

AON Assessment Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

This is a sample study guide. To access the full version with hundreds of questions,

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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. Don't worry about getting everything right, 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, and take breaks to retain information better.

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.

7. Use Other Tools

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!

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Questions

- 1. What practice can help candidates improve their numerical reasoning skills?**
 - A. Reading fiction novels**
 - B. Working on data interpretation problems**
 - C. Memorizing formulas**
 - D. Solving word puzzles**
- 2. How should candidates prepare for the cognitive ability section of the AON Assessment?**
 - A. By practicing creative writing techniques**
 - B. By engaging in team-building activities**
 - C. By practicing problem-solving exercises and familiarizing oneself with basic math and reasoning tasks**
 - D. By reviewing previous work performance evaluations**
- 3. What are the primary physical assessment techniques?**
 - A. Inspection, Communication, Evaluation**
 - B. Inspection, Palpation, Auscultation, Diagnosis**
 - C. Inspection, Palpation, Percussion, Auscultation**
 - D. Diagnosis, Treatment, Management**
- 4. Which of the following best describes a purpose of the feedback reports from the AON Assessment?**
 - A. To provide a final decision on employment**
 - B. To inform candidates about their strengths and areas for improvement**
 - C. To explain the hiring process in detail**
 - D. To offer job placement services**
- 5. What is essential for interpreting clinical findings effectively?**
 - A. A single perspective on health**
 - B. Integrating diagnostic and laboratory data**
 - C. Only patient self-reporting**
 - D. Ignoring historical data**

- 6. What is one benefit of taking practice tests?**
- A. Paying less for the actual test.**
 - B. Gaining familiarity with the test structure and content.**
 - C. Eliminating the need for genuine assessment.**
 - D. Seeing the actual test questions in advance.**
- 7. What is a significant aspect of summarizing information in the termination phase?**
- A. To confuse the interviewee**
 - B. To clarify and reinforce understanding**
 - C. To extend the interview duration**
 - D. To introduce new topics**
- 8. What distinguishes indirect percussion from direct percussion?**
- A. It uses an instrument while the skin is avoided**
 - B. It involves striking a finger or hand placed over a body surface**
 - C. It is quieter and requires no contact with the body**
 - D. It is performed at a distance from the body**
- 9. What should candidates prioritize to achieve maximum success on the AON Assessment?**
- A. Completing the assessment quickly**
 - B. Reading all instructions and questions carefully**
 - C. Using guesswork when unsure of an answer**
 - D. Choosing the first option in multiple-choice questions**
- 10. How does AON's approach to assessment design enhance predictive validity?**
- A. By ensuring every candidate receives the same questions**
 - B. By utilizing data-driven methods and refining assessments**
 - C. By eliminating the need for scoring models**
 - D. By focusing only on academic history**

Answers

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

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Explanations

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1. What practice can help candidates improve their numerical reasoning skills?

A. Reading fiction novels

B. Working on data interpretation problems

C. Memorizing formulas

D. Solving word puzzles

Focusing on data interpretation problems is a highly effective practice for improving numerical reasoning skills. This approach directly engages candidates with various types of numerical data, such as charts, graphs, and tables, which they may encounter in assessments and real-life scenarios. By practicing data interpretation, candidates can enhance their ability to analyze and interpret quantitative information, make calculations, and draw conclusions based on data. This skill set is particularly relevant for assessments that require quick, logical thinking and the application of numerical concepts to solve problems. Engaging with data interpretation materials allows candidates to develop critical thinking skills and improves their confidence when working with numbers, which is essential during tests like those in the AON Assessment.

