

CERTIFIED DISABILITY MANAGEMENT SPECIALIST (CDMS) PRACTICE EXAM (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

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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 department publishes life expectancy data for earnings capacity calculations?**
 - A. Department of Justice
 - B. Department of Health and Human Services (DHHS)
 - C. Department of Labor
 - D. Department of Education
- 2. 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
- 3. Which of the following is NOT a goal of integrating non-occupational disability programs?**
 - A. Customer satisfaction
 - B. Timely return to work
 - C. Improved insurance premiums
 - D. Reduced administrative burden
- 4. What was the original conception of Employee Assistance Programs (EAPs)?**
 - A. Career development programs
 - B. Wellness programs
 - C. Alcohol abuse programs
 - D. Mental health therapy
- 5. Effective monitoring in a disability management program can lead to what improvement?**
 - A. Higher operational costs
 - B. More complicated processes
 - C. Enhanced program alignment with goals
 - D. Decreased focus on employee needs

- 6. In group therapy, what is essential for developing an atmosphere conducive to safety and conflict expression?**
- A. Setting strict rules for participation
 - B. Encouraging a climate of fear
 - C. Creating a climate of safety and acceptance
 - D. Focusing solely on positive feedback
- 7. What type of referral process works best with community resources?**
- A. Informal referral processes
 - B. Formalized referral processes
 - C. Peer-to-peer referral processes
 - D. Self-referral processes
- 8. What is a key objective of a successful disability management program?**
- A. Maximizing profits
 - B. Reducing employee satisfaction
 - C. Improving return-to-work outcomes
 - D. Increasing administrative overhead
- 9. Which of the following is a consequence of effective prevention measures?**
- A. Eliminate all illnesses
 - B. No impact on illness rates
 - C. Reduce the incidence of illness and disability
 - D. Increase healthcare costs
- 10. What is a primary goal of medication-assisted treatment for persons with psychiatric disabilities?**
- A. Reduce work-related injuries
 - B. Aid in vocational rehabilitation
 - C. Reduce symptoms
 - D. Improve social skills

Answers

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

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Explanations

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1. Which department publishes life expectancy data for earnings capacity calculations?

- A. Department of Justice
- B. Department of Health and Human Services (DHHS)**
- C. Department of Labor
- D. Department of Education

The Department of Health and Human Services (DHHS) is responsible for publishing life expectancy data that can be utilized in earnings capacity calculations. This is primarily because the DHHS plays a crucial role in overseeing public health and welfare, which includes collecting and analyzing data related to health metrics such as life expectancy. This information is essential for actuarial calculations and for understanding long-term health trends, providing insights crucial for financial planning, insurance, and benefits design related to disability management. The Department of Labor, while involved in workforce and employment data, does not focus on health metrics related to life expectancy, making the DHHS the right source for this particular type of data.

2. 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.

3. Which of the following is NOT a goal of integrating non-occupational disability programs?

- A. Customer satisfaction
- B. Timely return to work
- C. Improved insurance premiums**
- D. Reduced administrative burden

Integrating non-occupational disability programs typically focuses on several key goals aimed at enhancing the overall effectiveness and efficiency of disability management. One of the primary objectives is to achieve customer satisfaction by providing timely and supportive services to individuals with disabilities. A timely return to work is another significant goal, as it helps both the employee and the employer benefit from the employee's reintegration into the workplace. Additionally, reducing administrative burdens is essential for streamlining processes and improving service delivery. While improved insurance premiums can be a positive outcome of effective disability management practices, it is not a direct goal of integrating non-occupational disability programs. The integration focuses on the health and well-being of employees, their successful return to work, and the efficient operation of the disability management system rather than directly aiming to affect insurance premium costs. This nuanced understanding of the objectives surrounding disability management helps clarify why improving insurance premiums does not fit as a central goal in this context.

4. What was the original conception of Employee Assistance Programs (EAPs)?

- A. Career development programs
- B. Wellness programs
- C. Alcohol abuse programs**
- D. Mental health therapy

The original conception of Employee Assistance Programs (EAPs) primarily centered around addressing alcohol abuse issues in the workplace. In the early stages, these programs were designed to provide support for employees struggling with substance abuse, particularly alcoholism. This was an essential step in promoting a healthier work environment, as excessive alcohol consumption can significantly impact job performance, workplace safety, and employee well-being. The focus on alcohol abuse laid the foundation for the evolution of EAPs into more comprehensive support programs that include mental health services, wellness initiatives, and career development resources. While other aspects like mental health therapy and wellness programs are integral parts of modern EAPs, the program's initial goal was to assist employees in overcoming alcohol-related challenges. This historical context helps to understand how EAPs have expanded over time, moving towards a holistic approach that addresses a broader range of employee needs.

5. Effective monitoring in a disability management program can lead to what improvement?

- A. Higher operational costs
- B. More complicated processes
- C. Enhanced program alignment with goals**
- D. Decreased focus on employee needs

Enhanced program alignment with goals is a crucial improvement that can arise from effective monitoring in a disability management program. By regularly assessing the program's processes, outcomes, and employee experiences, management can ensure that the program remains on track to meet its established objectives. This monitoring allows for timely adjustments and refinements, ensuring that both organizational goals and the needs of employees with disabilities are being prioritized and addressed efficiently. Effective monitoring provides valuable insights into the functioning of the program, helping identify areas where goals may not be met or where improvement is needed. This alignment leads to better resource allocation, improved employee satisfaction, and ultimately more effective support for individuals experiencing disabilities. By maintaining a clear focus on objectives through systematic monitoring, the program can enhance its efficacy and relevance in supporting both the organization and its employees.

