

# Generic Fitness for Duty & Behavioral Observation Training Practice Test (Sample)

## Study Guide



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

**This is a sample study guide. To access the full version with hundreds of questions,**

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**SAMPLE**

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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. Don't worry about getting everything right, 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, and take breaks to retain information better.**

## **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.**

## **7. Use Other Tools**

**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!**

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## **Questions**

- 1. Which type of substances is considered a stimulant?**
  - A. Marijuana**
  - B. Depressants**
  - C. Cocaine**
  - D. Narcotics**
  
- 2. What should be a primary focus of a fitness for duty assessment?**
  - A. Evaluating employee salary**
  - B. Assessing mental and physical capability relative to job duties**
  - C. Determining employee popularity within the organization**
  - D. Reviewing past performance appraisals**
  
- 3. Which is a physical sign of cannabis use?**
  - A. Rolling papers**
  - B. Heavy breathing**
  - C. Increased heart rate**
  - D. Rapid speech**
  
- 4. What is the role of the Medical Review Officer in chemical testing?**
  - A. To conduct the tests**
  - B. To interpret test results and oversee the testing process**
  - C. To provide counseling to employees**
  - D. To implement safety regulations**
  
- 5. Which of the following factors can affect an individual's fitness for duty?**
  - A. Programming skills**
  - B. Physical health, mental health, and substance use**
  - C. Length of service at the company**
  - D. Employee's education level**



- 6. Which of the following is a behavioral indicator of substance abuse in the workplace?**
- A. Smell of alcohol**
  - B. Excessive participation in team activities**
  - C. Consistent punctuality**
  - D. High level of productivity**
- 7. What action should a supervisor take if they suspect a worker is unfit for duty?**
- A. Report the concern to Security**
  - B. Confront the worker directly**
  - C. Consult with other workers**
  - D. Provide the worker with additional tasks**
- 8. What type of behavior related to plant security should be reported?**
- A. Unusual interest in plant activities**
  - B. Frequent socializing during work hours**
  - C. Excessive breaks**
  - D. Always following the policies**
- 9. What is the importance of confidentiality in fitness for duty assessments?**
- A. It allows for open discussions about personal issues**
  - B. It protects employee privacy and encourages help-seeking**
  - C. It limits access to vital reports**
  - D. It ensures that all assessments are public knowledge**
- 10. What is a critical challenge in managing fitness for duty policies?**
- A. Ensuring all employees are satisfied with the policy**
  - B. Balancing employee privacy rights with organizational safety needs**
  - C. Keeping up with technological advancements in the workplace**
  - D. Providing physical fitness training to all employees**

## **Answers**

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

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## **Explanations**

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**1. Which type of substances is considered a stimulant?**

- A. Marijuana
- B. Depressants
- C. Cocaine**
- D. Narcotics

Stimulants are substances that increase the activity of the central nervous system, leading to heightened alertness, increased energy, and often euphoria. Cocaine is a clear example of a stimulant as it works by blocking the reuptake of dopamine in the brain, leading to increased levels of this neurotransmitter and resulting in stimulation of both the mind and body. In contrast, marijuana primarily acts as a depressant, although it has complex effects that can be both stimulating and sedating, making it not a true stimulant. Depressants, as a class, lower brain activity and diminish alertness. Narcotics typically refer to opioids that also have depressant effects, primarily used for pain relief, and do not increase activity in the way stimulants do. Therefore, the classification of cocaine as a stimulant is accurate and aligns with its pharmacological effects on the body.

**2. What should be a primary focus of a fitness for duty assessment?**

- A. Evaluating employee salary
- B. Assessing mental and physical capability relative to job duties**
- C. Determining employee popularity within the organization
- D. Reviewing past performance appraisals

The primary focus of a fitness for duty assessment is to evaluate an employee's mental and physical capability in relation to their specific job duties. This assessment is essential to ensure that employees can perform their roles safely and effectively, especially in positions that require a high level of responsibility, critical thinking, or physical fitness. By assessing both mental and physical ability, organizations can identify any potential issues that may impact an employee's performance, allowing for timely interventions, accommodations, or, if necessary, adjustments to job responsibilities to promote safety and efficiency in the workplace.

