the emphasis lies and the time frame involved. Counseling is about improving current or past performance—identifying gaps, giving feedback, and outlining steps to correct deficiencies so the person meets job standards. Coaching, by contrast, is about developing potential and future capability—helping someone build skills, set development goals, practice new behaviors, and prepare for future roles. They may overlap, but counseling aims at immediate performance improvement, while coaching focuses on long-term growth and readiness. The other statements don't fit because they either reverse the focus or limit coaching to past performance or to teams.

2. Differentiate moral courage from physical courage.

- A. Moral courage is standing up for ethical principles; physical courage is facing danger or risk.**
- B. Moral courage is physical bravery; physical courage is moral stances.
- C. They are identical.
- D. It is all about risk management.

Courage shows up in two different ways: acting on your ethical beliefs even when it's costly, and facing danger or risk to yourself. Moral courage is choosing to do what's right—speaking up about unethical behavior, defending a principle, or standing up for someone—despite fear, backlash, or personal sacrifice. Physical courage is the willingness to confront immediate danger or risk of harm in order to protect others or complete a mission. These are distinct but can overlap. For example, whistleblowing is moral courage because it upholds ethics even when it could cost you a job, while charging into a dangerous scene to save someone is physical courage because you're facing immediate bodily risk. The statement that best captures the difference is that moral courage is standing up for ethical principles, whereas physical courage is facing danger or risk. The other ideas mix the domains or reduce courage to risk management, which doesn't describe the ethical versus physical distinction.

3. What is an effective strategy to manage resistance to change?

- A. Demand immediate compliance without explanation
- B. Communicate rationale, involve affected members, and provide training and support**
- C. Withhold information to avoid fear
- D. Change everything without stakeholder input

Managing resistance to change comes down to transparency, collaboration, and the resources people need to adapt. When you clearly explain why the change is happening and what it will improve, you reduce uncertainty and build a rational basis for acceptance. Involving those affected in planning and decision-making gives them ownership, allows them to voice concerns, and helps you address real issues before they become barriers. Providing training and ongoing support ensures they have the skills and confidence to apply the change successfully. Together, these elements create a smoother transition and increase the likelihood that the change will take hold. Demanding immediate compliance without explanation breeds pushback because people don't understand the purpose or benefits. Withholding information to avoid fear backfires, creating mistrust and rumors rather than clarity. Changing everything without stakeholder input ignores practical realities and frontline insights, leading to disengagement and stronger resistance.

4. Which is described as the government's plan to keep the country safe?

- A. National Defense Strategy**
- B. The Constitution
- C. The Department of Homeland Security charter
- D. A domestic economic plan

A government's plan to keep the country safe is described by the National Defense Strategy. This document lays out the military's priorities, identifies current and potential threats, and explains how the nation will deter and defeat aggression while protecting citizens and vital interests. It translates strategic goals into actions—how forces are trained, equipped, and postured, and how resources are allocated among services and partners, including allies. The other options don't fit this purpose. The Constitution is the foundational legal framework for how the government is organized and what rights people have, not a defense plan. The Department of Homeland Security charter describes the mission and structure of that specific department, not the overall national defense strategy. A domestic economic plan focuses on economic policy and growth, not security and defense.

5. 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.

6. What is the primary purpose of a performance-based counseling session?

- A. To punish underperformers
- B. To set clear expectations, establish measurable goals, and provide guidance for improvement**
- C. To document grievances
- D. To assign blame

A performance-based counseling session is a developmental conversation designed to help an airman improve by making expectations clear, setting measurable goals, and outlining the steps, resources, and timelines needed to reach those goals. It focuses on guiding growth, not punishing, and ends with a concrete improvement plan and a plan for follow-up. This approach emphasizes two-way communication, where the supervisor clarifies standards and the airman provides input on obstacles and needs. It's not about documenting grievances or assigning blame; those tasks belong to disciplinary processes rather than development.

7. Which main focus of the National Defense Strategy is aimed at countering a specific strategic competitor?

- A. Defend the homeland
- B. Deter China**
- C. Work with allies
- D. Strong defense industry

The question tests recognizing that the National Defense Strategy centers on strategic competition with a specific adversary and aims to deter that rival. The best choice is Deterring China, because the strategy identifies China as the pacing challenge and prioritizes actions to deter its coercive behavior and potential aggression. This focus shapes how forces are modernized, how alliances are strengthened, and how we posture our readiness to counter that competitor. Other options describe important national defense goals, but they aren't aimed at countering a single specific adversary. Defending the homeland is about protection from attacks in general, not intentionally targeting one competitor. Working with allies is essential but general collaboration rather than a concerted countering effort toward a specific rival. A strong defense industry supports overall readiness and resilience, not a targeted counter to a particular competitor.

8. What core value is shared across all services?

- A. Loyalty to the chain of command
- B. Commitment to the nation**
- C. Personal courage in combat
- D. Excellence in performance

The main idea here is that all services are united by serving and defending the country. That sense of duty to the nation threads through every branch, guiding decisions, sacrifice, and daily conduct. While each service may emphasize its own specific values in different terms, the universal thread is commitment to the nation—protecting its interests and upholding its freedoms. Loyalty to the chain of command is important within each service, but it isn't the single, shared overarching value across all branches. Personal courage in combat is essential for those in harm's way, yet it describes a quality rather than the overarching purpose that ties all services together. Excellence in performance matters, but the idea most consistently shared across the services is the commitment to the nation.

9. Tactical actions refer to what?

- A. Strategic or long-range planning.
- B. Civil-military diplomacy.
- C. The employment and ordered arrangement of forces on or near the battlefield.**
- D. Logistics and supply management.

Tactical actions deal with how forces are employed and arranged on the battlefield. This includes decisions about maneuver, positioning, and the use of units and combat power to achieve immediate combat objectives. That's why the description that fits best is the employment and ordered arrangement of forces on or near the battlefield, because it directly captures how forces are moved, positioned, and engaged in the near-term fighting environment. The other options describe strategic planning (long-range aims), diplomacy (civil-military relations), and logistics (supply and support), which operate at different levels beyond tactical combat actions.

10. What best defines Unity of Effort?

- A. Is a cooperative concept that refers to coordination and communication amongst United States Government (USG) agencies toward the same common goals for success.
- B. Is a hierarchical chain of command across services.
- C. Is limited to military agencies.**
- D. Focuses on funding rather than collaboration.

Unity of Effort means coordinating and communicating across United States Government agencies toward shared objectives so that actions are aligned, priorities are synchronized, and resources are used efficiently. It isn't a hierarchical chain of command limited to the military, nor does it focus on funding. Instead, it involves joint planning and integrated actions across civilian and military partners to achieve a common outcome, with mechanisms like a single overarching objective, liaison officers, and common operating procedures to keep everyone pulling in the same direction.

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!

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