

# Army SPC-SGT Promotion Board Practice Exam (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. Which of the following is NOT considered a major terrain feature?**
  - A. Hill**
  - B. Valley**
  - C. Saddle**
  - D. Spur**
- 2. What is a key aspect of military bearing?**
  - A. A focus on peer relationships**
  - B. Personal presentation and discipline**
  - C. Casual approach to leadership**
  - D. Individual freedom in conduct**
- 3. How many types of sexual harassment are recognized in the Army?**
  - A. One**
  - B. Two**
  - C. Three**
  - D. Four**
- 4. Which of the following is crucial for a Soldier's success in the promotion board?**
  - A. Ability to recite policies verbatim**
  - B. Commitment to ongoing self-improvement and preparation**
  - C. Presence of experience in combat zones**
  - D. Familiarity with senior officers' preferences**
- 5. Which is the official document used for tracking counseling sessions in the Army?**
  - A. DA form 3846 E**
  - B. DA form 705**
  - C. DA form 3349**
  - D. DA form 2569**



- 6. During the promotion board, how long should a Soldier be able to speak about their accomplishments?**
- A. 1-2 minutes**
  - B. 3-5 minutes**
  - C. 5-10 minutes**
  - D. 10-15 minutes**
- 7. Which Army Regulation pertains to enlisted promotion and reduction?**
- A. AR 600-8-22**
  - B. AR 600-8-19**
  - C. AR 600-20**
  - D. AR 600-25**
- 8. What aspect of a Soldier's performance is referred to as 'organizational impact'?**
- A. The number of tasks completed**
  - B. The degree to which a Soldier contributes to unit success**
  - C. The length of service**
  - D. The rank achieved**
- 9. Which of the following is NOT a physical requirement for soldiers in the weight control program?**
- A. Endurance performance test**
  - B. Height check**
  - C. Body fat measurement**
  - D. Weight measurement**
- 10. What is a key factor in the Army's Equal Opportunity Program?**
- A. Providing training opportunities**
  - B. Ensuring all Soldiers are equally informed**
  - C. Providing all Soldiers an equal chance for promotions and assignments**
  - D. Maintaining uniform standards across units**

## **Answers**

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

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## **Explanations**

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**1. Which of the following is NOT considered a major terrain feature?**

- A. Hill**
- B. Valley**
- C. Saddle**
- D. Spur**

A spur is not classified as a major terrain feature, while hills, valleys, and saddles are. Major terrain features include prominent landscape forms that significantly impact military operations and planning. Hills are elevated landforms that can dominate surrounding areas and are crucial for gaining a tactical advantage. Valleys are low-lying areas between hills or mountains that can serve as routes for movement or ambush locations. Saddles are low points between two hills, often serving as strategic chokepoints or transition areas in the terrain. Spurs, on the other hand, are smaller, less prominent protrusions that extend out from a hill or ridge. While they can influence tactical movement, they do not hold the same significance as the major features listed. Understanding these distinctions is essential for successful terrain analysis in military operations.

**2. What is a key aspect of military bearing?**

- A. A focus on peer relationships**
- B. Personal presentation and discipline**
- C. Casual approach to leadership**
- D. Individual freedom in conduct**

A key aspect of military bearing is personal presentation and discipline. This involves maintaining a professional appearance and attitude that reflects the values and standards of the military. Soldiers are expected to adhere to uniform regulations, grooming standards, and to demonstrate respect in their demeanor toward others. This embodiment of discipline instills confidence and trust, not only in themselves but also in their peers and superiors. In the military, personal presentation is more than just appearance; it also encompasses how one carries oneself, communicates, and interacts with others. The expectation is that service members display professionalism in all situations, thus reinforcing the principles of leadership and teamwork essential to military effectiveness. Personal discipline signifies a commitment to the mission and to one's fellow soldiers, fostering a strong sense of accountability and responsibility, critical for mission accomplishment and unit cohesion.

