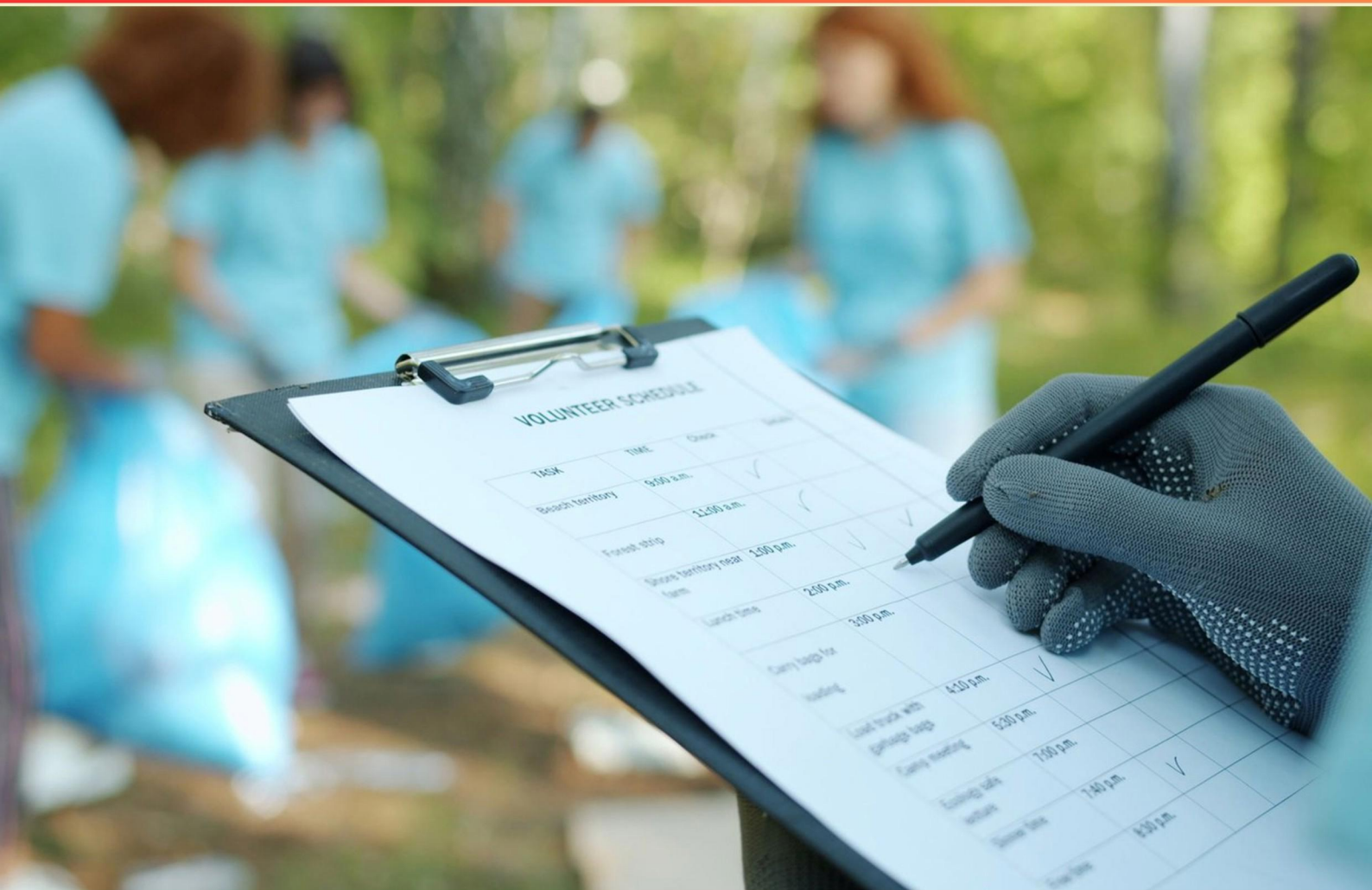


JKO HOW TO CONDUCT A COMMAND CLIMATE ASSESSMENT AND ADMINISTER THE DEOCS (PREV-004) PRACTICE TEST (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

