

# Airman Leadership School (ALS) 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

- 1. What is the role of the Secretary of Defense concerning Combat Support Agencies?**
  - A. Conduct daily operations**
  - B. Direct joint force deployments**
  - C. Provide executive authority**
  - D. Oversee intelligence assessments**
- 2. What does Rapid Global Mobility primarily refer to in a military context?**
  - A. The ability to deploy and manage military assets swiftly**
  - B. Strategic planning for long-term deployment**
  - C. The effective training of military personnel**
  - D. Timely deployment, employment, sustainment, augmentation, and redeployment of military forces**
- 3. Which of these is NOT generally considered a factor influencing culture?**
  - A. Religion**
  - B. History**
  - C. Individual wealth**
  - D. Politics**
- 4. What type of courage is mentioned as part of the warrior ethos?**
  - A. Creative courage**
  - B. Moral and physical courage**
  - C. Social courage**
  - D. Emotional courage**
- 5. Which function involves maintaining control over armed forces in a combat zone?**
  - A. Command and Control**
  - B. Air Superiority**
  - C. Global Integrated ISR**
  - D. Nuclear Deterrence**

- 6. What does cross-cultural competence (3C) primarily focus on?**
- A. Ability to participate in multiple cultures**
  - B. Understanding the impact of local cultures**
  - C. Ability to navigate cultural complexities effectively**
  - D. Enhancing cultural awareness**
- 7. Which of the following is NOT a part of impression management?**
- A. Projection**
  - B. Attribution**
  - C. Emotional expression**
  - D. Both Projection and Attribution**
- 8. The principle of surprise in military operations is meant to achieve which of the following?**
- A. Overwhelming force**
  - B. Unexpected advantage**
  - C. Restraint**
  - D. Legitimacy**
- 9. What is one of the main components of equal opportunity?**
- A. The ability to select and dismiss employees**
  - B. The right to participate in programs for which one is qualified**
  - C. The need for all decisions to be made by higher authorities**
  - D. The restriction of participation based on specific criteria**
- 10. What is one of the sub-elements of Nuclear Deterrence Operations?**
- A. Space Surveillance**
  - B. Nuclear Surety**
  - C. Combat Search and Rescue**
  - D. Information Warfare**



## **Answers**

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

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## **Explanations**

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**1. What is the role of the Secretary of Defense concerning Combat Support Agencies?**

- A. Conduct daily operations**
- B. Direct joint force deployments**
- C. Provide executive authority**
- D. Oversee intelligence assessments**

The role of the Secretary of Defense concerning Combat Support Agencies includes providing executive authority, which is a critical function in establishing the framework for defense operations. The Secretary of Defense serves as the principal advisor to the President on military matters and is responsible for the overall direction and control of the Department of Defense, including its various agencies and operations. By providing executive authority, the Secretary ensures that Combat Support Agencies operate within the guidelines and policies that align with national defense objectives and strategies. This authority encompasses making high-level decisions regarding resource allocation, mission priorities, and strategic direction which are essential for coordinating and integrating the various support functions that are vital during both peacetime and combat operations. Other roles related to daily operations, joint force deployments, and intelligence assessments are generally managed by subordinate leaders and entities within the military structure, rather than being direct responsibilities of the Secretary of Defense themselves. Thus, while those activities are important aspects of military operations, they fall under different layers of command and responsibility within the Department of Defense.

**2. What does Rapid Global Mobility primarily refer to in a military context?**

- A. The ability to deploy and manage military assets swiftly**
- B. Strategic planning for long-term deployment**
- C. The effective training of military personnel**
- D. Timely deployment, employment, sustainment, augmentation, and redeployment of military forces**

Rapid Global Mobility primarily refers to the timely deployment, employment, sustainment, augmentation, and redeployment of military forces, which encompasses the comprehensive processes that allow military units to be moved and utilized efficiently in response to operational requirements. This concept is essential in modern military operations because it enables forces to quickly respond to threats, humanitarian crises, or other contingencies that may arise anywhere in the world. This option accurately reflects the multifaceted nature of mobility, which not only involves the initial movement of troops but also includes sustaining those forces in their operational environments and ensuring they can be reinforced or relocated as the situation evolves. Effective management of these elements is crucial for maintaining operational readiness and achieving overall military objectives. On the other hand, the other options, while they touch on relevant aspects of military operations, do not encompass the full scope of what Rapid Global Mobility signifies. For example, simply deploying and managing military assets swiftly focuses more on the execution aspect rather than the continuous cycle of deployment and sustainment. Strategic planning for long-term deployment addresses future considerations but lacks the immediacy and comprehensive action that Rapid Global Mobility entails. Effective training of military personnel is vital for overall readiness but does not directly relate to the movement and operational deployment of forces, which is the core of

