

FELE ORGANIZATIONAL DEVELOPMENT PRACTICE TEST (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 are the three subareas of expectancy theory?**
 - A. Effort, performance, attractiveness
 - B. Goals, feedback, motivation
 - C. Expectations, results, rewards
 - D. Evaluation, training, outcomes
- 2. What is NOT included in the FTE audit requirements?**
 - A. Enrollment period
 - B. Attendance
 - C. Teacher performance
 - D. Student schedule
- 3. What is the maximum age considered under age discrimination?**
 - A. 50
 - B. 70
 - C. 80
 - D. 90
- 4. What does identification in a problem context refer to?**
 - A. Recognition of individual contributions.
 - B. Understanding the roles within a group.
 - C. Existing issues due to discrepancies between current and desired conditions.
 - D. Acknowledging different perspectives.
- 5. Which of the following choices reflects an assessment approach that aligns with positive outcomes?**
 - A. Upholding traditional practices
 - B. Using multiple data sources
 - C. Prioritizing quantitative measures exclusively
 - D. Adopting a fixed mindset

- 6. What should be avoided during an interview regarding an applicant's background?**
- A. Asking about their previous work experience
 - B. Inquiring into their educational qualifications
 - C. Discussing the applicant's background
 - D. Asking about their skills and competencies
- 7. Accessing staff development is important for what purpose?**
- A. Enhancing teacher evaluations
 - B. Conducting pilot studies
 - C. Increasing student enrollment
 - D. Improving classroom management
- 8. Which theory posits that individuals tend to avoid work and are incapable of doing their job?**
- A. Theory Y
 - B. Theory X
 - C. Behaviorism
 - D. Humanistic Theory
- 9. Are opening prayers at legislative sessions considered constitutional?**
- A. Yes, they are constitutional
 - B. No, they are unconstitutional
 - C. Only if done spontaneously
 - D. Only if led by elected officials
- 10. What is the second step in the four steps to empasse?**
- A. Negotiation
 - B. Mediation
 - C. Arbitration
 - D. Collaboration

Answers

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

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Explanations

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1. What are the three subareas of expectancy theory?

A. Effort, performance, attractiveness

B. Goals, feedback, motivation

C. Expectations, results, rewards

D. Evaluation, training, outcomes

Expectancy theory, developed by Victor Vroom, posits that individuals are motivated to act in certain ways depending on their expectations of the outcomes of their actions. The three subareas of expectancy theory consist of effort, performance, and attractiveness. Effort refers to the amount of energy an individual is willing to put into their tasks, influenced by their belief that increased effort will lead to improved performance. Performance is the expected outcome based on that effort, which is the individual's assessment of how well they can execute a task or job. Attractiveness relates to how appealing the anticipated rewards or outcomes are once the desired performance levels are achieved. If individuals find the potential outcomes motivating and desirable, they are more likely to exert the necessary effort. These three subareas work together to influence motivation. For instance, if a person believes that their effort will lead to successful performance and that the performance will yield valuable rewards, they are more likely to be motivated to put in that effort. Understanding this framework helps organizations enhance motivation and productivity among their workforce.

2. What is NOT included in the FTE audit requirements?

A. Enrollment period

B. Attendance

C. Teacher performance

D. Student schedule

The correct answer is teacher performance, as it is not a component of the FTE audit requirements. FTE, or Full-Time Equivalent, audits primarily focus on data that directly impacts funding and resource allocation related to student enrollment, attendance, and scheduling. The enrollment period is crucial because it defines the time frame during which students must be enrolled for their attendance to count towards funding calculations. Attendance is also vital, as it measures student participation and presence in the educational environment, which directly influences the amount of funding the institution receives. The student schedule is important for ensuring that students are placed in appropriate courses and that their educational needs are met. In contrast, teacher performance, while critical for educational outcomes and school quality, falls outside the scope of FTE audits, which are specifically concerned with student data rather than faculty assessment.

3. What is the maximum age considered under age discrimination?

A. 50

B. 70

C. 80

D. 90

The maximum age considered under age discrimination is typically set at 40 years old according to the Age Discrimination in Employment Act (ADEA). However, in the context of the given choices and legal protections available, age discrimination laws often protect workers aged 40 and over. The choice that indicates the highest age in this context is 70, as individuals aged 70 may experience age discrimination. While the legal framework does not set a maximum age limit for receiving protections against age discrimination, it recognizes discrimination experiences in the workforce for individuals 40 years and older, and thus, 70 serves as a practical benchmark in discussions surrounding age-related workplace concerns. Understanding the implications of age discrimination involves recognizing that older employees can face bias in hiring, promotions, and job security, making this age range a focal point for employment laws and discussions of equity in the workplace.

4. What does identification in a problem context refer to?

- A. Recognition of individual contributions.
- B. Understanding the roles within a group.
- C. Existing issues due to discrepancies between current and desired conditions.**
- D. Acknowledging different perspectives.

Identification in a problem context refers to recognizing and articulating the existing issues stemming from the gaps between current realities and desired outcomes. This understanding is crucial in any organizational development process, as it allows stakeholders to pinpoint specific problems that need addressing. By acknowledging these discrepancies, teams can focus on why these issues exist and begin formulating plans to bridge the gap between the current state and the ideal state they aim to achieve. This focus is essential for effective problem-solving and decision-making in organizational settings, ensuring that efforts are targeted and relevant to the challenges at hand.

