

CERTIFIED DISABILITY MANAGEMENT SPECIALIST (CDMS) PRACTICE EXAM (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. Individuals with obstructive aortic disease may struggle with which type of activity?**
 - A. Running long distances
 - B. Writing extensively
 - C. Walking
 - D. Heavy lifting
- 2. True or false: Internalized anger is an example of a late stage reaction to chronic illness and disability.**
 - A. True
 - B. False
 - C. Conditionally true
 - D. It depends on the individual
- 3. When considering vocational choices for a former data entry clerk with rheumatoid arthritis, what should a disability management specialist prioritize?**
 - A. The individual's previous job experience
 - B. The probable progressive nature of the disability
 - C. The availability of remote work options
 - D. The desire for career advancement
- 4. Functional silos in an organization typically lead to?**
 - A. Increased teamwork among departments
 - B. Better communication across functions
 - C. Isolated departments that communicate poorly with each other
 - D. More effective project management
- 5. What average percentage of compensation do employee benefits represent in the general population?**
 - A. 25%
 - B. 37%
 - C. 50%
 - D. 60%

- 6. In disability management, what is a critical factor for successful program implementation?**
- A. Comprehensive budgeting of resources
 - B. Effective communication with all stakeholders
 - C. Use of the latest technology
 - D. Limiting the scope of services
- 7. Which of the following statements accurately reflects the role of a CDMS?**
- A. To primarily focus on legal regulations
 - B. To minimize human and economic impacts of disability
 - C. To ensure compliance with insurance policies
 - D. To manage policies for private sector employees only
- 8. What is the main purpose of a workers' compensation benefit system?**
- A. To promote workplace safety
 - B. To support medical costs and loss of earnings
 - C. To provide additional job training
 - D. To facilitate employee transfers
- 9. Which training formats could be effective as part of a wellness program?**
- A. Only case studies
 - B. Only simulations
 - C. Only behavior modeling
 - D. All of the above
- 10. How can employers promote a healthier workforce?**
- A. Implementing strict attendance policies
 - B. Providing wellness programs and resources
 - C. Limiting access to health information
 - D. Reducing overtime work

Answers

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

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Explanations

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1. Individuals with obstructive aortic disease may struggle with which type of activity?

- A. Running long distances
- B. Writing extensively
- C. Walking**
- D. Heavy lifting

Individuals with obstructive aortic disease typically experience significant challenges with activities that place increased demand on the cardiovascular system. This condition can restrict blood flow, leading to various symptoms such as fatigue, chest pain, or shortness of breath, particularly during exertion. Walking, especially when it involves sustained effort or brisk pace, can exacerbate these symptoms due to the increased heart rate and oxygen demand. Running long distances can also be challenging, but the statement specifically highlights walking, which is often a more everyday activity and can be a more frequent trigger for symptoms. Writing extensively and heavy lifting, while they may present their own challenges, do not directly involve the same level of cardiovascular strain as activities that require substantial effort from the legs and lead to more significant increases in heart rate and blood flow needs. Therefore, for individuals with obstructive aortic disease, walking is particularly problematic because it's a common and necessary activity that may lead to immediate difficulties due to the nature of the condition.

2. True or false: Internalized anger is an example of a late stage reaction to chronic illness and disability.

- A. True
- B. False**
- C. Conditionally true
- D. It depends on the individual

The statement regarding internalized anger being a late stage reaction to chronic illness and disability is not accurate. Internalized anger typically manifests earlier in the emotional response spectrum, often occurring when individuals begin to confront the emotional realities of their condition but may not yet fully accept it. In the context of chronic illness and disability, the stages of response can vary widely among individuals. These stages often include denial, anger, bargaining, depression, and acceptance, with internalized anger often surfacing in the earlier phases of this process. Therefore, suggesting that internalized anger is exclusively a late stage reaction does not align with common understanding in the field of disability management and psychology. Recognition of this internalized anger can play a critical role in effective disability management and therapeutic intervention. It is important for practitioners to understand the emotional journey of individuals facing chronic conditions to provide the necessary support at appropriate times.

