

# Griffin Hill Integrity Test Practice Test (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. Which behavior is NOT typical of an Amiable?**
  - A. Dislikes interpersonal conflict**
  - B. Low tolerance for feelings, attitudes, and advice of others**
  - C. Seeks security and avoids risk**
  - D. Supports and listens**
  
- 2. Buyers buy benefits.**
  - A. True**
  - B. False**
  - C. Sometimes**
  - D. Not Always**
  
- 3. Adaptive selling involves diagnosing the prospective buyer's preferences through communication and then tailoring the sales approach to fit those preferences.**
  - A. It does not involve diagnosing buyer preferences**
  - B. True**
  - C. Not enough information**
  - D. Dependent on market conditions**
  
- 4. Which option is not an Overcoming Objections Play?**
  - A. Validation Play**
  - B. Empathize**
  - C. Ignore Play**
  - D. Discount Play**
  
- 5. Which of the following is a main purpose in the Needs Audit: discovering the prospect's status quo and needs?**
  - A. To identify and address the prospect's status quo and needs**
  - B. To close the sale immediately**
  - C. To present the product details**
  - D. To memorize the prospect's preferences**

- 6. In a proposal, you should use the Method element no more than five times.**
- A. Never**
  - B. Often**
  - C. False**
  - D. True**
- 7. Which statement about hunter vs farmer is accurate?**
- A. Hunters are the most important salespeople in the business**
  - B. Farmers focus on acquiring new customers**
  - C. Hunters focus on acquiring new customers and farmers nurture existing relationships**
  - D. There is no difference between the roles**
- 8. Which of the following best describes the sequence of plays that leads from understanding to presenting value?**
- A. Empathize, Solve/Minimize, Benefit, Relate, Trial Close**
  - B. Empathize, Validate, Solve, Close**
  - C. Schedule Next Event, Validation Play, Empathize**
  - D. Isolate, Validate, Empathize, Close**
- 9. Which behavior is NOT typical of an Expressive?**
- A. Dreamer and visionary**
  - B. Cautious in decision-making**
  - C. Exaggerates and generalizes**
  - D. Seeks affirmation and esteem**
- 10. What are we looking for when we use Drill Down, Effect, and Consequence queries?**
- A. Benefits**
  - B. Needs**
  - C. Features**
  - D. Advantages**

## Answers

SAMPLE

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

SAMPLE

## **Explanations**

SAMPLE

## 1. Which behavior is NOT typical of an Amiable?

- A. Dislikes interpersonal conflict
- B. Low tolerance for feelings, attitudes, and advice of others**
- C. Seeks security and avoids risk
- D. Supports and listens

Amiables are typically warm, cooperative, and focused on harmony. They respond well to others' emotions, prefer to avoid conflict, and are patient listeners who offer support. The statement that says someone has a low tolerance for others' feelings, attitudes, and advice clashes with this pattern, because an Amiable would usually value and consider others' feelings and input rather than dismissing them. That's why the other traits fit well: disliking interpersonal conflict aligns with the desire to maintain harmony; seeking security and avoiding risk fits with a preference for stable, predictable situations; and offering support and listening reflects their natural, collaborative, and empathetic approach.

## 2. Buyers buy benefits.

- A. True**
- B. False
- C. Sometimes
- D. Not Always

What buyers buy are the benefits they expect to gain from a product or service. Features describe what a product is or does, but benefits show why that matters to the buyer—the practical improvements, outcomes, or value they'll experience. When someone considers a purchase, they're weighing the impact on their life or work: saving time, reducing effort, increasing safety, improving comfort, or enhancing status. Those outcomes—or benefits—are the real drivers of the decision, not the features alone or the price in isolation. So the statement that buyers buy benefits is true. For example, a smartphone with a high-resolution camera isn't just about megapixels; it's about capturing memories clearly and sharing them instantly. The focus on benefits helps explain why the product is worth buying beyond its specs.

## 3. Adaptive selling involves diagnosing the prospective buyer's preferences through communication and then tailoring the sales approach to fit those preferences.

- A. It does not involve diagnosing buyer preferences
- B. True**
- C. Not enough information
- D. Dependent on market conditions

Adaptive selling centers on understanding the individual buyer by communicating and interpreting their preferences, then adjusting how you present the product to fit those preferences. This means asking questions, listening for decision criteria, and reading cues to tailor the message, demonstrations, and level of detail to what matters most to the buyer—like their needs, budget, timeline, and risk tolerance. Because diagnosing what the buyer cares about and adapting your approach to match that becomes essential to the conversation, the statement is true. Skipping the diagnostic step or using a one-size-fits-all pitch would move away from adaptive selling, regardless of market conditions.

#### 4. Which option is not an Overcoming Objections Play?

- A. Validation Play
- B. Empathize
- C. Ignore Play
- D. Discount Play**

Handling objections is about addressing the prospect's concern in a way that shows you understand their situation and can demonstrate real value. The plays that truly move the conversation forward are those that acknowledge the worry and connect with it—validating that the concern is understandable, or expressing genuine empathy for the prospect's position and needs. Offering a discount, on the other hand, doesn't resolve the underlying issue. It sidesteps the reasoning behind the objection and uses price as a lever, which can erode perceived value and trust and doesn't demonstrate how the product or service meets the customer's needs. So while validation and empathy align with overcoming objections, and ignoring the objection is generally a poor, non-productive tactic, discounting isn't an overcoming objections play at all.