2. How should candidates prepare for the cognitive ability section of the AON Assessment?

A. By practicing creative writing techniques

B. By engaging in team-building activities

C. By practicing problem-solving exercises and familiarizing oneself with basic math and reasoning tasks

D. By reviewing previous work performance evaluations

To effectively prepare for the cognitive ability section of the AON Assessment, candidates should focus on practicing problem-solving exercises and familiarizing themselves with basic math and reasoning tasks. This section assesses cognitive capabilities such as numerical reasoning, logical thinking, and analytical skills. Therefore, engaging in practice that sharpens these abilities directly leads to improved performance. Problem-solving exercises help candidates enhance their analytical skills, allowing them to approach questions methodically and efficiently. Additionally, practicing basic math ensures that candidates are comfortable with the types of calculations they might encounter during the assessment. Familiarization with reasoning tasks further builds confidence and helps candidates understand the format and style of questions they will face, which can reduce test anxiety and improve overall performance. The other preparation methods, while beneficial for other areas, do not align as closely with the specific skills needed for the cognitive ability section.

3. What are the primary physical assessment techniques?

- A. Inspection, Communication, Evaluation
- B. Inspection, Palpation, Auscultation, Diagnosis
- C. Inspection, Palpation, Percussion, Auscultation**
- D. Diagnosis, Treatment, Management

The primary physical assessment techniques are critical for gathering comprehensive information about a patient's health status. These techniques include inspection, palpation, percussion, and auscultation. Inspection is the initial step where the healthcare provider visually examines the patient for any signs of illness or abnormalities. Palpation involves using the hands to feel the body's surface, assessing for texture, temperature, and any abnormal masses or tenderness. Percussion involves tapping on the body to listen for sounds that indicate the presence of fluids, air, or solid masses within the organs. Finally, auscultation is the technique of listening to internal body sounds, often using a stethoscope, to evaluate heart, lung, and vascular functions. The option that lists these four techniques encompasses the full range of physical assessments typically used in clinical practice, making it the correct answer. In contrast, the other options either include unrelated terms or focus on aspects of patient care that do not pertain to the actual assessment techniques.

4. Which of the following best describes a purpose of the feedback reports from the AON Assessment?

- A. To provide a final decision on employment
- B. To inform candidates about their strengths and areas for improvement**
- C. To explain the hiring process in detail
- D. To offer job placement services

The purpose of the feedback reports from the AON Assessment is to inform candidates about their strengths and areas for improvement. These reports are designed to help individuals gain insights into their performance during the assessment process. By highlighting specific strengths, candidates can see what attributes they excel in, which can boost their confidence and assist in career planning. Additionally, identifying areas for improvement allows candidates to target skills that may need development, ultimately helping them to enhance their qualifications and competitiveness in the job market. This approach is aligned with a growth mindset, as it supports ongoing personal and professional development rather than merely serving as a tool for making final employment decisions or detailing hiring processes.

5. What is essential for interpreting clinical findings effectively?

- A. A single perspective on health**
- B. Integrating diagnostic and laboratory data**
- C. Only patient self-reporting**
- D. Ignoring historical data**

Integrating diagnostic and laboratory data is crucial for interpreting clinical findings effectively because it allows healthcare professionals to gather a comprehensive understanding of a patient's health status. An effective interpretation goes beyond just observing symptoms or relying solely on patient self-reports. By combining clinical evaluations with objective diagnostic results and laboratory tests, practitioners can identify patterns, make informed decisions, and establish accurate diagnoses. This integrated approach enhances the ability to differentiate between various conditions, leading to better treatment plans and improved patient outcomes. The reliance on multiple data sources mitigates the risks of misinterpretation that can arise from a limited perspective or anecdotal evidence. Therefore, having access to and being able to synthesize various pieces of information plays a vital role in the clinical decision-making process.

6. What is one benefit of taking practice tests?

- A. Paying less for the actual test.**
- B. Gaining familiarity with the test structure and content.**
- C. Eliminating the need for genuine assessment.**
- D. Seeing the actual test questions in advance.**

One benefit of taking practice tests is the opportunity to gain familiarity with the test structure and content. Practice tests simulate the actual testing environment, allowing individuals to experience the format, types of questions, and timing they can expect on the real test. This exposure helps reduce anxiety and boosts confidence, as test-takers become more comfortable with the material and any test-specific strategies they may need to employ. Additionally, understanding the structure and types of questions can aid in identifying strengths and weaknesses in specific areas, allowing for targeted study and preparation. This pre-test experience is crucial for improving overall performance and can positively impact the test-taker's final score.

