

# Diversity, Human Needs and Development Practice Exam (Sample)

## Study Guide



**Everything you need from our exam experts!**

**Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.**

**ALL RIGHTS RESERVED.**

**No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.**

**Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.**

**SAMPLE**

# Table of Contents

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

SAMPLE

# 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

SAMPLE

- 1. How do social determinants of health influence human development?**
  - A. They have no significant impact on development**
  - B. They solely depend on individual efforts**
  - C. They affect access to resources and opportunities**
  - D. They are mainly related to personality traits**
  
- 2. Which of the following is a strategy for promoting diversity in the workplace?**
  - A. Exclusive hiring practices**
  - B. Diversity training**
  - C. Lack of mentorship programs**
  - D. Promoting a closed culture**
  
- 3. What does the acronym LGBT stand for?**
  - A. Lesbian, Gay, Binary, and Transgender**
  - B. Lesbian, Gay, Bisexual, and Transgender**
  - C. Lesbian, Gender-fluid, Bisexual, and Transgender**
  - D. Lifestyle, Gender, Bi, and Trans**
  
- 4. In the context of societal development, how is 'vulnerability' defined?**
  - A. The ability to recover from trauma**
  - B. The risk of harm due to socio-economic factors**
  - C. The strength of community networks**
  - D. The lack of educational opportunities**
  
- 5. What must nursing assistants maintain while working with residents and their families?**
  - A. Confidentiality**
  - B. Boundaries**
  - C. Detailed records**
  - D. Professional attire**

- 6. Which statement is true about families?**
- A. Families play an important role in health care**
  - B. Some families are better than others**
  - C. Unmarried couples are not families**
  - D. Families should have limited privacy**
- 7. In what way does environmental degradation affect vulnerable communities?**
- A. Improved access to clean resources**
  - B. Enhanced economic opportunities**
  - C. Increased health risks**
  - D. Greater social cohesion**
- 8. Moving a person from her home into a facility can cause \_\_\_\_\_.**
- A. Excitement**
  - B. Anxiety**
  - C. Relief**
  - D. Comfort**
- 9. Why is mental health awareness important in diverse communities?**
- A. It increases stigma around mental health**
  - B. It promotes misunderstanding and fear**
  - C. It encourages individuals to seek help**
  - D. It leads to avoiding mental health conversations**
- 10. What is one characteristic of a cross-dresser?**
- A. They exclusively identify with their birth gender**
  - B. They do not engage in sexual activity**
  - C. They may wear clothing typically associated with the opposite gender**
  - D. They are usually attracted to both sexes**

## Answers

SAMPLE

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

SAMPLE

## **Explanations**

SAMPLE

**1. How do social determinants of health influence human development?**

- A. They have no significant impact on development**
- B. They solely depend on individual efforts**
- C. They affect access to resources and opportunities**
- D. They are mainly related to personality traits**

Social determinants of health play a crucial role in influencing human development by affecting access to resources and opportunities essential for well-being and growth. These determinants encompass a variety of factors, including socioeconomic status, education, neighborhood and physical environment, employment, and social support networks. When individuals have access to quality education, safe living conditions, adequate nutrition, and healthcare, they are more likely to thrive and achieve their potential. For instance, lower socioeconomic status can restrict access to healthcare, nutritious food, and safe environments, subsequently impacting individuals' health outcomes and opportunities for development. Conversely, communities with robust social determinants, such as supportive networks and educational resources, promote healthier lifestyles and better developmental outcomes. This interconnectedness between social determinants and human development highlights the importance of addressing these factors to foster equitable growth and improve overall quality of life for individuals and communities.

**2. Which of the following is a strategy for promoting diversity in the workplace?**

- A. Exclusive hiring practices**
- B. Diversity training**
- C. Lack of mentorship programs**
- D. Promoting a closed culture**

Focusing on promoting diversity in the workplace, diversity training is a recognized strategy aimed at increasing awareness and understanding of different cultures, experiences, and perspectives among employees. This type of training typically includes educating staff about biases, stereotypes, and the importance of inclusion. By engaging employees in activities and discussions around diversity, organizations can foster a more inclusive environment where everyone feels valued and respected. Moreover, diversity training can help to build team cohesion and enhance communication among diverse groups, leading to improved collaboration and innovation. Such training can also be instrumental in addressing and preventing discrimination, creating a workplace culture that embraces diversity as a core value. In contrast, exclusive hiring practices, lack of mentorship programs, and promoting a closed culture counteract any efforts toward diversity. Exclusive hiring leads to a homogenous workforce, lack of mentorship can stifle the growth of underrepresented groups, and a closed culture can create an environment where differences are neither valued nor recognized, ultimately undermining the benefits of diversity.