### 3. Which is a physical sign of cannabis use?

- A. Rolling papers**
- B. Heavy breathing**
- C. Increased heart rate**
- D. Rapid speech**

The presence of rolling papers is indeed an indicator of potential cannabis use, as they are commonly associated with the preparation and consumption of cannabis. Rolling papers are a practical tool that many users keep on hand for joint-making, which is a typical method of using cannabis. This physical item serves as a tangible clue that aligns with the behavior surrounding cannabis consumption. The other options relate to behavioral or physiological responses that are less definitive as physical signs of cannabis use. Heavy breathing and rapid speech could be influenced by various factors, not exclusively cannabis. While increased heart rate is a physiological response that may occur with cannabis consumption, it can also be associated with other substances or conditions. Thus, rolling papers serve as a more direct and identifiable physical sign of cannabis use.

### 4. What is the role of the Medical Review Officer in chemical testing?

- A. To conduct the tests**
- B. To interpret test results and oversee the testing process**
- C. To provide counseling to employees**
- D. To implement safety regulations**

The Medical Review Officer (MRO) plays a crucial role in the process of chemical testing, particularly in the context of workplace drug testing programs. The primary responsibility of the MRO is to interpret test results and oversee the testing process. This involves evaluating the accuracy of the tests, ensuring that they were conducted properly, and reviewing any medical history that could impact the results. When test results are received, the MRO assesses any potential medical explanations for positive findings, such as legitimate use of prescription medications. This oversight is essential because it safeguards the rights of employees while also maintaining workplace safety standards. By bringing a medical perspective to the interpretation of drug testing results, the MRO helps to ensure that the conclusions drawn from the tests are fair and based on a comprehensive understanding of each individual's health context. This role is distinct from conducting the tests themselves, providing counseling, or implementing safety regulations, as those responsibilities fall to other professionals or departments. The MRO's focus is specifically on ensuring the integrity of the testing process and evaluating the medical implications of the results.

**5. Which of the following factors can affect an individual's fitness for duty?**

**A. Programming skills**

**B. Physical health, mental health, and substance use**

**C. Length of service at the company**

**D. Employee's education level**

An individual's fitness for duty is primarily impacted by their physical health, mental health, and substance use. These factors directly influence a person's ability to perform effectively in their role. For instance, physical health affects energy levels, stamina, and the ability to handle the demands of a job, while mental health can influence focus, decision-making, and emotional stability. Additionally, substance use can severely impair judgment, coordination, and overall job performance. These factors are crucial in assessing whether an employee can safely and competently fulfill their responsibilities, making them the most significant contributors to fitness for duty evaluations. Other factors, such as programming skills, length of service, and education level, may play a role in job performance but are not essential for basic fitness for duty assessments. They relate more to job proficiency and experience rather than the fundamental capability to perform safely and effectively in the workplace.

**6. Which of the following is a behavioral indicator of substance abuse in the workplace?**

**A. Smell of alcohol**

**B. Excessive participation in team activities**

**C. Consistent punctuality**

**D. High level of productivity**

The correct choice, having a smell of alcohol, serves as a direct and sensory observable indicator of substance abuse in the workplace. When an individual is under the influence of alcohol, the scent can be noticeable to colleagues and can impact their perception of that person's behavior, performance, and overall fitness for duty. This physical manifestation is often one of the more recognizable signs that can raise concerns about an individual's substance use. In contrast, excessive participation in team activities, consistent punctuality, and a high level of productivity generally reflect positive attributes or behaviors that are not indicative of substance abuse. For example, engaging in team activities can suggest a positive and thriving work environment, while being punctual and productive are behaviors associated with professionalism and motivation. None of these traits serve as reliable indicators of substance abuse, which is why they are not appropriate choices in this context.

