

GRIFFIN HILL INTEGRITY TEST PRACTICE TEST (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

**VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE**

<https://griffinhillintegritytest.examzify.com>



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

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

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 play transitions the focus on the self-interest of the suspect?**
 - A. Positioning
 - B. Schedule the Next Event (or Permission)
 - C. Rapport
 - D. Benefit

- 2. Which action demonstrates a strong stance toward policy violations?**
 - A. Confront the coworker privately and resolve the issue.
 - B. Ignore the issue unless there is proof.
 - C. Discuss with the team to gauge opinions.
 - D. Report to the appropriate channels and avoid enabling misconduct.

- 3. What is the last play in the Needs Audit Routine?**
 - A. Schedule the Next Event or Permission Play
 - B. Decision-Making Play
 - C. Vision Play
 - D. Status Quo Play

- 4. For an Expressive seller, which is the most difficult type of buyer to adapt to?**
 - A. Expressive
 - B. Analytical
 - C. Driver
 - D. Amiable

- 5. The statement 'An objection is a great opportunity to close' is best described as:**
 - A. An objection is a great opportunity to close.
 - B. Objections should be ignored.
 - C. Objections always indicate a lost sale.
 - D. Objections mean the buyer is not interested.

- 6. What common error should candidates avoid in ethics sections?**
- A. Failing to manage time.
 - B. Guessing without reading the scenario and failing to apply policy or consequences.
 - C. Answering all questions in alphabetical order.
 - D. Discussing responses with colleagues before submitting.
- 7. Which of the following best describes a benefit within the case opening framework?**
- A. Proof
 - B. Rapport
 - C. Benefit
 - D. Positioning
- 8. Need-satisfaction selling focuses on the customer rather than the salesperson.**
- A. True
 - B. False
 - C. Not sure
 - D. Both
- 9. Which assets can you use to manage your personal brand?**
- A. LinkedIn profile
 - B. Résumé
 - C. Interview
 - D. All of the above
- 10. What is the purpose of the Solution Presentation Routine?**
- A. Propose, persuade, convince, sell
 - B. All of the above are purposes of the Solution Presentation routine
 - C. Create and protect competitive advantage
 - D. Win a higher percentage of bids in competitive situations

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which play transitions the focus on the self-interest of the suspect?

- A. Positioning
- B. Schedule the Next Event (or Permission)
- C. Rapport
- D. Benefit**

The main concept being tested is directing the suspect's attention to their own interests to influence how they respond. The Benefit approach does this most directly by centering the discussion on what the suspect stands to gain or lose. By highlighting personal gains or the avoidance of negative consequences if they cooperate or tell the truth, this play makes the suspect weigh outcomes for themselves. It frames disclosure as in their best personal interest, which is a powerful motivator for changing behavior or being more forthcoming. Other approaches lean in different directions. Positioning aims to present the investigator's stance in a favorable light, not specifically tied to the suspect's self-interest. Scheduling the Next Event (or Permission) focuses on timing and control, which can influence compliance but again not primarily through personal gain. Rapport builds trust and reduces defensiveness, aiding openness, but it doesn't inherently pivot the conversation around the suspect's own stakes. So, focusing on the benefits to the suspect directly taps into self-interest, making it the clearest fit for that goal.

2. Which action demonstrates a strong stance toward policy violations?

- A. Confront the coworker privately and resolve the issue.
- B. Ignore the issue unless there is proof.
- C. Discuss with the team to gauge opinions.
- D. Report to the appropriate channels and avoid enabling misconduct.**

When integrity means upholding policy, reporting through the proper channels is essential. Using the established reporting mechanisms ensures a formal, impartial review of the violation, preserves evidence, and triggers appropriate due process. It signals that misconduct will not be tolerated and that there are concrete steps to address it and prevent recurrence, which protects the organization, colleagues, and the rights of everyone involved. Confronting a coworker privately can stop the behavior in the moment, but it may not address the broader impact or prevent future occurrences, and it might lack the objectivity and documentation needed for a fair resolution. Discussing with the team to gauge opinions can lead to ambiguity, rumors, or pressure to conform, rather than taking decisive, policy-driven action. Waiting for proof before acting can allow harm to continue and undermine the integrity of the workplace policy. Reporting through the proper channels focuses on accountability and systemic protection, making it the strongest stance against violations.