### 3. What does the acronym LGBT stand for?

- A. Lesbian, Gay, Binary, and Transgender
- B. Lesbian, Gay, Bisexual, and Transgender**
- C. Lesbian, Gender-fluid, Bisexual, and Transgender
- D. Lifestyle, Gender, Bi, and Trans

The acronym LGBT stands for Lesbian, Gay, Bisexual, and Transgender. This terminology represents a diverse group of sexual orientations and gender identities within the broader spectrum of human sexuality and gender diversity. "Lesbian" refers to women who are attracted to other women, "Gay" typically denotes men who are attracted to men, although it can also refer to the broader community, "Bisexual" describes individuals who are attracted to both same-gender and different-gender people, and "Transgender" refers to individuals whose gender identity differs from the sex they were assigned at birth. Understanding this acronym is essential for fostering awareness and inclusivity regarding the identities and experiences of these communities. This knowledge helps in addressing the specific needs and challenges faced by these individuals, thereby promoting greater respect and equality in society. Familiarity with LGBT terminology is crucial for those working in fields related to human needs, diversity, and development, as it plays a key role in advocacy, support services, and public policy aimed at enhancing the quality of life for all individuals, regardless of their sexual orientation or gender identity.

### 4. In the context of societal development, how is 'vulnerability' defined?

- A. The ability to recover from trauma
- B. The risk of harm due to socio-economic factors**
- C. The strength of community networks
- D. The lack of educational opportunities

In the context of societal development, vulnerability is defined as the risk of harm due to socio-economic factors. This concept encompasses how certain individuals or communities are susceptible to adverse effects stemming from a lack of resources, exposure to environmental hazards, or systemic inequalities. Vulnerability reflects not only the risks faced but also the capacity to manage and respond to different stressors that can lead to potential harm. By focusing on socio-economic factors, this definition highlights the root causes of vulnerability and emphasizes the need for social safety nets, policies that enhance economic security, and interventions aimed at reducing inequalities. It relates to how poverty, access to healthcare, and social exclusion can compound risks and limit the ability of individuals to cope with challenges, ultimately affecting their well-being and development outcomes. The other choices do not capture the comprehensive nature of vulnerability in societal contexts. For instance, the ability to recover from trauma describes resilience rather than vulnerability. Strength of community networks may contribute positively to resilience but does not define vulnerability itself. Lastly, while lacking educational opportunities can be a factor in vulnerability, it is too narrow and does not encompass the broader socio-economic landscape that defines this term.

## 5. What must nursing assistants maintain while working with residents and their families?

- A. Confidentiality
- B. Boundaries**
- C. Detailed records
- D. Professional attire

Maintaining boundaries is crucial for nursing assistants while working with residents and their families as it helps to create a professional relationship that protects both the caregiver and the individual receiving care. Boundaries enable nursing assistants to establish a clear distinction between their professional role and personal interactions, ensuring that they provide care while maintaining the dignity and autonomy of residents. When boundaries are respected, it fosters a safe environment, allowing residents to feel secure and respected. It also ensures that the nursing assistant can perform their responsibilities effectively without becoming overly involved in the personal lives of the residents or their families. This professional distance helps in managing emotional attachments, which can cloud judgment and impact the quality of care. In terms of the other provided options, while confidentiality is also critical in protecting residents' private information, the emphasis in the question specifically points toward interpersonal dynamics rather than information management. Maintaining detailed records is also essential for continuity of care, but it does not directly relate to the relational aspect with residents and families. Professional attire, meanwhile, is important for presenting a professional image, but again focuses more on appearance rather than the interpersonal relationships developed in care settings. Thus, while all these elements contribute to the overall professional practice, boundaries specifically highlight the importance of maintaining appropriate interactions within the caregiving relationship.