**7. What action should a supervisor take if they suspect a worker is unfit for duty?**

- A. Report the concern to Security**
- B. Confront the worker directly**
- C. Consult with other workers**
- D. Provide the worker with additional tasks**

When a supervisor suspects that a worker is unfit for duty, the appropriate action is to report the concern to Security. This action is crucial for several reasons. First and foremost, Security personnel are typically trained to handle situations that may involve safety and wellbeing of the employee and others in the workplace. They are equipped with protocols to assess the situation further and to intervene if necessary. By escalating the concern to Security, the supervisor ensures that the situation is managed in a professional manner, respecting both the privacy of the worker and the safety of the workplace. This approach also helps to prevent any potential conflict or misunderstanding that may arise from directly confronting the worker or discussing the issue with other employees. It avoids creating an environment of gossip or judgment and maintains a level of confidentiality that is important in sensitive matters regarding a worker's fitness for duty. Ultimately, involving Security provides a structured response to the situation, ensuring that there are appropriate measures and follow-ups in place as needed.

**8. What type of behavior related to plant security should be reported?**

- A. Unusual interest in plant activities**
- B. Frequent socializing during work hours**
- C. Excessive breaks**
- D. Always following the policies**

Reporting unusual interest in plant activities is crucial for maintaining safety and security. This type of behavior could indicate that an individual is gathering information with intentions that may not align with the plant's operational goals, security protocols, or safety measures. Such behavior might arise from individuals who are not directly involved in operations but have ulterior motives, potentially including sabotage, theft, or espionage. In a secure environment, employees are typically trained to remain vigilant and identify any observations that could compromise the safety and security of the facility. Unusual interest might include closely monitoring processes, taking pictures, or asking probing questions beyond what is necessary for their job duties. By reporting these behaviors, employees contribute to a proactive security culture that prioritizes and safeguards the integrity of the operations. The other options, while they may indicate behavioral issues, do not inherently pose a direct threat to security. Frequent socializing during work hours and excessive breaks could suggest a lack of focus or engagement but are not necessarily indicative of malicious intent. Following policies is a positive behavior that reflects adherence to established protocols and should be encouraged.



**9. What is the importance of confidentiality in fitness for duty assessments?**

- A. It allows for open discussions about personal issues**
- B. It protects employee privacy and encourages help-seeking**
- C. It limits access to vital reports**
- D. It ensures that all assessments are public knowledge**

Confidentiality in fitness for duty assessments is crucial because it protects employee privacy and fosters an environment that encourages individuals to seek help when needed. When employees know that their discussions and any findings from assessments will remain private, they are more likely to be honest and open about their concerns or difficulties. This openness is essential for accurately evaluating their fitness for duty and addressing any underlying issues. Additionally, ensuring confidentiality helps build trust between employees and management, as it reassures employees that their personal information will not be disclosed without their consent. This trust is vital for promoting a supportive workplace culture and ensuring that any necessary interventions can be taken without fear of stigma or repercussions. The other choices do not accurately capture the primary importance of confidentiality in these assessments. For instance, while limiting access to reports may be a byproduct of confidentiality, it is not the main focus. Public knowledge of assessments would undermine the very principles of privacy and trust that confidentiality aims to uphold.

**10. What is a critical challenge in managing fitness for duty policies?**

- A. Ensuring all employees are satisfied with the policy**
- B. Balancing employee privacy rights with organizational safety needs**
- C. Keeping up with technological advancements in the workplace**
- D. Providing physical fitness training to all employees**

Balancing employee privacy rights with organizational safety needs is a fundamental challenge in managing fitness for duty policies. This balance is critical because while organizations have a responsibility to ensure a safe and healthy work environment, they must also respect the rights of employees to keep their personal health information confidential. This situation often requires navigating complex legal and ethical frameworks, including laws that govern medical privacy and workplace safety. Organizations must create policies that allow them to assess an employee's fitness to perform job duties without overstepping into invasive territory that could infringe upon privacy rights. For instance, while an employer may be justified in requesting medical evaluations in certain circumstances, they must do so in a way that is compliant with regulations such as the Health Insurance Portability and Accountability Act (HIPAA), which protect individuals' medical information. In addition, managing this balance effectively helps foster a culture of trust among employees. If employees feel that their privacy is respected, they are more likely to be open about their health conditions, which can ultimately support better outcomes for both the organization and its workforce. Therefore, the correct focus must be on this balance between privacy and safety to ensure effective and fair fitness for duty policies.

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

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