

ARMY PROMOTION BOARD E-5 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. Which action is most effective in building team cohesion?**
 - A. Assigning roles based solely on rank
 - B. Encouraging collaboration and shared goals
 - C. Limiting communication to formal meetings
 - D. Focusing on individual achievements
- 2. Why is follow-up important in counseling?**
 - A. To establish more guidelines for soldiers
 - B. To assess the effectiveness of the plan of action
 - C. To document failures only
 - D. To schedule additional informal meetings
- 3. What is the Army's guideline on the use of social media?**
 - A. Soldiers must adhere to operational security principles
 - B. Soldiers are encouraged to share all activities
 - C. Only authorized personnel can post updates
 - D. Social media use is prohibited
- 4. What is required from soldiers to demonstrate leadership according to Army values?**
 - A. Knowledge of technical skills
 - B. Consistency in following orders
 - C. Exemplification of Army values
 - D. Maintaining superior physical standards
- 5. Which program helps soldiers transitioning to a new station with various needs, including housing?**
 - A. Army Sponsorship Program
 - B. Army Community Services
 - C. Army Career and Alumni Program
 - D. Army Family Team Building

- 6. What is the Army's expectation for courtesy and respect?**
- A. Soldiers must treat others with eagerness and loyalty
 - B. Soldiers must treat others with dignity and respect
 - C. Soldiers should only show respect to superiors
 - D. Soldiers must demonstrate respect through military decorum
- 7. What is the Army's policy regarding equal opportunity?**
- A. To promote diversity among soldiers
 - B. To provide a workplace free from discrimination and harassment
 - C. To ensure all personnel have equal benefits
 - D. To enforce strict regulations on conduct
- 8. What does "APFT" stand for?**
- A. Army Physical Fitness Test
 - B. Advanced Performance Fitness Training
 - C. Army Proficiency Fitness Test
 - D. Annual Physical Fitness Training
- 9. What does "Be, Know, Do" refer to in leadership?**
- A. Personal qualities necessary for success
 - B. The historical achievements of military leaders
 - C. A leader's character, knowledge, and actions
 - D. Basic soldiering tasks
- 10. Who primarily determined the promotion of NCO's during WWII?**
- A. Senior enlisted advisors
 - B. Company commanders
 - C. Regimental commanders
 - D. Peer evaluation boards

Answers

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

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Explanations

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1. Which action is most effective in building team cohesion?

- A. Assigning roles based solely on rank
- B. Encouraging collaboration and shared goals**
- C. Limiting communication to formal meetings
- D. Focusing on individual achievements

Encouraging collaboration and shared goals is the most effective action in building team cohesion because it fosters a sense of unity and collective purpose among team members. When individuals work together towards common objectives, they develop mutual trust and understanding. This collaborative environment promotes open communication and active participation, allowing team members to contribute their unique skills and perspectives toward achieving shared outcomes. In essence, collaboration creates a supportive atmosphere where members feel valued and engaged, increasing morale and reinforcing the bonds within the team. It also enables individuals to see how their contributions fit into the larger picture, enhancing the overall effectiveness of the team. By prioritizing teamwork and shared responsibilities, group members are more likely to develop a strong sense of belonging, which is crucial for maintaining long-term cohesion.

2. Why is follow-up important in counseling?

- A. To establish more guidelines for soldiers
- B. To assess the effectiveness of the plan of action**
- C. To document failures only
- D. To schedule additional informal meetings

Follow-up in counseling is crucial primarily for assessing the effectiveness of the plan of action. This step allows leaders and counselors to evaluate how well the strategies implemented are working to address the issues discussed in earlier sessions. By reviewing progress, identifying any setbacks, and making necessary adjustments, the counselor can ensure that soldiers are receiving the support they need to improve their performance or resolve specific concerns. This iterative process fosters accountability and encourages a continuous improvement mindset, which is essential for personal and professional development within the military context. It also helps to maintain open lines of communication between leaders and soldiers, facilitating a supportive environment that can lead to better outcomes.

