

CERTIFIED DISABILITY MANAGEMENT SPECIALIST (CDMS) PRACTICE EXAM (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. What factors determine the types of data needed for disability management program monitoring and evaluation?**
 - A. Budget constraints and resources
 - B. Policy goals and procedures
 - C. Technical capabilities of the staff
 - D. Client satisfaction and outcomes
- 2. What is the role of ergonomics in the workplace?**
 - A. Enhancing visual aesthetics
 - B. Adapting work environments to reduce injury risk
 - C. Increasing the use of technology
 - D. Improving employee morale
- 3. What does the term "presentism" refer to in a workplace context?**
 - A. Arriving late for work
 - B. Being at work but not fully engaged
 - C. Taking excessive breaks
 - D. Performing at the highest level
- 4. According to HIPAA, what is a requirement for Certified Disability Management Specialists (CDMS) when using electronic personal medical information?**
 - A. Allowing access to all staff members
 - B. Limiting access to those with a need to know
 - C. Storing information on unsecured devices
 - D. Sharing information freely for research
- 5. What is the Job Accommodation Network (JAN) primarily designed for?**
 - A. Providing financial assistance to employers
 - B. Obtain information on job accommodation ideas
 - C. Offering training programs for employees
 - D. Conducting employee performance evaluations

- 6. 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
- 7. What federal act allows an individual to continue medical coverage after being laid off?**
- A. Americans with Disabilities Act (ADA)
 - B. Family and Medical Leave Act (FMLA)
 - C. Consolidated Omnibus Budget Reconciliation Act (COBRA)
 - D. Employee Retirement Income Security Act (ERISA)
- 8. What is often a neglected aspect in absence management efforts?**
- A. Employee training programs
 - B. Organizational barriers
 - C. Leadership development
 - D. Employee recognition systems
- 9. 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
- 10. What is an example of a work/life program?**
- A. Employee salary negotiation
 - B. Work-from-home policies
 - C. Educational assistance
 - D. Mandatory overtime

Answers

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

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Explanations

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1. What factors determine the types of data needed for disability management program monitoring and evaluation?

- A. Budget constraints and resources
- B. Policy goals and procedures**
- C. Technical capabilities of the staff
- D. Client satisfaction and outcomes

The types of data needed for monitoring and evaluating a disability management program are fundamentally guided by the policy goals and procedures established within that program. This is because these goals and procedures create a framework that outlines what the program aims to achieve and how it intends to operate. When the objectives are clear, it becomes easier to identify specific indicators and data types that will effectively measure progress towards those objectives. For instance, if a policy goal focuses on improving return-to-work outcomes, the program will require data related to employment status, recovery rates, and barriers to work, among other aspects. Similarly, established procedures dictate the methodologies for data collection, analysis, and reporting, emphasizing the need for data that aligns with these processes. While factors like budget constraints, technical capabilities, and client satisfaction are significant components within a disability management program, they serve more as conditions or contexts in which the program operates rather than foundational determinants of the type of data needed for evaluation and monitoring.

2. What is the role of ergonomics in the workplace?

- A. Enhancing visual aesthetics
- B. Adapting work environments to reduce injury risk**
- C. Increasing the use of technology
- D. Improving employee morale

The role of ergonomics in the workplace primarily focuses on adapting work environments and job tasks to fit the physical capabilities and limitations of workers, thereby reducing the risk of injury. This approach looks at the relationship between workers, their tasks, and their environment, emphasizing the importance of designing workspaces that can prevent musculoskeletal disorders and other work-related injuries. By incorporating ergonomic principles, employers can create a work environment that promotes proper posture, minimizes repetitive strain, and accommodates diverse employee needs, leading to better health outcomes. In turn, this can enhance productivity and efficiency, as a well-designed workplace allows employees to perform their tasks comfortably and safely. While enhancing visual aesthetics, increasing the use of technology, and improving employee morale may be beneficial aspects of a well-designed workplace, they do not capture the primary focus of ergonomics, which is centered around the safety and health implications of work practices and environments.

3. What does the term "presentism" refer to in a workplace context?

- A. Arriving late for work
- B. Being at work but not fully engaged**
- C. Taking excessive breaks
- D. Performing at the highest level

Presentism in a workplace context refers to the phenomenon where employees are physically present at work but are not fully engaged or productive. This can occur for various reasons, such as physical or mental health issues, personal distractions, or even workplace dissatisfaction. Employees may show up for their scheduled hours, but their lack of engagement can lead to decreased productivity, lower morale, and potentially impact team dynamics and overall performance. This concept emphasizes the importance of not just attendance, but the quality of work and engagement that employees bring to their roles. It highlights a critical distinction in workforce management, where simply being present does not equate to contributing effectively to business goals. Understanding presentism can help organizations implement strategies to foster a more engaged and productive workforce, such as offering mental health resources or creating an inclusive work environment that addresses employee needs.