3. When considering vocational choices for a former data entry clerk with rheumatoid arthritis, what should a disability management specialist prioritize?

- A. The individual's previous job experience
- B. The probable progressive nature of the disability**
- C. The availability of remote work options
- D. The desire for career advancement

In the context of vocational choices for a former data entry clerk with rheumatoid arthritis, prioritizing the probable progressive nature of the disability is crucial for several reasons. Rheumatoid arthritis is known to potentially worsen over time, affecting joint function and overall physical capabilities. This progressive aspect can influence the types of jobs that the individual can perform effectively and sustainably. Understanding the nature of the disability helps in identifying roles that will not exacerbate symptoms and allows for the development of a more suitable career path that accommodates possible future limitations. A disability management specialist must consider the long-term implications of the individual's condition to ensure that any vocational choice aligns with both current capabilities and potential future needs. This approach enables the specialist to recommend options that enhance the individual's quality of life while minimizing the risk of job-related issues due to worsening symptoms, such as pain or fatigue. Therefore, the focus on the progressive nature of the disability is essential for ensuring ongoing employability and job satisfaction for the individual.

4. Functional silos in an organization typically lead to?

- A. Increased teamwork among departments
- B. Better communication across functions
- C. Isolated departments that communicate poorly with each other**
- D. More effective project management

Functional silos in an organization often result in isolated departments that struggle to communicate effectively with one another. These silos occur when different departments focus narrowly on their own goals and operations without engaging with other areas of the organization. This lack of interaction can cultivate an environment where critical information does not flow freely between departments, leading to misunderstandings and inefficiencies. For instance, when departments operate independently, they may duplicate efforts, miss opportunities for collaboration, or fail to align their objectives with the overall mission of the organization. This isolation can also hinder problem-solving capabilities, as employees in one department may not be aware of or have input from relevant stakeholders in other departments. In contrast to the other options, which suggest improved collaboration, communication, or project management, the reality is that functional silos create barriers to these essential elements. The presence of silos can significantly diminish the organization's overall effectiveness by stymieing innovation, reducing morale, and impeding progress toward common goals.

5. What average percentage of compensation do employee benefits represent in the general population?

- A. 25%
- B. 37%**
- C. 50%
- D. 60%

Employee benefits typically represent a significant portion of total compensation for workers in the general population. Research indicates that, on average, employee benefits account for approximately 37% of total compensation costs. This encompasses various types of benefits, including health insurance, retirement plans, paid leave, and other perks that employers provide to attract and retain talent. The 37% figure reflects the increasing emphasis that employers place on benefits as a key element of overall employee compensation packages, driving the need for effective management and understanding of these benefits within the context of disability management. This average percentage serves as a benchmark for organizations aiming to align their compensation strategies with industry standards while ensuring they meet the needs of their workforce.

6. In disability management, what is a critical factor for successful program implementation?

- A. Comprehensive budgeting of resources
- B. Effective communication with all stakeholders**
- C. Use of the latest technology
- D. Limiting the scope of services

Effective communication with all stakeholders is vital for successful program implementation in disability management. This involves clear and continuous dialogue among all parties, including employees, management, healthcare providers, and support services. When communication is prioritized, it fosters trust and cooperation, which are essential for addressing the individual needs of those with disabilities and ensuring that they feel supported throughout the process. Good communication helps to establish expectations, define roles, and clarify program objectives, which can lead to better understanding and adherence to the program among all involved. It also ensures that feedback flows in both directions, allowing for adjustments and improvements to be made based on stakeholder input. Ultimately, effective communication helps to create a culture of inclusion and support, which can drive the overall success of a disability management program. While comprehensive budgeting, the use of technology, and the scope of services are important factors, they do not hold the same level of influence over the integration and acceptance of the program as effective communication does. Without a strong communication strategy, even a well-funded program with advanced technology can falter if stakeholders do not understand or engage with the initiative.