**VISIT US ONLINE FOR
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. Which STO is linked to racially harassing behaviors?**
 - A. Racial or ethnic harassment and discrimination
 - B. Sexual harassment
 - C. Readiness
 - D. Retention
- 2. After DEOCS, what is the primary purpose of facilitated dialogue?**
 - A. To translate findings into constructive conversations and support action planning with stakeholder buy-in.
 - B. To delay action until leadership approves.
 - C. To replace the survey with another instrument.
 - D. To assign blame to individuals.
- 3. If commanders, organization leaders, and prevention personnel need to tailor the DEOCS to their unit and context, how can they accomplish this?**
 - A. They can select questions from the custom bank beyond core questions within the online DEOCS Portal
 - B. They must use only the core questions
 - C. They should modify the questions outside the portal
 - D. They cannot customize outside of a standard template
- 4. How should leadership use DEOCS results for improvement without blaming subordinates?**
 - A. Focus on organizational systems, processes, and leadership behaviors; engage in collaborative action planning.
 - B. Publicly reprimand teams.
 - C. Ignore results.
 - D. Reward only top performers.
- 5. Which DEOCS item best measures connectedness?**
 - A. These days, I feel like I belong
 - B. These days, I feel that there are people I can turn to in times of need
 - C. These days, I think I make things worse for the people in my life
 - D. My future seems dark to me

- 6. What is the CCA requirement when a Change of Command occurs during the Annual CCA?**
- A. Leaders should conduct a single CCA that fulfills both Change of Command CCA and Annual CCA requirements
 - B. Conduct separate Change of Command and Annual CCAs
 - C. Skip the Change of Command CCA
 - D. Only document the Change of Command in writing
- 7. How should DEOCS administration schedule be planned to maximize reliability?**
- A. Establish a defined window, minimize conflicts with operations, send timely reminders, and ensure adequate time for online completion.
 - B. Randomize completion times to prevent patterns.
 - C. Schedule should be as short as possible with no reminders.
 - D. Completion should occur immediately upon deployment.
- 8. How should 'hotline' resources be integrated into DEOCS administration?**
- A. Publicize all hotline calls publicly.
 - B. Require participants to contact hotline themselves without guidance.
 - C. Do not provide any hotline information.
 - D. Provide information on confidential support resources; ensure disclosures reach appropriate channels while preserving confidentiality.
- 9. Which DEOCS item measures stress?**
- A. In the past month, how often have you felt nervous or stressed?
 - B. In the past month, how often have you felt proud of your work?
 - C. In the past month, how often have you taken sick days?
 - D. In the past week, how often have you listened to music?
- 10. Which statement about CCA results is true for both Annual CCAs and Change of Command CCAs?**
- A. Interpretation of CCA results must be briefed to leaders
 - B. Results must be posted publicly for all personnel
 - C. Results must be destroyed after briefing
 - D. No interpretation is required

Answers

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

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Explanations

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1. Which STO is linked to racially harassing behaviors?

- A. Racial or ethnic harassment and discrimination
- B. Sexual harassment
- C. Readiness
- D. Retention

This item is testing which category in the STO framework specifically covers harassment based on race or ethnicity. Racial or ethnic harassment and discrimination is the category that targets individuals or groups because of their race or ethnicity, including biased treatment, hostile actions, or discriminatory policies. It directly addresses racially harassing behaviors and their impact on climate and cohesion. Sexual harassment handles gender-based issues, while readiness and retention are about overall mission readiness and personnel outcomes, not harassment categories. So the best choice is the one that explicitly names racial or ethnic harassment and discrimination.

2. After DEOCS, what is the primary purpose of facilitated dialogue?

- A. To translate findings into constructive conversations and support action planning with stakeholder buy-in.
- B. To delay action until leadership approves.
- C. To replace the survey with another instrument.
- D. To assign blame to individuals.