#### 5. Which of the following is a main purpose in the Needs Audit: discovering the prospect's status quo and needs?

- A. To identify and address the prospect's status quo and needs**
- B. To close the sale immediately
- C. To present the product details
- D. To memorize the prospect's preferences

The main idea here is discovery. A Needs Audit is about uncovering where the prospect currently stands (the status quo) and what they genuinely need to move forward. By asking thoughtful questions and listening carefully, you map the present situation, identify gaps or pains, and understand the goals the prospect wants to achieve. This understanding guides how you tailor your approach and demonstrates that you're focused on solving their real issues, not just pushing a product. Choosing to identify and understand the prospect's current state and needs is the best fit because it centers the conversation on the client's situation first, which makes any later solution feel relevant and helpful. Jumping straight to closing, presenting product details, or merely memorizing preferences skips this crucial discovery step and risks proposing something misaligned with what the prospect actually wants or needs.

**6. In a proposal, you should use the Method element no more than five times.**

- A. Never**
- B. Often**
- C. False**
- D. True**

Keeping method descriptions concise and well organized is key in a proposal. The Method element outlines the techniques and processes you'll use to achieve the project goals, so you want to present them clearly without overloading the reader. Using that element no more than five times helps keep the document readable and focused, preventing repetition and fragmentation. Limiting how often you name or enumerate methods encourages you to describe each approach clearly and to summarize related steps instead of repeating the same label. This balance lets reviewers grasp the essential approach quickly while still seeing enough detail to judge feasibility. If there are many techniques to cover, group them under a single method description and reference supporting details elsewhere in the proposal.

**7. Which statement about hunter vs farmer is accurate?**

- A. Hunters are the most important salespeople in the business**
- B. Farmers focus on acquiring new customers**
- C. Hunters focus on acquiring new customers and farmers nurture existing relationships**
- D. There is no difference between the roles**

The key idea here is that sales roles are about different, complementary goals: bringing in new business versus growing and maintaining existing accounts. Hunters pursue new opportunities—they prospect, reach out to potential customers, and win new deals. Farmers nurture current relationships—ensuring satisfaction, managing renewals, and expanding those accounts with upsells or cross-sells. This statement is the best because it clearly assigns each role to its primary activity: hunters focus on acquiring new customers, while farmers focus on nurturing and expanding existing ones. It reflects how a well-rounded sales team balances both functions. Think of it in practice: a hunter might cold-call, attend events, and pitch to a new market segment; a farmer might conduct quarterly business reviews, propose additional solutions to current clients, and maintain long-term partnerships. The other ideas either misstate the focus of the roles or deny the differences between them, which isn't accurate.

**8. Which of the following best describes the sequence of plays that leads from understanding to presenting value?**

- A. Empathize, Solve/Minimize, Benefit, Relate, Trial Close**
- B. Empathize, Validate, Solve, Close**
- C. Schedule Next Event, Validation Play, Empathize**
- D. Isolate, Validate, Empathize, Close**

The sequence tests the natural flow from truly understanding the other person to clearly presenting value and confirming readiness to move forward. Start by empathizing to grasp their situation and validate their feelings. Once you've understood their stakes, address the issue by solving or minimizing the impact, showing that you've heard their concerns and have a concrete way to help. Then articulate the benefits in terms of outcomes they care about, so the value is clear and tangible. Relate those benefits back to their goals and context so the value feels personal and relevant. Finally, use a trial close to gauge receptivity and guide the next step. This order matters because value only lands after you've demonstrated understanding, proposed an effective solution, and tied the outcomes directly to the prospect's priorities. The other sequences either jump to closing too soon, omit necessary steps like validating or relating the benefits, or start with actions that don't build the foundation of understanding first.

**9. Which behavior is NOT typical of an Expressive?**

- A. Dreamer and visionary**
- B. Cautious in decision-making**
- C. Exaggerates and generalizes**
- D. Seeks affirmation and esteem**

Expressive individuals are driven by energy, imagination, and a big-picture view. They tend to be dreamers and visionaries, painting possibilities and inspiring others with their ideas. They like to be social, persuade people, and often seek affirmation and esteem to feel valued. Because they focus on momentum and enthusiasm, they're more comfortable making quick decisions and taking action rather than getting bogged down in detailed analysis. Exaggerating ideas and generalizing to keep the conversation engaging fits their expressive, persuasive style. Being cautious in decision-making, on the other hand, doesn't align with this pattern, which is why that behavior stands out as not typical for an Expressive.

**10. What are we looking for when we use Drill Down, Effect, and Consequence queries?**

**A. Benefits**

**B. Needs**

**C. Features**

**D. Advantages**

When you use Drill Down, Effect, and Consequence queries, you're focused on uncovering the positive value created—the benefits. Drill Down digs into what happens step by step and reveals the concrete gains that result, while Effect points to the immediate outcomes that follow from those actions. Consequence looks further ahead to the longer-term impacts that flow from those outcomes. Taken together, these questions are aimed at identifying the benefits you'll gain, such as cost savings, efficiency improvements, safer operations, or higher satisfaction. They're not about needs, which are requirements; nor about features, which are attributes; and while advantages can overlap with benefits, the emphasis here is on the actual positive value realized. For example, a new process might cut processing time, leading to faster service, lower costs, and happier customers—clear benefits revealed through these queries.

SAMPLE

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

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

SAMPLE