**3. How many types of sexual harassment are recognized in the Army?**

- A. One
- B. Two
- C. Three**
- D. Four

The Army recognizes three types of sexual harassment, which include verbal harassment, non-verbal harassment, and physical harassment. This classification helps to identify the various forms in which sexual harassment can occur, ensuring that they are addressed adequately and appropriately within the military environment. Verbal harassment includes unwelcome comments, jokes, or propositions of a sexual nature. Non-verbal harassment involves behaviors such as sharing suggestive images or gestures that create a hostile environment. Physical harassment covers any unwanted physical contact, which can range from inappropriate touching to more severe forms of assault. Understanding these categories is crucial for soldiers and leaders alike, as it equips them to recognize and prevent sexual harassment effectively. It also highlights the Army's commitment to maintaining a safe and respectful environment for all personnel.

**4. Which of the following is crucial for a Soldier's success in the promotion board?**

- A. Ability to recite policies verbatim
- B. Commitment to ongoing self-improvement and preparation**
- C. Presence of experience in combat zones
- D. Familiarity with senior officers' preferences

The commitment to ongoing self-improvement and preparation is critical for a Soldier's success in the promotion board because it encompasses a broader range of skills and attributes beyond mere knowledge of policies. This commitment reflects a Soldier's dedication to personal and professional growth, which is essential for leadership roles. Soldiers who engage in self-improvement actively seek opportunities to learn, acquire new skills, and adapt to the evolving demands of their roles, ultimately making them more effective leaders. Preparation for the promotion board involves studying relevant regulations, understanding military history, and honing other essential skills that may be evaluated during the board. It encourages Soldiers to understand not only the letter of the regulations but also the spirit of leadership, teamwork, and mission accomplishment that are vital in higher ranks. Such preparation can create a more well-rounded candidate who can articulate their thoughts, demonstrate critical thinking, and provide examples of their leadership experiences. While being able to recite policies verbatim may display a certain level of knowledge, it does not necessarily equate to effective application or understanding. Experience in combat zones is valuable but is not the sole determinant of readiness for promotion or effectiveness as a leader. Similarly, familiarity with senior officers' preferences may provide some tactical advantages, but it cannot replace the fundamental qualities of character,

**5. Which is the official document used for tracking counseling sessions in the Army?**

**A. DA form 3846 E**

**B. DA form 705**

**C. DA form 3349**

**D. DA form 2569**

The official document used for tracking counseling sessions in the Army is DA Form 3846 E. This form is specifically designed to document counseling sessions, allowing leaders to track a Soldier's performance, development, and any areas that require improvement. By using this form, leaders can formally document the counseling process, ensuring that there is a record of discussions and any follow-up actions required. DA Form 705 is utilized for recording the results of the Army Physical Fitness Test, which is essential for evaluating a Soldier's physical readiness but does not serve the purpose of tracking counseling sessions. DA Form 3349 is used to document a Soldier's physical profile, providing information about limitations related to their physical condition, rather than performance or personal development discussions. DA Form 2569 is related to evaluations of the Army's evaluation system but does not specifically address individual counseling. In summary, DA Form 3846 E stands out as the only form specifically designated for counseling documentation, making it the correct choice.

**6. During the promotion board, how long should a Soldier be able to speak about their accomplishments?**

**A. 1-2 minutes**

**B. 3-5 minutes**

**C. 5-10 minutes**

**D. 10-15 minutes**

A Soldier should be able to speak about their accomplishments for 3-5 minutes during the promotion board. This time frame is sufficient to provide a concise overview of significant achievements while allowing the Soldier to highlight key experiences and skills that support their case for promotion. The 3-5 minutes duration strikes an effective balance: it is long enough to cover important accomplishments without overwhelming the board members with excessive detail. In such a timeframe, Soldiers can prioritize their most impactful accomplishments and articulate them clearly, which is crucial in a promotion board setting where decision-makers are evaluating multiple candidates. It allows the Soldier to present specific examples that demonstrate leadership, initiative, and contributions to their unit, all of which are critical factors in the promotion decision. A duration shorter than this might not give the Soldier enough time to adequately convey their strengths, while a significantly longer duration might risk losing the attention and interest of the board members. Therefore, the 3-5 minute range is considered an optimal length for presenting one's accomplishments effectively.