The main idea here is turning the DEOCS findings into productive, collaborative action. Facilitated dialogue brings together leaders, supervisors, and staff to interpret the results, agree on what matters most, and create concrete actions with clear owners and timelines. This process aims to build shared understanding and secure buy-in from those affected, so the recommended changes are practical, supported, and more likely to be implemented. Delaying action until leadership approves would stall progress and undermine momentum. Replacing the survey with another instrument would ignore the value of the data already collected. And blaming individuals focuses on personal fault rather than improving systems and processes that shape the climate. The goal of facilitated dialogue is to move from results to real, team-generated improvements with commitment from all levels.

3. If commanders, organization leaders, and prevention personnel need to tailor the DEOCS to their unit and context, how can they accomplish this?

- A. They can select questions from the custom bank beyond core questions within the online DEOCS Portal
- B. They must use only the core questions
- C. They should modify the questions outside the portal
- D. They cannot customize outside of a standard template

Tailoring the DEOCS to a unit's context is done by selecting questions from the custom bank beyond the core items within the online DEOCS Portal. This lets leaders pull in questions that reflect the unit's mission, culture, and specific climate concerns, while keeping the core items that enable meaningful cross-unit comparison. Because the customization is managed inside the portal, administration remains consistent and the results stay aligned with DEOCS standards, ensuring reliable data and straightforward analysis. Using the custom bank in this way supports relevance without sacrificing comparability. Relying only on core questions misses local nuances. Modifying questions outside the portal can compromise validity and data integrity. Customizing outside the established process undermines standardization and the ability to benchmark against other units.

4. How should leadership use DEOCS results for improvement without blaming subordinates?

A. Focus on organizational systems, processes, and leadership behaviors; engage in collaborative action planning.

B. Publicly reprimand teams.

C. Ignore results.

D. Reward only top performers.

Using DEOCS results to drive improvement focuses on what can be changed at the organizational level rather than faulting individuals. The climate data reflect how systems, processes, and leadership behaviors shape people's experiences day to day. By examining workflows, policies, communication patterns, and how leaders interact with teams, leaders can spot root causes of issues and implement changes that lift the entire organization. Engaging in collaborative action planning with subordinates and stakeholders builds shared ownership, reduces defensiveness, and creates concrete steps that people are invested in delivering. This approach also reinforces psychological safety, so staff feel comfortable raising concerns and contributing ideas for improvement. Public reprimands undermine trust and psychological safety and don't fix underlying problems. Ignoring the results wastes a valuable opportunity to learn and improve. Rewarding only top performers can skew priorities and mask systemic barriers that affect the broader team. In contrast, a collaborative, system-focused plan driven by DEOCS data moves improvements forward in a responsible, sustainable way.

5. Which DEOCS item best measures connectedness?

A. These days, I feel like I belong

B. These days, I feel that there are people I can turn to in times of need

C. These days, I think I make things worse for the people in my life

D. My future seems dark to me

Connectedness is about feeling integrated with and belonging to the group, a sense of being part of the team and connected to others around you. The item that asks "These days, I feel like I belong" directly taps this sense of belonging and inclusion, which is the core of connectedness. The other statements touch related, but distinct, ideas: having people I can turn to in times of need measures perceived social support rather than overall belonging; thinking I make things worse for the people in my life reflects negative self-perception and interpersonal impact; and feeling that my future seems dark relates to hopelessness rather than connections with others.

6. What is the CCA requirement when a Change of Command occurs during the Annual CCA?

- A. Leaders should conduct a single CCA that fulfills both Change of Command CCA and Annual CCA requirements**
- B. Conduct separate Change of Command and Annual CCAs
- C. Skip the Change of Command CCA
- D. Only document the Change of Command in writing

When a Change of Command happens during the Annual CCA, you should conduct a single Command Climate Assessment that satisfies both requirements. This approach ensures the transition period is captured with the same rigor as the annual cycle, and it brings together perspectives from both the outgoing and incoming leaders into one cohesive report. It also avoids duplicating effort and streamlines data collection, analysis, and action planning so climate insights are timely and directly tied to the leadership transition. In practice, this means using the same CCA instrument but informing it with the transition context, ensuring questions address leadership change, morale, inclusion, and trust during the handoff. The resulting report should cover climate indicators for the current command while documenting transition-related insights and recommended actions that apply across the change window. This creates continuity in feedback, supports effective onboarding of the new commander, and ensures the organization can act on climate concerns without waiting for a separate cycle. Separating CCAs would introduce unnecessary duplication and could fragment feedback, potentially delaying needed actions during the transition.