5. Which of the following choices reflects an assessment approach that aligns with positive outcomes?

- A. Upholding traditional practices
- B. Using multiple data sources**
- C. Prioritizing quantitative measures exclusively
- D. Adopting a fixed mindset

Using multiple data sources is a robust assessment approach that aligns with positive outcomes because it allows for a more comprehensive understanding of a situation or issue. By integrating various types of data—such as qualitative feedback, quantitative metrics, and contextual information—decision-makers can gain a richer, multidimensional perspective. This holistic view enables better informed decisions, reflecting more accurately the complexities of real-world scenarios. Additionally, relying on a single type of data can lead to biases or misinterpretations, as it may not capture the full spectrum of perspectives and experiences. By contrast, the incorporation of diverse data sources supports the identification of patterns, trends, and nuances that might otherwise go unnoticed. This approach ultimately fosters a collaborative environment where different viewpoints are valued, leading to more innovative and effective solutions that drive positive outcomes.

6. What should be avoided during an interview regarding an applicant's background?

- A. Asking about their previous work experience
- B. Inquiring into their educational qualifications
- C. Discussing the applicant's background**
- D. Asking about their skills and competencies

During an interview, it is important to maintain a focus on relevant qualifications and experiences that pertain to the job in question. Discussing the applicant's background can be essential for understanding how their prior experiences have shaped their professional abilities and how they align with the position for which they are applying. However, it is crucial to approach this subject with sensitivity and awareness of legal and ethical boundaries. In some contexts, particularly regarding personal aspects of an applicant's life that are not related to their professional qualifications (such as age, marital status, or personal beliefs), discussions could inadvertently lead to biases or discriminatory practices. Therefore, while knowing an applicant's background is beneficial for making informed hiring decisions, it should be navigated carefully to avoid any form of discriminatory implications or an invasion of personal privacy. Conversely, asking about previous work experience, educational qualifications, or skills and competencies are all relevant inquiries that help gauge an applicant's fit for the job. These questions provide insights into their professional history, knowledge, and abilities directly related to the role they are seeking, making them essential components of the interview process.

7. Accessing staff development is important for what purpose?

- A. Enhancing teacher evaluations
- B. Conducting pilot studies**
- C. Increasing student enrollment
- D. Improving classroom management

Accessing staff development is critical for conducting pilot studies because it ensures that educators are well-equipped with the latest teaching strategies, methodologies, and assessment tools. Staff development programs offer training that can help teachers refine their instructional practices and adapt to new standards or curricular changes. When staff members undergo such development, they are better at designing and implementing pilot studies that test innovative approaches to teaching and learning. This informed approach helps in gathering valuable data on what works effectively in the classroom, thereby informing future educational practices. In contrast, options related to enhancing teacher evaluations, increasing student enrollment, or improving classroom management do not directly align with the primary intention behind accessing staff development, which focuses more narrowly on the ongoing professional growth of educators and the testing of new strategies in educational settings.

8. Which theory posits that individuals tend to avoid work and are incapable of doing their job?

- A. Theory Y
- B. Theory X**
- C. Behaviorism
- D. Humanistic Theory

The theory that individuals tend to avoid work and are incapable of doing their job is known as Theory X. This concept, developed by Douglas McGregor in the 1960s, posits a pessimistic view of human nature in the workplace. According to Theory X, managers assume that employees are inherently lazy, will avoid responsibility when possible, and require coercion or extrinsic rewards to work effectively. As a result, this theory advocates for a more controlling and directive management style, where extensive oversight is necessary to ensure that tasks are completed. In contrast, the other theories presented offer different perspectives on human behavior in the workplace. Theory Y, also proposed by McGregor, suggests that individuals are self-motivated and seek fulfillment through their work, implying that they enjoy taking responsibility and will work effectively if they are engaged. Behaviorism primarily focuses on observable behaviors rather than inner motivations or needs, while Humanistic Theory emphasizes individual growth and self-actualization, proposing that people are motivated by higher-order needs and seek purpose in their work. These differing viewpoints highlight the broad spectrum of beliefs about motivation and human behavior within organizational contexts.

9. Are opening prayers at legislative sessions considered constitutional?

- A. Yes, they are constitutional**
- B. No, they are unconstitutional
- C. Only if done spontaneously
- D. Only if led by elected officials

Opening prayers at legislative sessions are considered constitutional based on a long-standing interpretation of the First Amendment, which guarantees the free exercise of religion while also prohibiting the establishment of religion. The U.S. Supreme Court has ruled that legislative bodies may begin sessions with a prayer, deeming it a tradition that reflects the historical practices of Congress and state legislatures. This viewpoint stems from cases such as Marsh v. Chambers (1983), where the Court upheld the constitutionality of a Nebraska legislative prayer practice, emphasizing that it does not coerce participation or enforce a particular religious perspective. The Court recognized that prayers in this context serve as a ceremonial acknowledgment of the role of religion in public life without establishing an official religion. Thus, while the practice must navigate issues of inclusivity and non-coercion, the overall historical and legal precedent supports the constitutionality of opening prayers at legislative sessions.

10. What is the second step in the four steps to empasse?

- A. Negotiation
- B. Mediation**
- C. Arbitration
- D. Collaboration

The second step in the four steps to empasse involves mediation. Mediation is a collaborative process where a neutral third party helps the conflicting parties communicate and negotiate to reach a mutually acceptable solution. It is utilized to facilitate dialogue, clarify misunderstandings, and explore options, all aimed at narrowing the differences between the parties and moving them closer to an agreement. Mediation is essential in the dispute resolution process because it provides a structured environment where each party can express their concerns and perspectives without the pressure of direct confrontation. The mediator's role is to ensure that communication flows smoothly and that each party feels heard, which can help to reduce tension and pave the way for potential compromise. In the context of the four steps to empasse, mediation follows the initial assessment of the situation and sets the stage for negotiation, where the parties can start focusing on finding common ground. This step is crucial as it can often bring the parties back from a state of stalemate, encouraging a commitment to resolving the conflict through constructive collaboration.

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://feleorganizationaldev.examzify.com>

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

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