6. In group therapy, what is essential for developing an atmosphere conducive to safety and conflict expression?

- A. Setting strict rules for participation
- B. Encouraging a climate of fear
- C. Creating a climate of safety and acceptance**
- D. Focusing solely on positive feedback

Creating a climate of safety and acceptance is crucial in group therapy as it allows participants to feel secure enough to express their thoughts and feelings openly. When individuals sense that they are in a supportive environment free from judgment, they are more likely to share their struggles and engage in honest and constructive conflict. This atmosphere fosters trust among group members, enabling meaningful discussions and promoting personal growth. In contrast, setting strict rules for participation might create rigidity, discouraging open communication, while a climate of fear directly inhibits sharing and vulnerability. Focusing solely on positive feedback can overlook the complexities of emotional experiences that individuals face and may prevent addressing conflicts or challenges that need resolution. Therefore, cultivating safety and acceptance is the foundation for effective group dynamics and therapeutic progress in a group therapy setting.

7. What type of referral process works best with community resources?

- A. Informal referral processes
- B. Formalized referral processes**
- C. Peer-to-peer referral processes
- D. Self-referral processes

The formalized referral process is particularly effective when working with community resources because it establishes clear protocols and documentation that facilitate communication and coordination between different organizations. This structure helps ensure that referrals are consistent and standardized, which is crucial in linking individuals to appropriate services that match their needs. Additionally, formalized processes often involve agreements or memorandums of understanding between agencies, fostering trust and ensuring that all parties understand their roles and responsibilities. These processes can include specific pathways for client intake, eligibility requirements, and follow-up procedures, thereby enhancing the overall efficiency and effectiveness of service delivery. In contrast, informal referral processes may lack consistency and reliability, potentially leading to gaps in service provision. Peer-to-peer referrals may not always be appropriate for all clients, as they rely on personal experiences and may miss the nuance of professional assessment. Self-referral processes might limit individuals' access to broader community services if they are unaware of the options available or how to navigate complex systems. Thus, a formalized referral process is often the preferred choice for effectively leveraging community resources.

8. What is a key objective of a successful disability management program?

- A. Maximizing profits
- B. Reducing employee satisfaction
- C. Improving return-to-work outcomes**
- D. Increasing administrative overhead

A key objective of a successful disability management program is to improve return-to-work outcomes. This focus is essential because effective disability management aims to facilitate the timely and safe reintegration of employees into the workplace after experiencing an injury or illness. This is achieved through various strategies, such as implementing reasonable accommodations, providing support during the recovery process, and fostering communication between employees, healthcare providers, and employers. By improving return-to-work outcomes, the program not only aids individuals in their recovery and fulfillment of job duties but also benefits employers through reduced costs related to prolonged absences, maintenance of workforce productivity, and enhanced overall workplace morale. The other options do not align with the primary goals of a disability management program, which is centered on employee well-being and organizational efficiency rather than maximizing profits, reducing employee satisfaction, or increasing administrative overhead.

9. Which of the following is a consequence of effective prevention measures?

- A. Eliminate all illnesses
- B. No impact on illness rates
- C. Reduce the incidence of illness and disability**
- D. Increase healthcare costs

Effective prevention measures are designed to proactively address health issues before they manifest, which can lead to significant reductions in the incidence of illness and disability. These measures often include wellness programs, vaccinations, health screenings, and educational initiatives that promote healthy behaviors. By implementing such strategies, individuals and communities can experience fewer cases of illness, ultimately resulting in lower rates of disability associated with those illnesses. The focus of effective prevention is on mitigating risk factors and promoting overall health, which can result in a healthier population and decreased reliance on healthcare resources over time. This approach not only benefits individual health but also supports the public health system by reducing the burden of disease.

10. What is a primary goal of medication-assisted treatment for persons with psychiatric disabilities?

- A. Reduce work-related injuries
- B. Aid in vocational rehabilitation
- C. Reduce symptoms**
- D. Improve social skills

The primary goal of medication-assisted treatment for persons with psychiatric disabilities is to reduce symptoms associated with their conditions. This type of treatment combines medications with therapy and counseling to help individuals manage their symptoms more effectively. By alleviating the severity of symptoms such as anxiety, depression, or psychosis, individuals can experience improved functioning in various aspects of their lives, including work, relationships, and overall quality of life. The focus on symptom reduction is critical as it lays the foundation for further therapeutic interventions, enabling individuals to engage more successfully in behavioral therapy, vocational training, and social activities. When symptoms are managed, individuals are better equipped to participate actively in their own recovery process, facilitating a holistic approach to mental health treatment. While reducing work-related injuries, aiding in vocational rehabilitation, and improving social skills are important aspects of recovery and rehabilitation strategies, they are generally considered secondary benefits that can arise when the primary goal of reducing psychiatric symptoms is achieved.

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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