3. What is the last play in the Needs Audit Routine?

- A. Schedule the Next Event or Permission Play**
- B. Decision-Making Play
- C. Vision Play
- D. Status Quo Play

Closing the loop by turning insight into action is what the last move does in a Needs Audit Routine. Scheduling the next event or obtaining permission to proceed finalizes the process by naming a concrete follow-up, assigning responsibility, and setting a clear timeframe. This ensures momentum isn't lost and everyone knows when to reconvene and what sign-off is required to move forward. Other plays address planning and direction—deciding among options, envisioning future outcomes, or choosing whether to maintain the current state—which are important steps earlier in the routine, but they don't provide the formal close that locks in the next action and the authorization to act.

4. For an Expressive seller, which is the most difficult type of buyer to adapt to?

- A. Expressive
- B. Analytical**
- C. Driver
- D. Amiable

Adapting to the buyer's style is what this question tests. For an Expressive seller, the Analytical buyer is the toughest match because Analytical buyers want facts, data, and a clear, logical path to a decision. They're thorough, skeptical, and slow to commit, focusing on details like ROI, risk, numbers, and alternatives. They'll question assumptions, demand concrete evidence, and prefer a step-by-step plan over a high-energy pitch. To succeed with an Analytical buyer, shift from big-picture enthusiasm to data-driven clarity. present objective evidence: quantified benefits, full cost of ownership, and credible sources. Offer a structured evaluation process, timelines, and options, with the ability to compare scenarios side by side. Provide case studies or references, anticipate objections, and give them time to review material before deciding. Other buyer types may respond well to energy, decisive action, or relationship-building, but the Analytical buyer's emphasis on logic and proof makes them the most challenging for an Expressive seller.

5. The statement 'An objection is a great opportunity to close' is best described as:

- A. An objection is a great opportunity to close.**
- B. Objections should be ignored.
- C. Objections always indicate a lost sale.
- D. Objections mean the buyer is not interested.

In a sale, objections aren't roadblocks; they're signals of interest that reveal what the buyer needs to feel confident. The statement frames an objection as a chance to move toward a close because it gives you the exact point to address—whether it's price, timing, or fit—and you can respond with clear, relevant evidence of value. When you acknowledge the concern, restate it to show you understood, and then provide information that reduces risk or demonstrates impact, you create momentum toward a decision. If you skip objections you miss the opportunity to align the offer with the buyer's priorities and you leave doubts unaddressed, which can stall or derail the sale. Objections don't mean the buyer isn't interested; they often mean they need reassurance or more clarity. A good approach is to listen, address the concern with specifics, and then guide the conversation toward the next step that brings you closer to closing.

6. What common error should candidates avoid in ethics sections?

- A. Failing to manage time.
- B. Guessing without reading the scenario and failing to apply policy or consequences.**
- C. Answering all questions in alphabetical order.
- D. Discussing responses with colleagues before submitting.

The main idea here is that ethics questions hinge on applying the stated policies to the specifics of the scenario and considering the consequences of different actions. When you read the scenario carefully, you can tie the facts to the relevant rules and think through what would be appropriate given those rules and likely outcomes for everyone involved. Guessing without reading the scenario and skipping the policy or consequences analysis is a pitfall because it shortcuts the reasoning process and leads to conclusions not grounded in the rules or real-world implications. Time management matters for test performance, but it doesn't capture the key reasoning error in ethics questions. Choosing to answer in a fixed order or alphabetically isn't about ethics reasoning either. And discussing responses with colleagues before submitting may raise integrity concerns, but the core skill being tested is applying policy to a scenario and weighing consequences, not collaboration practices.