7. Which of the following statements accurately reflects the role of a CDMS?

- A. To primarily focus on legal regulations
- B. To minimize human and economic impacts of disability**
- C. To ensure compliance with insurance policies
- D. To manage policies for private sector employees only

The role of a Certified Disability Management Specialist (CDMS) indeed primarily revolves around minimizing the human and economic impacts of disability. This focus encompasses several aspects, including promoting the wellbeing of individuals with disabilities, facilitating their return to work, and implementing strategies that support both the individual and the organization. By minimizing the impact of disabilities, a CDMS works to create a more inclusive work environment that not only aids affected individuals but also benefits employers by reducing costs associated with disability claims and absenteeism. This dual focus highlights the CDMS's role in fostering a proactive approach to disability management, which ultimately enhances productivity and supports the overall health and engagement of the workforce. In contrast, the other options do not fully encapsulate the broad and supportive nature of the CDMS role. While legal regulations, insurance policy compliance, and managing policies for specific sectors may play a part in a broader disability management strategy, these aspects do not represent the central aim of minimizing the adverse effects of disability on individuals and organizations. A CDMS seeks to address the challenges of disability in a holistic manner, making option B the most accurate representation of their function.

8. What is the main purpose of a workers' compensation benefit system?

- A. To promote workplace safety
- B. To support medical costs and loss of earnings**
- C. To provide additional job training
- D. To facilitate employee transfers

The main purpose of a workers' compensation benefit system is to support medical costs and loss of earnings related to work-related injuries or illnesses. This system is designed to ensure that employees who suffer from workplace injuries receive timely medical care and compensation for the income they lose due to their inability to work. Workers' compensation helps provide financial stability to injured workers during their recovery, allowing them to focus on healing without the added stress of financial burden. While promoting workplace safety and providing additional job training are essential aspects of workplace culture and injury prevention, they are not the primary purpose of workers' compensation. Similarly, facilitating employee transfers relates more to staffing and human resources management rather than the direct support that workers' compensation aims to provide for injured workers. Thus, the central focus remains on addressing the immediate needs of those affected by workplace injuries.

9. Which training formats could be effective as part of a wellness program?

- A. Only case studies
- B. Only simulations
- C. Only behavior modeling
- D. All of the above**

In the context of wellness programs, employing a variety of training formats can cater to different learning styles and enhance overall engagement and effectiveness. Each format—case studies, simulations, and behavior modeling—contributes uniquely to the learning experience. Utilizing case studies allows participants to analyze real-life situations, helping them understand the practical application of wellness concepts and strategies. This form of training encourages critical thinking and reflection, enabling learners to see the relevance of wellness practices in various scenarios. Simulations provide an interactive platform where individuals can practice skills in a controlled and safe environment. This hands-on approach can lead to better retention of information and a greater sense of confidence when applying what they've learned in real-life situations. Behavior modeling focuses on demonstrating desired behaviors and allowing participants to learn through observation and practice. By seeing how effective behaviors are executed, individuals can imitate these actions to improve their own health and wellness practices. Integrating all these methods into a wellness program creates a comprehensive learning experience, addressing multiple aspects of training and accommodating different preferences, thus maximizing the potential for behavior change and personal growth.

10. How can employers promote a healthier workforce?

- A. Implementing strict attendance policies
- B. Providing wellness programs and resources**
- C. Limiting access to health information
- D. Reducing overtime work

Providing wellness programs and resources is an effective way for employers to promote a healthier workforce because it directly addresses the overall well-being of employees. Wellness programs may include health screenings, fitness classes, stress management workshops, nutrition counseling, and initiatives that encourage physical activity and mental well-being. By offering these resources, employers help employees adopt healthier lifestyle choices, which can lead to reduced absenteeism, increased productivity, and lower healthcare costs. Moreover, employees who feel supported in their health are often more engaged and satisfied with their jobs, fostering a positive work environment that can enhance team dynamics and morale. In contrast, implementing strict attendance policies may not focus on improving health and could contribute to a stressful work environment. Limiting access to health information can create barriers to employee wellness and prevent them from making informed health decisions. Reducing overtime work might help alleviate stress, but it does not provide proactive measures for health and well-being like comprehensive wellness programs do.

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://cdms.examzify.com>

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

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