3. What is the Army's guideline on the use of social media?

- A. Soldiers must adhere to operational security principles**
- B. Soldiers are encouraged to share all activities
- C. Only authorized personnel can post updates
- D. Social media use is prohibited

The guideline that states soldiers must adhere to operational security principles is essential because it promotes the balance between the benefits of social media engagement and the need to protect sensitive information. Operational security (OPSEC) ensures that soldiers do not disclose information that could jeopardize mission success or personal safety. This means being cautious about sharing details regarding locations, activities, or any operational data that could be harmful if it falls into the wrong hands. The other options do not support the Army's approach to social media. Encouraging soldiers to share all activities can lead to violations of OPSEC. Allowing only authorized personnel to post updates may not cover all service members' responsibilities regarding safety and security, while outright prohibition of social media use would ignore its potential benefits for morale and communication in an age where digital presence is increasingly important.

4. What is required from soldiers to demonstrate leadership according to Army values?

- A. Knowledge of technical skills
- B. Consistency in following orders
- C. Exemplification of Army values**
- D. Maintaining superior physical standards

To demonstrate leadership according to Army values, it is essential for soldiers to exemplify Army values. These values—loyalty, duty, respect, selfless service, honor, integrity, and personal courage—serve as the foundation for ethical leadership and decision-making within the Army. A leader must embody these values in their actions and interactions with peers and subordinates to gain respect and inspire those around them. Exemplifying Army values fosters trust and cohesion within the unit, as soldiers witness their leaders acting in accordance with the Army's ethical framework. This not only sets a standard for others to follow but also creates a positive culture within the organization, which is critical for effective leadership. Leaders who live by these values are seen as credible and reliable, reinforcing their ability to lead effectively.

5. Which program helps soldiers transitioning to a new station with various needs, including housing?

- A. Army Sponsorship Program**
- B. Army Community Services
- C. Army Career and Alumni Program
- D. Army Family Team Building

The Army Sponsorship Program is designed specifically to assist soldiers who are transitioning to a new duty station. This program facilitates a smoother relocation experience by pairing incoming soldiers with sponsors at their new unit. The sponsors provide vital information and support regarding various aspects of moving, including housing, local amenities, and acclimatization to the new environment. This program is critical because it helps address the unique challenges soldiers and their families may face during a move, ensuring they have the resources and guidance needed to settle in effectively. Through this program, transitioning soldiers can gain insights from their sponsors, who often have firsthand experience in navigating the complexities of a new station. The other options, while beneficial in various ways, do not specifically target the comprehensive assistance needed for soldiers moving to a new location. For instance, Army Community Services offers a range of support services, but does not focus exclusively on the sponsorship aspect. Similarly, the Army Career and Alumni Program centers on career transition and employment resources, and Army Family Team Building emphasizes family readiness and support rather than the immediate logistical needs associated with moving.

6. What is the Army's expectation for courtesy and respect?

- A. Soldiers must treat others with eagerness and loyalty
- B. Soldiers must treat others with dignity and respect**
- C. Soldiers should only show respect to superiors
- D. Soldiers must demonstrate respect through military decorum

The Army's expectation for courtesy and respect is encapsulated in the idea that soldiers must treat others with dignity and respect. This principle is fundamental to maintaining a professional and cohesive environment within the military. It highlights the importance of recognizing the inherent value of every individual, regardless of rank or position. Treating others with dignity means acknowledging their worth, fostering mutual respect, and creating a culture where all personnel feel valued and safe. This approach not only enhances teamwork and morale but also is essential in ensuring effective communication and cooperation among soldiers. Upholding this standard is vital in reinforcing the Army's core values and maintaining the integrity of the force. The other options, while they may include elements of respect, do not encompass the full breadth of the Army's expectations regarding the treatment of all individuals. For instance, suggesting respect should only extend to superiors contradicts the tenets of a comprehensive respectful environment, and emphasizing decorum without the fundamental aspect of dignity does not capture the essence of how soldiers should interact with one another.