4. According to HIPAA, what is a requirement for Certified Disability Management Specialists (CDMS) when using electronic personal medical information?

- A. Allowing access to all staff members
- B. Limiting access to those with a need to know**
- C. Storing information on unsecured devices
- D. Sharing information freely for research

The requirement for Certified Disability Management Specialists (CDMS) when using electronic personal medical information, according to HIPAA, emphasizes the importance of privacy and security. Limiting access to those with a need to know is fundamental to the protection of sensitive health information. This principle ensures that personal medical information is only available to individuals who are directly involved in the patient's care or in the management of their disability case, thereby reducing the risk of unauthorized access and potential breaches of confidentiality. In practice, this means that a CDMS must implement appropriate safeguards to ensure that electronic records are only accessed by authorized personnel who have a legitimate purpose for accessing that information. This is critical not only for compliance with HIPAA regulations but also for maintaining the trust of clients and protecting their privacy rights.

5. What is the Job Accommodation Network (JAN) primarily designed for?

- A. Providing financial assistance to employers
- B. Obtain information on job accommodation ideas**
- C. Offering training programs for employees
- D. Conducting employee performance evaluations

The Job Accommodation Network (JAN) is primarily designed to provide employers, employees, and individuals with disabilities access to information and resources related to job accommodations. This service focuses on helping organizations understand how to modify work environments or job duties to support employees with disabilities, thereby enhancing workplace inclusion and productivity. JAN offers guidance on a wide range of accommodation strategies, including modifications to equipment, workflow adjustments, and changes to work schedules. This information is crucial for fostering a more accessible and supportive work environment. While the other options may represent valuable services or programs in the realm of workplace development, they do not capture the primary mission of JAN, which is to aid in the understanding and implementation of job accommodations.

6. 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.

7. What federal act allows an individual to continue medical coverage after being laid off?

- A. Americans with Disabilities Act (ADA)
- B. Family and Medical Leave Act (FMLA)
- C. Consolidated Omnibus Budget Reconciliation Act (COBRA)**
- D. Employee Retirement Income Security Act (ERISA)

The correct answer is the Consolidated Omnibus Budget Reconciliation Act (COBRA). This federal law enables individuals who have lost their jobs or have experienced a reduction in work hours to continue their group health insurance coverage for a limited time under certain conditions. COBRA applies to group health plans maintained by employers with 20 or more employees and requires that they offer continuation coverage for health benefits to qualified individuals and their families after a qualifying event, such as layoffs or termination of employment. COBRA is particularly significant for individuals who may be concerned about losing health insurance coverage and want to ensure they can maintain access to necessary medical services while they search for new employment. This coverage, however, is usually at the individual's expense, as they may need to pay the full premium plus a small administrative fee. The law is designed to provide a safety net that helps prevent gaps in healthcare coverage during periods of unexpected job loss.

8. What is often a neglected aspect in absence management efforts?

- A. Employee training programs
- B. Organizational barriers**
- C. Leadership development
- D. Employee recognition systems

Organizational barriers are frequently overlooked in absence management efforts because these barriers can significantly impede the implementation of effective strategies for managing employee absenteeism. These barriers may include outdated policies, lack of resources, ineffective communication channels, or a culture that does not support employee well-being. When organizations fail to identify and address these obstacles, they may struggle to create an environment that encourages attendance and supports employees in their return to work. Focusing on organizational barriers allows for an assessment of structural and systemic issues that could lead to increased absenteeism. Addressing these aspects can result in more meaningful interventions and improvements in overall employee wellness, creating a healthier workplace culture that encourages attendance and reduces absences. By recognizing and overcoming these barriers, organizations can develop strategies that foster a supportive environment, making it a crucial component of effective absence management.

9. 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.

10. What is an example of a work/life program?

- A. Employee salary negotiation
- B. Work-from-home policies
- C. Educational assistance**
- D. Mandatory overtime

A work/life program is designed to help employees balance their professional and personal lives, ultimately contributing to their overall well-being and job satisfaction. In this context, educational assistance fits the criteria perfectly as it provides employees with support for furthering their education, which can lead to personal development and career advancement. By offering educational resources or funding for courses, companies can help employees achieve their educational goals while acknowledging their responsibilities outside of work. Work-from-home policies, while they can contribute to a better work/life balance, are more about workplace flexibility than a dedicated program. Employee salary negotiation does not directly relate to work/life balance but rather focuses on compensation aspects, and mandatory overtime is typically not favorable for work/life balance as it may intrude on personal time and responsibilities. Therefore, educational assistance stands out as a clear example of a work/life program that promotes personal growth.

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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