7. How should DEOCS administration schedule be planned to maximize reliability?

- A. Establish a defined window, minimize conflicts with operations, send timely reminders, and ensure adequate time for online completion.
- B. Randomize completion times to prevent patterns.**
- C. Schedule should be as short as possible with no reminders.
- D. Completion should occur immediately upon deployment.

Reliability hinges on getting consistent results across respondents and administrations. When completion times are predictable, people can fall into patterns or be influenced by concurrent conditions—like workload spikes, shifts, or fatigue—that skew responses in a systematic way. By randomizing when users complete the DEOCS, those time-related influences become scattered rather than clustered, reducing the chance that a specific moment or context unduly biases answers. This approach helps ensure that responses reflect true attitudes and experiences rather than situational factors, which strengthens the consistency and trustworthiness of the results. While providing defined windows and reminders can support participation, introducing randomness in timing minimizes pattern effects that threaten reliability, making it the better choice for robust measurement.

8. How should 'hotline' resources be integrated into DEOCS administration?

- A. Publicize all hotline calls publicly.
- B. Require participants to contact hotline themselves without guidance.
- C. Do not provide any hotline information.
- D. Provide information on confidential support resources; ensure disclosures reach appropriate channels while preserving confidentiality.**

The concept here is to connect survey respondents with confidential support and to route any disclosures to the right professionals without breaching privacy. Offering information about confidential resources gives participants a safe, accessible path to seek help if issues arise during or after the DEOCS process. That access helps build trust in the survey process, which in turn encourages honest, complete responses—crucial for accurately assessing the climate. Disclosures should be directed to appropriate channels—such as employee assistance programs, human resources, chaplains, or mental health professionals—so concerns are addressed by those equipped to respond, while confidentiality is maintained to the fullest extent allowed by policy. This balance protects individuals' privacy and reduces the risk of fear or stigma that could deter participation or candor. Of course, any disclosures that involve imminent risk or mandatory reporting would follow the required procedures, but the general practice is to preserve confidentiality while ensuring proper handling. Publicizing all hotline calls would violate privacy and undermine trust; requiring participants to contact a hotline on their own without guidance misses a critical access point; and not providing any hotline information neglects available support. Providing clear, confidential resources and directing disclosures appropriately hits the goal of safeguarding participants and strengthening the integrity of the assessment.

9. Which DEOCS item measures stress?

- A. In the past month, how often have you felt nervous or stressed?**
- B. In the past month, how often have you felt proud of your work?
- C. In the past month, how often have you taken sick days?
- D. In the past week, how often have you listened to music?

Measuring stress in this assessment comes from asking about how often someone feels nervous or stressed. This item directly targets the experience of stress by focusing on both nervousness and being stressed, within a recent time frame. The past month window helps capture current or recent stress levels rather than long-ago feelings. The other options look at different constructs: feeling proud of your work reflects positive affect or job satisfaction, taking sick days relates to health or absenteeism, and listening to music is more about coping or leisure behavior. None of those directly measure how often a person feels stressed, so they aren't the best indicators of stress in the DEOCS context.

10. Which statement about CCA results is true for both Annual CCAs and Change of Command CCAs?

A. Interpretation of CCA results must be briefed to leaders

B. Results must be posted publicly for all personnel

C. Results must be destroyed after briefing

D. No interpretation is required

Interpreting CCA results and briefing leaders on what they mean is essential for both annual CCAs and Change of Command CCAs. The data reveal trends, strengths, and areas needing attention, and leaders rely on that interpretation to set priorities and decide on actions. A clear briefing translates the findings into practical implications, timelines, and accountability, enabling informed decisions and follow through. Public posting of results isn't standard practice due to privacy and governance concerns, and destroying results after a briefing would erase the opportunity to monitor progress. Skipping interpretation would leave leaders without the guidance they need to act effectively.

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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://jkoprev004.examzify.com>

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

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