

# BLC DISTINGUISHED LEADER AWARD BOARD PRACTICE TEST (SAMPLE)

## STUDY GUIDE



## SAMPLE STUDY GUIDE WITH LIMITED 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. 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 type of questioning should be used to encourage discussion during counseling sessions?**
  - A. Yes or No Questions
  - B. Leading Questions
  - C. Close-ended Questions
  - D. Open-ended Questions
- 2. What does FLIPL stand for?**
  - A. Financial Loss Investigation of Property
  - B. Financial Liability Investigation of Property Loss
  - C. Financial Liability of Inventory Prompt Logistics
  - D. Financial Loss Inspection and Property Loss
- 3. How are team-building skills evaluated in candidates?**
  - A. Through a standardized test on cooperation
  - B. By analyzing past experiences and team outcomes
  - C. Via group discussions with peers
  - D. Only through quantifiable metrics
- 4. In which scenario would non-judicial punishment typically NOT be used?**
  - A. For minor misconduct
  - B. When there are acts of misconduct with severe consequences
  - C. For neglect or forgetfulness related to duties
  - D. For unintentional failures in performance
- 5. How is the effectiveness of a nominee often evaluated?**
  - A. By counting the number of awards received
  - B. Through personal testimonials only
  - C. By assessing team outcomes and leadership effectiveness
  - D. By checking their educational background
- 6. What is the second step of the Military Decision-Making Process (MDMP)?**
  - A. COA analysis
  - B. COA development
  - C. Mission analysis
  - D. Orders production

- 7. What must be done after implementing controls in the Risk Assessment process?**
- A. Identify hazards
  - B. Assess the hazards
  - C. Develop controls and make risk decisions
  - D. Supervise and evaluate
- 8. What are the two types of conflict identified in team dynamics?**
- A. Team-based conflict and group-based conflict
  - B. Work-based conflict and individual-based conflict
  - C. Personal conflict and organizational conflict
  - D. External conflict and internal conflict
- 9. What is a primary benefit of conducting regular developmental counseling?**
- A. Improves Officer Cadre Interaction
  - B. Demonstrates a lack of interest
  - C. Empowers subordinates to identify solutions
  - D. Reduces the need for evaluations
- 10. What is the first step in the Risk Assessment process?**
- A. Assess the hazards
  - B. Develop controls and make risk decisions
  - C. Implement controls
  - D. Identify hazards

## **Answers**

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

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## **Explanations**

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## 1. What type of questioning should be used to encourage discussion during counseling sessions?

- A. Yes or No Questions
- B. Leading Questions
- C. Close-ended Questions
- D. Open-ended Questions**

*Using open-ended questions during counseling sessions is a highly effective approach for encouraging discussion. These types of questions invite the person being counseled to explore their thoughts and feelings more deeply, providing opportunities for them to clarify their experiences and share their perspectives in a more expansive manner. Open-ended questions cannot be answered with a simple "yes" or "no," which encourages detailed responses and fosters a safe environment for individuals to express themselves. This approach not only promotes engagement but also allows the counselor to gain greater insight into the individual's thoughts, emotions, and motivations, which is crucial for effective counseling and support. By contrast, yes or no questions, leading questions, and close-ended questions can limit the scope of conversation, often restricting the individual's ability to elaborate on their feelings or circumstances. Therefore, open-ended questions are essential for meaningful dialogue and self-discovery in a counseling context.*

## 2. What does FLIPL stand for?

- A. Financial Loss Investigation of Property
- B. Financial Liability Investigation of Property Loss**
- C. Financial Liability of Inventory Prompt Logistics
- D. Financial Loss Inspection and Property Loss

*The correct interpretation of FLIPL is "Financial Liability Investigation of Property Loss." This acronym is commonly used in military and government contexts to refer to the process that involves examining and addressing situations where property has been lost or damaged and determining the financial liability associated with that loss. The term encompasses procedures for investigating incidents that lead to property loss, evaluating the circumstances surrounding these incidents, and establishing whether an individual or entity should be held financial accountable for the resultant damage or loss. This ensures that there is a proper mechanism in place to address accountability and recover costs when applicable. In contrast to other options, such as the first choice that inaccurately suggests a focus on financial loss without addressing liability or investigation details, the second choice is the most comprehensive and accurate representation of what FLIPL stands for. This clarity is essential in any context involving property management and fiscal responsibility, especially in military operations where asset integrity is paramount.*