7. What is the Army's policy regarding equal opportunity?

- A. To promote diversity among soldiers
- B. To provide a workplace free from discrimination and harassment**
- C. To ensure all personnel have equal benefits
- D. To enforce strict regulations on conduct

The Army's policy regarding equal opportunity focuses on providing a workplace free from discrimination and harassment. This foundational principle aims to create an environment where all personnel, regardless of their race, gender, religion, or other characteristics, can work and thrive without facing bias or hostility. This aspect of the policy is crucial in maintaining morale, fostering teamwork, and ensuring that every soldier can fully participate in their duties and responsibilities. When soldiers feel safe and respected in their environment, they are more likely to contribute positively to their unit and mission. The emphasis on a discrimination-free workplace allows the Army to uphold its values of dignity and respect, which are vital to the effectiveness of the force as a whole. This policy is further supported by training and resources designed to educate soldiers on the importance of equal opportunity and the need for respectful conduct. In contrast, while promoting diversity, ensuring equal benefits, and regulating conduct are factors that relate to a healthy workplace, they do not encapsulate the core purpose of the Army's equal opportunity policy as effectively as the stated focus on preventing discrimination and harassment.

8. What does "APFT" stand for?

- A. Army Physical Fitness Test
- B. Advanced Performance Fitness Training
- C. Army Proficiency Fitness Test
- D. Annual Physical Fitness Training

The term "APFT" stands for "Army Physical Fitness Test." This standardized test is a crucial element in the assessment of soldiers' physical readiness within the U.S. Army. The APFT evaluates a soldier's physical fitness through a series of exercises, including push-ups, sit-ups, and a timed two-mile run. These components are designed to measure strength, endurance, and overall physical condition, which are essential for successful performance in military duties. The focus on physical fitness in soldiers is integral to maintaining operational readiness and effectiveness in various situations that may arise during service. The APFT also plays a role in personal accountability and soldier development, as results can influence career progression, including promotions and assignments. Understanding what APFT stands for and its significance underscores the Army's commitment to sustaining a physically fit force.

9. What does "Be, Know, Do" refer to in leadership?

- A. Personal qualities necessary for success
- B. The historical achievements of military leaders
- C. A leader's character, knowledge, and actions
- D. Basic soldiering tasks

The phrase "Be, Know, Do" in leadership directly pertains to the essential qualities that characterize effective leaders in the Army. It encapsulates three crucial components: - **Be** refers to the character and personal attributes a leader must embody. This includes traits such as integrity, confidence, and moral conviction, which are foundational for leading troops and gaining their trust. - **Know** emphasizes the knowledge that a leader must possess. This encompasses not only technical proficiency in military skills but also an understanding of military doctrine, the mission at hand, and the dynamics of human behavior. - **Do** signifies the actions a leader must take, which involves implementing strategies, making decisions, and demonstrating competence in executing tasks and leading others. Together, these elements highlight that effective leadership in the military is not solely about knowing procedures or possessing rank; it is also about embodying the right qualities and actively applying knowledge in practice to achieve mission objectives and foster a cohesive unit.

10. Who primarily determined the promotion of NCO's during WWII?

- A. Senior enlisted advisors
- B. Company commanders
- C. Regimental commanders
- D. Peer evaluation boards

During World War II, the promotion of Non-Commissioned Officers (NCOs) was primarily determined by regimental commanders. These commanders had the authority and responsibility to assess the performance and qualifications of NCOs within their respective units. They were in a position to evaluate the leadership abilities, technical skills, and overall readiness of potential NCOs to take on greater responsibilities. This centralized decision-making process allowed for a more streamlined approach to promotions, ensuring that leaders at the regimental level who were most familiar with the soldiers' performance played a direct role in their advancement. In contrast, while senior enlisted advisors and company commanders played important supportive roles in the evaluation process, the ultimate decision rested with the regimental commanders who had a broader perspective on the capabilities of the soldiers within the entire regiment. Peer evaluation boards were not typically involved in the promotion process during this time period, as the military relied more heavily on command structure and authority for decisions related to advancement in rank.

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://armypromotionboarde5.examzify.com>

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

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