## 6. Which statement is true about families?

- A. Families play an important role in health care**
- B. Some families are better than others
- C. Unmarried couples are not families
- D. Families should have limited privacy

Families are indeed fundamental units within society and play a crucial role in health care. They provide not only emotional and psychological support to their members but also contribute to decision-making regarding health-related issues. Families often assist in managing healthcare needs, from ensuring regular check-ups to providing care for sick members. This involvement can significantly affect health outcomes, as family members help to advocate for and implement health practices, promote wellness, and support healthy behaviors. Many studies highlight the role of family dynamics in adherence to medical advice and recovery from illness, establishing families as essential partners in the healthcare system. Their influence extends from the socio-emotional realm into practical aspects of health care, reinforcing the idea that a strong family unit can improve individual and collective health outcomes. Other statements suggest either a hierarchy among families, limit the definition of what constitutes a family, or promote the idea that privacy should be restricted within family settings, which does not align with the broader understanding of family dynamics and roles in health care. Hence, the positive role families play in health care stands out as the most accurate and encompassing assertion.

**7. In what way does environmental degradation affect vulnerable communities?**

- A. Improved access to clean resources**
- B. Enhanced economic opportunities**
- C. Increased health risks**
- D. Greater social cohesion**

Environmental degradation typically has the most detrimental impact on vulnerable communities through increased health risks. These communities often rely on their immediate environment for resources such as clean air, water, and soil. When environmental conditions worsen due to pollution, deforestation, or climate change, the direct consequences can lead to a range of health issues, from respiratory problems due to poor air quality to waterborne diseases associated with contaminated water supplies. Vulnerable populations often have limited access to healthcare resources and are less likely to have the means to adapt to or combat the health impacts of environmental degradation. This exacerbates existing health disparities, making them more susceptible to illnesses that could otherwise be preventable or manageable in more resilient communities. As such, increased health risks become a critical concern, illustrating how deeply interconnected environmental factors and public health are, particularly for those already facing socioeconomic disadvantages.

**8. Moving a person from her home into a facility can cause \_\_\_\_\_.**

- A. Excitement**
- B. Anxiety**
- C. Relief**
- D. Comfort**

Moving a person from their home into a facility often leads to feelings of anxiety. This response can stem from several factors, including the loss of familiar surroundings, the fear of the unknown, and concerns about losing independence. Such transitions can be stressful as the individual grapples with leaving behind their home environment, which can be a significant source of comfort and security. The prospect of adjusting to a new place, meeting new people, and navigating different routines can heighten these feelings. While excitement, relief, and comfort can be associated with such moves in certain contexts—such as finding better care or companionship—anxiety tends to be the most common and significant emotional reaction during this transition. Understanding this emotional response is crucial for caregivers and professionals who support individuals during such changes, as it emphasizes the need for sensitivity and assistance in easing the transition process.

**9. Why is mental health awareness important in diverse communities?**

- A. It increases stigma around mental health**
- B. It promotes misunderstanding and fear**
- C. It encourages individuals to seek help**
- D. It leads to avoiding mental health conversations**

Mental health awareness is crucial in diverse communities because it encourages individuals to seek help. When awareness is raised, people are better informed about mental health conditions, their effects, and the importance of emotional well-being. This understanding can reduce feelings of isolation and confusion, motivating individuals to reach out for support when they need it. Furthermore, awareness campaigns can foster a sense of community and connection, making it more likely that individuals will feel comfortable discussing their mental health challenges and accessing necessary resources. This approach not only helps those who may be struggling but also contributes to building a supportive environment where mental health is taken seriously, ultimately reducing the barriers to care. In diverse communities, where cultural attitudes and beliefs about mental health can vary significantly, promoting awareness is essential to facilitate understanding, acceptance, and support for individuals experiencing mental health issues.

**10. What is one characteristic of a cross-dresser?**

- A. They exclusively identify with their birth gender**
- B. They do not engage in sexual activity**
- C. They may wear clothing typically associated with the opposite gender**
- D. They are usually attracted to both sexes**

A defining characteristic of a cross-dresser is that they may wear clothing typically associated with the opposite gender. This practice is often motivated by a desire for self-expression, comfort, or performance, rather than necessarily reflecting their gender identity. Cross-dressing can be an important aspect of personal identity and is not inherently linked to sexual orientation or specific behaviors outside of the act of dressing itself. In the context of the other options, identifying exclusively with one's birth gender does not characterize a cross-dresser, as cross-dressing often explores or challenges traditional gender roles. The notion that cross-dressers do not engage in sexual activity is not true; their choice to dress in clothing of the opposite gender does not dictate their sexual behavior. Lastly, while some cross-dressers might be attracted to both sexes, this is not a universal trait among them and does not define the act of cross-dressing itself.

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

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

SAMPLE