### 3. How are team-building skills evaluated in candidates?

- A. Through a standardized test on cooperation
- B. By analyzing past experiences and team outcomes**
- C. Via group discussions with peers
- D. Only through quantifiable metrics

*Evaluating team-building skills in candidates primarily involves analyzing past experiences and team outcomes because it provides insight into how individuals have interacted within a team setting in real-world situations. This approach focuses on understanding a candidate's history of collaboration, conflict resolution, and overall contribution to the success of various teams. Reviewing past experiences allows evaluators to assess how candidates have approached teamwork challenges, the roles they have taken on, and the impacts they have made. This method gives a holistic view of their collaboration style and effectiveness, as well as their ability to navigate interpersonal dynamics, all of which are crucial for successful team building. While other methods, such as standardized tests or group discussions, can be useful in assessing certain aspects of teamwork, they may not capture the full depth of a candidate's capabilities as effectively as examining concrete examples from their background and the results of their teamwork initiatives. Quantifiable metrics alone do not provide the qualitative insights needed to fully understand a candidate's team-building skills.*

### 4. In which scenario would non-judicial punishment typically NOT be used?

- A. For minor misconduct
- B. When there are acts of misconduct with severe consequences**
- C. For neglect or forgetfulness related to duties
- D. For unintentional failures in performance

*Non-judicial punishment is typically applied in instances where the misconduct is minor and does not warrant a court-martial or other formal judicial proceeding. The option that highlights acts of misconduct with severe consequences accurately reflects scenarios in which non-judicial punishment is not applied, as such serious infractions typically require a more formal judicial process due to their potential legal ramifications and the degree of discipline involved. Essentially, when the misconduct can lead to significant penalties or impacts, it moves beyond the scope of non-judicial action, which is designed for less serious offenses. This approach helps maintain order and discipline while allowing for a more formal justice system to address severe breaches of conduct that can greatly affect military operations or the safety of personnel.*

### 5. How is the effectiveness of a nominee often evaluated?

- A. By counting the number of awards received
- B. Through personal testimonials only
- C. By assessing team outcomes and leadership effectiveness**
- D. By checking their educational background

*Evaluating the effectiveness of a nominee often centers around assessing team outcomes and leadership effectiveness. This approach is comprehensive because it considers how well the nominee leads their team and the tangible results achieved under their guidance. Effective leaders are typically measured by the performance of their teams, including factors such as collaboration, achievement of goals, and overall morale. These metrics provide insight into the nominee's capacity to inspire and direct others, which are critical aspects of effective leadership. While other factors, such as awards received or educational background, can play a role in evaluating a nominee, they do not provide the same direct evidence of leadership effectiveness. Personal testimonials may offer valuable qualitative insights, but they might not represent a broader view of the nominee's impact. Therefore, focusing on team outcomes offers a more holistic and relevant assessment of the nominee's abilities and contributions to their organization or community.*

## 6. What is the second step of the Military Decision-Making Process (MDMP)?

- A. COA analysis
- B. COA development
- C. Mission analysis**
- D. Orders production

*In the Military Decision-Making Process (MDMP), the second step is Mission analysis. This step involves a comprehensive examination of the mission to understand its purpose and the overall context within which it is situated. During this phase, leaders analyze various elements, such as the commander's intent, the operational environment, and any constraints or limitations that may affect the mission. By effectively executing mission analysis, planners can identify critical tasks that need completion, understand the resources available, and establish clear objectives. This foundational knowledge is essential for ensuring that subsequent steps, including Course of Action (COA) development and analysis, are aligned with the mission's goals and context. In contrast, the other options—such as COA analysis, COA development, and orders production—represent subsequent steps that rely on the insights gained during the mission analysis. Without this critical second step, the effectiveness of later stages can be significantly compromised, as the planning may lack the necessary alignment with the mission requirements and challenges.*