**7. Which Army Regulation pertains to enlisted promotion and reduction?**

- A. AR 600-8-22**
- B. AR 600-8-19**
- C. AR 600-20**
- D. AR 600-25**

The regulation that pertains to enlisted promotion and reduction is AR 600-8-19. This Army Regulation specifically outlines the policies and procedures for promotions and reductions within the Army, which includes guidance on eligibility criteria, the promotion process, and the management of enlisted personnel. It serves as a comprehensive resource for commanders and personnel involved in managing the career advancement of enlisted soldiers. AR 600-8-22 is focused on military awards, AR 600-20 addresses Army leadership and command policies, and AR 600-25 pertains to the Army's policies on the wear of the uniform and individual recognition, none of which directly deal with the promotion and reduction of enlisted soldiers. In contrast, AR 600-8-19 provides detailed instructions on how promotions should be conducted, making it the correct choice for this question.

**8. What aspect of a Soldier's performance is referred to as 'organizational impact'?**

- A. The number of tasks completed**
- B. The degree to which a Soldier contributes to unit success**
- C. The length of service**
- D. The rank achieved**

The concept of 'organizational impact' in relation to a Soldier's performance refers to the extent to which an individual contributes to the overall success and effectiveness of their unit. This encompasses a variety of factors, including teamwork, leadership abilities, and the capacity to improve unit readiness and morale. A Soldier who positively influences their environment—whether through leading initiatives, enhancing operational effectiveness, or supporting their fellow Soldiers—demonstrates a significant organizational impact. In this context, the other options do not encapsulate the holistic contribution of a Soldier to their unit. While the completion of tasks is important, it does not necessarily reflect the qualitative influence that a Soldier has on their unit's success. Similarly, the length of service and rank achieved provide information about a Soldier's experience and position but do not directly measure their effectiveness in contributing to organizational goals. Therefore, the degree to which a Soldier contributes to unit success is the most relevant measure of 'organizational impact.'



**9. Which of the following is NOT a physical requirement for soldiers in the weight control program?**

**A. Endurance performance test**

**B. Height check**

**C. Body fat measurement**

**D. Weight measurement**

The requirement for the weight control program focuses primarily on measurements that assess a soldier's physical fitness and overall health in relation to body composition and weight. The endurance performance test, while beneficial for evaluating overall fitness, is not a standard component of the weight control program. The body fat measurement, height check, and weight measurement are essential to determine whether a soldier meets the standards set forth in Army regulations regarding weight and body composition. These measurements help ascertain if a soldier is in compliance with the Army's weight control standards and can indicate the need for further action if a soldier does not meet these criteria. In summary, while endurance is an important aspect of a soldier's physical capabilities, it does not directly relate to the weight control program's specific requirements, making it the correct answer as a non-requirement.

**10. What is a key factor in the Army's Equal Opportunity Program?**

**A. Providing training opportunities**

**B. Ensuring all Soldiers are equally informed**

**C. Providing all Soldiers an equal chance for promotions and assignments**

**D. Maintaining uniform standards across units**

A key factor in the Army's Equal Opportunity Program is ensuring that all Soldiers have an equal chance for promotions and assignments. This principle is foundational to fostering a fair and inclusive environment within the Army. The Equal Opportunity Program aims to eliminate bias and discrimination based on race, color, religion, gender, national origin, or sexual orientation, ensuring that every Soldier has the same opportunity to succeed and advance based on their merit and performance. By focusing on equal chances for promotions and assignments, the program enhances morale and cohesion, ultimately leading to a more effective and equitable military force. This commitment to equality not only reflects the Army's values but also supports operational readiness by utilizing the best talent available, regardless of demographic differences. Other factors like providing training opportunities, ensuring all Soldiers are equally informed, and maintaining uniform standards are important in their own right; however, they do not directly address the core mission of the Equal Opportunity Program, which is about creating equitable access to advancement and career development within the Army.

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

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