**3. Which of these is NOT generally considered a factor influencing culture?**

**A. Religion**

**B. History**

**C. Individual wealth**

**D. Politics**

Individual wealth is not typically viewed as a direct factor influencing culture in the same way that religion, history, and politics are. Culture encompasses the shared beliefs, values, norms, and practices of a group, often shaped by collective experiences and interactions, particularly through historical context, religious beliefs, and political structures. Religion plays a significant role in cultural formation by providing moral frameworks, traditions, and communal practices that influence how individuals interact within society. History shapes culture by providing the context in which a community's values and norms develop, often rooted in significant past events, movements, and milestones. Politics also heavily influences culture, as governmental ideologies and policies can shape societal behaviors, values, and institutions over time. While individual wealth can impact personal lifestyle choices and access to resources, it does not define or shape the broader cultural context for a group or society. Instead, wealth can affect how individuals engage with and interpret their culture, making it more of a personal factor rather than a collective or foundational influence on culture itself.

**4. What type of courage is mentioned as part of the warrior ethos?**

**A. Creative courage**

**B. Moral and physical courage**

**C. Social courage**

**D. Emotional courage**

The concept of courage as part of the warrior ethos encompasses both moral and physical courage, making this the correct answer. Moral courage refers to the ability to stand up for what is right, to make ethical decisions, and to act in accordance with one's values, even in the face of opposition or personal risk. Physical courage, on the other hand, involves the willingness to confront danger or endure hardship for a greater cause, which is often inherent in military service. Together, these forms of courage embody the resilience and integrity expected of members of the armed forces, illustrating their commitment to duty and honor. The other options — creative, social, and emotional courage — while valuable in different contexts, do not specifically align with the defined principles of the warrior ethos. Creative courage might relate to innovation and problem-solving, social courage could pertain to engaging with difficult social issues, and emotional courage involves confronting one's feelings. However, it is the combination of moral and physical courage that fundamentally represents the essence of what it means to be a warrior, as it directly relates to the sacrifices and ethical dilemmas faced in military life.

**5. Which function involves maintaining control over armed forces in a combat zone?**

- A. Command and Control**
- B. Air Superiority**
- C. Global Integrated ISR**
- D. Nuclear Deterrence**

The function that involves maintaining control over armed forces in a combat zone is Command and Control. This concept is crucial in military operations as it encompasses the processes and tools utilized by leaders to manage and direct forces effectively in real-time situations. Command and Control ensures that military units can communicate efficiently, make strategic decisions, and execute operations as intended in a dynamic and often chaotic environment. Within Command and Control, leaders assess the battlefield, gather intelligence, and allocate resources to meet mission objectives. The ability to maintain situational awareness and coordinate actions among various forces is vital for operational success. This encompasses everything from tactical movements of troops to the integration of support assets, all of which are essential in a combat zone. The other options, while related to military operations, do not directly address the function of managing forces in a combat zone. Air Superiority primarily focuses on establishing dominance in the airspace, Global Integrated ISR relates to the collection and processing of information for intelligence, and Nuclear Deterrence involves strategies to prevent nuclear conflict rather than managing units in a combat environment.

**6. What does cross-cultural competence (3C) primarily focus on?**

- A. Ability to participate in multiple cultures**
- B. Understanding the impact of local cultures**
- C. Ability to navigate cultural complexities effectively**
- D. Enhancing cultural awareness**

Cross-cultural competence (3C) primarily focuses on the ability to navigate cultural complexities effectively. This involves not only an awareness of different cultural norms and practices but also the skills to adapt one's behavior and communication style in diverse cultural contexts. It requires an understanding of how cultural differences can influence perceptions, interactions, and outcomes. By being able to navigate these complexities, individuals are better prepared to work collaboratively in multicultural environments. The emphasis on navigating cultural complexities is crucial because it entails applying knowledge and skills in real-world situations, fostering effective communication, and building strong relationships across cultures. This is particularly important in a globalized environment where teamwork may involve individuals from various cultural backgrounds. Successful navigation leads to minimizing misunderstandings and enhancing collaboration, thereby improving overall effectiveness in a diverse setting.