## 7. What must be done after implementing controls in the Risk Assessment process?

- A. Identify hazards
- B. Assess the hazards
- C. Develop controls and make risk decisions
- D. Supervise and evaluate**

*After implementing controls in the Risk Assessment process, the next crucial step is supervision and evaluation. This step ensures that the controls put in place are functioning as intended and effectively mitigating the identified risks. It involves monitoring the situation continuously to gather feedback on how well the controls are performing and making adjustments when necessary. Supervision is essential because it provides oversight to ensure that the controls are adhered to and operated correctly by all involved parties. Evaluation goes hand-in-hand with supervision; it is about assessing the outcomes of the implemented controls to determine if they have been successful in minimizing the risks. Gathering data through this monitoring process can help identify any gaps in the controls and inform any further necessary actions to enhance risk management strategies. The other options reflect earlier phases of the Risk Assessment process, such as identifying hazards and assessing them, but do not address the critical follow-up actions required after controls have been implemented.*

## 8. What are the two types of conflict identified in team dynamics?

- A. Team-based conflict and group-based conflict
- B. Work-based conflict and individual-based conflict**
- C. Personal conflict and organizational conflict
- D. External conflict and internal conflict

*The identification of two primary types of conflict in team dynamics focuses on the distinction between conflicts arising from the work itself and conflicts that originate from individual behaviors or attitudes within the team. Work-based conflict typically refers to conflicts that arise from differences in opinions regarding tasks, approaches, or goals related to the team's objectives. In contrast, individual-based conflict arises from personal issues, such as interpersonal misunderstandings, personality clashes, or differing work styles among team members. Understanding these two types of conflict is essential as they can affect team performance and morale in different ways. Work-based conflict, when managed properly, can lead to constructive discussions and innovative solutions, whereas individual-based conflict, if unresolved, can lead to a toxic team environment that hinders collaboration. The other options introduce conflicts that, while relevant in broader discussions about organizational behavior, do not specifically delineate types of conflict commonly recognized in team dynamics. For instance, personal conflict and organizational conflict might encompass a range of situations beyond just team interactions, and external vs. internal conflict tends to relate more to the dynamics between the team and outside forces, rather than the interactions within the team itself.*

## 9. What is a primary benefit of conducting regular developmental counseling?

- A. Improves Officer Cadre Interaction
- B. Demonstrates a lack of interest
- C. Empowers subordinates to identify solutions**
- D. Reduces the need for evaluations

*Conducting regular developmental counseling primarily empowers subordinates to identify solutions. This process encourages individuals to take ownership of their growth and development by facilitating discussions that guide them in recognizing their strengths, areas for improvement, and potential strategies for overcoming challenges. Through this ongoing dialogue, individuals feel supported and motivated to set personal goals and create action plans, which enhances their engagement and accountability. This benefit is essential in fostering a supportive environment where subordinates can explore their potential, leading to improved performance and job satisfaction. Instead of merely providing directive feedback, developmental counseling puts the onus on the individual to reflect and determine the best course of action, which in turn cultivates critical thinking and problem-solving skills.*

## 10. What is the first step in the Risk Assessment process?

- A. Assess the hazards
- B. Develop controls and make risk decisions
- C. Implement controls
- D. Identify hazards**

*The first step in the Risk Assessment process is to identify hazards. This is crucial because recognizing potential sources of harm is necessary before you can analyze their impacts and determine appropriate control measures. The identification phase involves thoroughly examining the environment, practices, and operations to pinpoint anything that could pose a risk to safety or health. Understanding what hazards exist allows for a more targeted and effective risk assessment process. It serves as the foundation for the subsequent steps, which include assessing the severity and likelihood of the risks associated with those hazards, developing controls, and implementing them. Without first identifying hazards, it would be impossible to perform a comprehensive risk evaluation or to put in place effective measures to mitigate those risks.*

## 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://blcdistinguishedleaderaward.examzify.com>

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

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