7. Which of the following best describes a benefit within the case opening framework?

- A. Proof
- B. Rapport
- C. Benefit**
- D. Positioning

A benefit is the value or positive outcome the client gains from using the solution. In a case opening, you translate what your product does into how it helps the client achieve their goals, not just what the product is or does. The benefit answers the client's "what's in it for me?" by naming tangible results they care about—things like saving time, cutting costs, reducing risk, or increasing output. Framing the opening around these outcomes helps the client see the relevance and value early in the conversation. For example, if the client wants to shorten project timelines, a clear benefit would be "You'll complete projects faster, freeing up capacity to take on more work this quarter." That directly links the solution to a meaningful, measurable result the client cares about. Proof would be evidence supporting those claims, rapport is about building trust and connection, and positioning is how you frame your offering relative to alternatives. But a benefit specifically conveys the positive impact the client experiences, which is why it's the best description in this context.

8. Need-satisfaction selling focuses on the customer rather than the salesperson.

- A. True**
- B. False
- C. Not sure
- D. Both

Need-satisfaction selling centers on uncovering and solving the customer's actual needs. It starts with listening and asking targeted questions to uncover goals, problems, constraints, and decision criteria, then presenting a solution that aligns with those needs. Because the focus is on what the customer wants to achieve and how the product or service can help them reach those outcomes, it emphasizes the customer's interests rather than the salesperson's agenda. In practice, you tailor your presentation to show benefits the customer cares about, address how risks are mitigated, and offer options that fit their budget and timeline. This customer-centered approach is what makes the statement true.

9. Which assets can you use to manage your personal brand?

- A. LinkedIn profile
- B. Résumé
- C. Interview
- D. All of the above**

Managing your personal brand means shaping how you're perceived across the different channels you use to present yourself professionally. Each asset contributes a piece of that narrative, and when they align, the impression is clear and credible. Your LinkedIn profile is a key online-facing representation. It broadcasts who you are professionally, your skills, accomplishments, and the network you're building. It's where people often first encounter your brand, so it has to reflect your current strengths and messaging consistently with your other materials. The résumé is your formal, concise record of what you've achieved and what you can do. It highlights concrete results, roles, and capabilities in a structured way. Because it's often used in initial screening, it sets expectations about your professional identity and value. The interview is your live demonstration of your brand in action. It shows how you communicate, think on your feet, and align your values with your stated capabilities. It reveals your authenticity, confidence, and fit within a team or organization, which online profiles and résumés can only hint at. When you manage all of these together, you present a cohesive story: your strengths, experiences, and professional persona line up across online presence, documented history, and real-time interaction. That consistency builds trust and makes your personal brand more memorable. Neglecting any one of these assets can create gaps or mixed signals, so leveraging all of them is the most effective approach.

10. What is the purpose of the Solution Presentation Routine?

- A. Propose, persuade, convince, sell
- B. All of the above are purposes of the Solution Presentation routine**
- C. Create and protect competitive advantage
- D. Win a higher percentage of bids in competitive situations

The main idea here is that the Solution Presentation Routine is a structured way to move the customer toward adopting the solution by clearly showing how it fits their needs, communicates value, and differentiates you from competitors. It isn't just about pitching; it involves proposing a clear solution, persuading the buyer of its benefits, and convincing them of its relevance. At the same time, the routine is designed to establish and protect what makes your offering stand out in the market, so you're not just explaining features but framing why your approach is uniquely valuable. Finally, the routine aims to improve the odds in competitive bids by shaping the narrative to highlight ROI, risk reduction, and outcomes in a way that increases the likelihood of a win. Because all of these elements are integral to how the presentation is structured and delivered, the best answer is that the purpose includes all of the above.

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.

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