**7. Which of the following is NOT a part of impression management?**

- A. Projection**
- B. Attribution**
- C. Emotional expression**
- D. Both Projection and Attribution**

Impression management involves the various strategies and techniques individuals use to influence how they are perceived by others. Emotional expression refers to the outward display of feelings and emotions, which, while it can play a role in how one is perceived, is not a specific technique employed to manage impressions. Instead, it is more about expressing genuine feelings rather than manipulating perceptions. On the other hand, projection and attribution are both techniques used in impression management.

Projection involves attributing one's own undesirable traits or feelings to others, while attribution concerns how we explain the behaviors of ourselves and others, often to influence how others perceive these actions. Therefore, emotional expression stands apart as it does not directly serve the function of managing impressions in the strategic sense that the other options do.

**8. The principle of surprise in military operations is meant to achieve which of the following?**

- A. Overwhelming force**
- B. Unexpected advantage**
- C. Restraint**
- D. Legitimacy**

The principle of surprise in military operations is primarily aimed at achieving an unexpected advantage. When forces execute operations in a manner that catches the enemy off guard, it disrupts their plans, compromises their ability to respond effectively, and may lead to a swift and decisive outcome. This unexpected advantage can tilt the balance of engagement in favor of the force that successfully employs surprise, allowing them to seize the initiative and dictate the terms of the conflict. This principle is crucial because it capitalizes on the psychological element of warfare, creating confusion and hesitation within the enemy ranks. It can lead to increased effectiveness in the operations conducted, whether through exploiting weaknesses, achieving key objectives, or diminishing enemy morale. The other options—overwhelming force, restraint, and legitimacy—while important concepts in military strategy, do not directly encapsulate the essence of surprise. Overwhelming force refers to sheer numbers or firepower, restraint speaks to the careful application of military power, and legitimacy relates to the legal and moral justification of actions taken. None of these concepts inherently involve the strategic element of catching an opponent unawares, which is the heart of utilizing surprise in military operations.

**9. What is one of the main components of equal opportunity?**

- A. The ability to select and dismiss employees
- B. The right to participate in programs for which one is qualified**
- C. The need for all decisions to be made by higher authorities
- D. The restriction of participation based on specific criteria

One of the main components of equal opportunity is the right to participate in programs for which one is qualified. This principle ensures that individuals have fair access to opportunities regardless of their background, identity, or personal characteristics. By focusing on qualifications rather than subjective criteria, equal opportunity promotes inclusiveness and fairness in the workplace and educational settings. This means individuals can pursue career advancement, educational opportunities, and professional development based on their skills and competencies, rather than being excluded due to irrelevant factors. This approach not only fosters a diverse environment but also enhances organizational performance by leveraging the talents of all individuals. The other options do not align with the tenets of equal opportunity. Selecting and dismissing employees based solely on personal biases contradicts the essence of fairness. Decisions made exclusively by higher authorities can lead to unequal power dynamics and hinder access for those at lower organizational levels. Finally, restricting participation based on specific criteria often leads to discrimination, undermining the goals of equality and inclusivity that equal opportunity seeks to uphold.

**10. What is one of the sub-elements of Nuclear Deterrence Operations?**

- A. Space Surveillance
- B. Nuclear Surety**
- C. Combat Search and Rescue
- D. Information Warfare

Nuclear Surety is a critical sub-element of Nuclear Deterrence Operations, as it encompasses the processes, procedures, and safeguards used to ensure that nuclear weapons are maintained in a safe, secure, and effective state. This principle is vital to prevent unauthorized use and mitigate risks associated with the handling and deployment of nuclear weapons. It involves rigorous training, strict adherence to protocols, and continuous assessments to assure that nuclear systems remain reliable and free from unintended detonation or accidents. The significance of Nuclear Surety in the context of deterrence operations lies in its role in maintaining credibility and stability in strategic deterrence. A strong nuclear surety regime instills confidence within military leadership and allies that nuclear capabilities can be utilized effectively if necessary, while also reassuring the public about the responsible stewardship of such powerful assets. This element contributes to overall national security by emphasizing the importance of protecting the integrity of nuclear weapons. The other choices do not fit as sub-elements within Nuclear Deterrence Operations. For example, Space Surveillance relates to monitoring objects in space and does not directly involve the management of nuclear arsenals. Combat Search and Rescue focuses on recovering personnel in hostile environments, while Information Warfare deals with tactical operations in cyberspace and information environments, neither of which directly pertains to the



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

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