7. What is a significant aspect of summarizing information in the termination phase?

- A. To confuse the interviewee**
- B. To clarify and reinforce understanding**
- C. To extend the interview duration**
- D. To introduce new topics**

In the termination phase of an interview or assessment, summarizing information plays a critical role in ensuring that both the interviewer and the interviewee have a clear and mutual understanding of the discussed topics. By clarifying and reinforcing understanding, the interviewer can highlight key points, confirm the interviewee's insights, and solidify the conclusions drawn throughout the conversation. This process helps to ensure that the information shared is not only retained but also accurately understood, allowing for a more effective transition out of the session. Additionally, effective summarization at this stage can create a sense of closure for the interviewee, making them feel heard and valued. It sets the stage for any follow-up steps and ensures that both parties share the same perspective on what has been discussed. Thus, this aspect is crucial for validating the information exchanged and enhancing the overall communication experience during the termination phase.

8. What distinguishes indirect percussion from direct percussion?

- A. It uses an instrument while the skin is avoided**
- B. It involves striking a finger or hand placed over a body surface**
- C. It is quieter and requires no contact with the body**
- D. It is performed at a distance from the body**

Indirect percussion is characterized by the technique of striking a finger or hand that is positioned on the body's surface; this allows for the generation of sound waves produced by the underlying structures. This method enables the examiner to assess the density and size of internal organs, as variations in pitch and quality of sound can indicate different tissue types or abnormalities. In this approach, the examiner's fingers act as a mediator, detecting the vibrations created by the percussion, which provides valuable clinical information. It contrasts with direct percussion, where the body surface is struck directly, allowing for a different assessment dynamic. The other options, while they mention various aspects of percussion techniques, do not accurately describe the essential feature of indirect percussion. Only option B correctly identifies the involvement of a finger or hand and their placement over a body surface as key components of the indirect percussion method.

9. What should candidates prioritize to achieve maximum success on the AON Assessment?

- A. Completing the assessment quickly**
- B. Reading all instructions and questions carefully**
- C. Using guesswork when unsure of an answer**
- D. Choosing the first option in multiple-choice questions**

Prioritizing the careful reading of all instructions and questions is crucial for achieving success on the AON Assessment. This approach ensures that candidates fully understand what is being asked, which is essential for providing accurate and relevant responses. Each question may have specific requirements or nuances that could significantly impact the effectiveness of an answer, and missing these details can lead to misunderstandings and potentially lower scores. By taking the time to read carefully, candidates are also able to identify keywords or phrases that might give clues about the correct reasoning or solution. This thoughtful engagement with the material fosters critical thinking and helps candidates avoid common pitfalls that can arise from misinterpretation. In contrast, focusing on speed, relying on guesswork, or opting for the first answer choice could diminish a candidate's performance, as these strategies overlook the importance of comprehension and critical evaluation necessary to navigate the assessment successfully.

10. How does AON's approach to assessment design enhance predictive validity?

- A. By ensuring every candidate receives the same questions**
- B. By utilizing data-driven methods and refining assessments**
- C. By eliminating the need for scoring models**
- D. By focusing only on academic history**

AON's approach to assessment design enhances predictive validity primarily through the utilization of data-driven methods and continuous refinement of assessments. This strategy involves analyzing large volumes of performance data to identify the most effective assessment techniques and content that correlate with successful outcomes in the targeted roles. By leveraging analytics, AON can ensure that the assessments accurately measure the competencies that predict job performance, thereby increasing the reliability of the selection process. Refining assessments is crucial, as it allows AON to adapt to changing job requirements and optimize tests based on performance data. This iterative process helps ensure that assessments remain relevant, valid, and aligned with organizational needs, ultimately leading to better hiring decisions and improved employee performance. The practice of data-driven assessment design stands in contrast to uniformity in questions, scoring models, or an exclusive focus on academic history, which may not provide a comprehensive view of a candidate's abilities or predict their future performance effectively. By focusing on data and ongoing improvements, AON enhances the likelihood that its assessments can effectively identify candidates who will excel in their roles.

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://aon.examzify.com>

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