

Labor Relations Alternatives (LRA) Investigations Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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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. Population at risk is defined as which of the following?**
 - A. Groups of people who are at a greater risk of exposure to a specific negative outcome than the general population**
 - B. Vulnerable persons**
 - C. Examples of trauma**
 - D. Statements serve two valuable purposes**

- 2. What factor can be played in collaboration and concocting a story?**
 - A. Proximity and visibility**
 - B. Speed of investigations and interviews**
 - C. Detailed follow-up questions**
 - D. Reasonable person test**

- 3. What is highly important when it comes to credibility?!**
 - A. Must have detailed follow up questions to ensure credibility**
 - B. Do not ask follow-ups**
 - C. Rely solely on first statements**
 - D. Consider only written statements**

- 4. What are the two main types of evidence?**
 - A. Direct and circumstantial**
 - B. Hearsay and non-hearsay**
 - C. Primary and secondary**
 - D. Real and documentary**

- 5. Which statement correctly describes independent corroboration and credibility?**
 - A. A story with independent corroboration is more credible than one lacking corroboration.**
 - B. A story without independent corroboration is more credible than one with corroboration.**
 - C. Independent corroboration has no impact on credibility.**
 - D. A story with corroboration is less credible than one with none.**

- 6. Which of the following would be considered physical evidence?**
- A. A diagram**
 - B. A bank statement**
 - C. A bruise**
 - D. An eyewitness testimony**
- 7. Which practice is most important to preserve credibility when collecting statements?**
- A. Asking detailed follow-up questions**
 - B. Editing grammar**
 - C. Paraphrasing statements**
 - D. Relying on a single source**
- 8. Which statement is true regarding how to handle a time given by a witness and the proper follow-up?**
- A. It should be ignored.**
 - B. It should be taken as exact without follow-up.**
 - C. The next question should be: 'How did you know it was that time?'**
 - D. The time should be verified with an official record if possible.**
- 9. Observation is recorded for which individuals?**
- A. Only the victim**
 - B. Both target and victim**
 - C. Only the target**
 - D. Neither**
- 10. Which item is an exception to hearsay?**
- A. The admission (confession)**
 - B. A formal rule that all hearsay is admissible**
 - C. A statement from a third party about weather**
 - D. A lay opinion about injury age**

Answers

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

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Explanations

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1. Population at risk is defined as which of the following?

- A. Groups of people who are at a greater risk of exposure to a specific negative outcome than the general population**
- B. Vulnerable persons**
- C. Examples of trauma**
- D. Statements serve two valuable purposes**

The main idea is to identify who could actually develop the outcome being studied. Population at risk means groups of people who do not yet have the outcome but could develop it, and are defined in relation to that specific outcome. They are the people observed for new cases because they are susceptible, often excluding those who already have the outcome or who cannot develop it. For example, in studying a work-related health issue, the population at risk would include workers without the health condition who are exposed to the relevant risk factors; someone already with the condition would not be part of the at-risk group for incident cases. This matches the notion of groups “at greater risk of exposure to a specific negative outcome than the general population.” The other options describe types of people (like broadly vulnerable individuals) or the outcomes themselves, which don’t define who could develop the outcome.

2. What factor can be played in collaboration and concocting a story?

- A. Proximity and visibility**
- B. Speed of investigations and interviews**
- C. Detailed follow-up questions**
- D. Reasonable person test**

The idea here is that timing can be exploited by a group trying to present a false story. When investigations and interviews move quickly, a coordinated group can align their statements and timelines before independent checks or cross-examinations reveal inconsistencies. A fast pace makes it harder for investigators to notice contradictions as memories are hurried and responses are prepared to fit a shared narrative. Proximity and visibility relate to how close people are or what can be seen, which matters for evidence but doesn’t inherently enable collusion to a fabricated story. Detailed follow-up questions are what investigators use to uncover truth, not a factor collaborators would rely on to slip through with a lie. The reasonable person test is about evaluating credibility, not facilitating collusion. So the speed of investigations and interviews is the factor that can be played in collaboration and concocting a story.

3. What is highly important when it comes to credibility?!

- A. Must have detailed follow up questions to ensure credibility**
- B. Do not ask follow-ups**
- C. Rely solely on first statements**
- D. Consider only written statements**

Detailed follow-up questions are crucial when assessing credibility because they force clarification, reveal consistency across statements, and uncover missing or conflicting details. An initial account can be incomplete or shaped by memory gaps or bias. Probing with specific questions about what happened, when, where, who was involved, and in what sequence helps verify the information and gauge believability. Follow-ups also expose contradictions or embellishments that a first statement might mask. Since credibility depends on reliability and completeness, thorough follow-up questions strengthen the integrity of the information. Approaches that skip follow-ups, rely only on the first statement, or consider only written statements miss chances to verify, fill gaps, and detect inconsistencies.

4. What are the two main types of evidence?

- A. Direct and circumstantial**
- B. Hearsay and non-hearsay**
- C. Primary and secondary**
- D. Real and documentary**

Two main types of evidence are direct evidence and circumstantial evidence. Direct evidence proves a fact on its own, such as an eyewitness who saw the act or a video recording of the event. Circumstantial evidence requires drawing an inference about a fact from other facts, like a fingerprint at the scene, surveillance placing the person there, or motive and opportunity; when combined with other facts, it can establish the overall truth. The other groupings—hearsay vs non-hearsay, primary vs secondary, real vs documentary—relate to different classifications (admissibility, sources, or forms) and aren't the standard pair used to categorize evidence by how it connects to the facts. So the best answer identifies the two fundamental ways evidence can relate to proving facts: directly or by inference.

5. Which statement correctly describes independent corroboration and credibility?

- A. A story with independent corroboration is more credible than one lacking corroboration.**
- B. A story without independent corroboration is more credible than one with corroboration.**
- C. Independent corroboration has no impact on credibility.**
- D. A story with corroboration is less credible than one with none.**

Independent corroboration strengthens credibility because when separate, independent sources confirm the same facts, it reduces the chance that the account rests on memory errors, bias, or fabrication. The more independent sources that align, the more believable the story becomes, since the likelihood that all of them are mistaken or dishonest is lower than the likelihood that a true event occurred as described. Conversely, a lack of corroboration increases uncertainty about the accuracy of the account, though it doesn't by itself prove it false. In investigations, corroboration provides cross-checking and triangulation, which is why a story with independent corroboration is more credible than one without.

6. Which of the following would be considered physical evidence?

- A. A diagram**
- B. A bank statement**
- C. A bruise**
- D. An eyewitness testimony**

Physical evidence is tangible and observable material connected to the incident. A bruise is a real physical condition on a person that you can see, touch, and document—something investigators can photograph, describe in detail, or compare over time to support what happened. That tangible, bodily sign directly ties to the event, making it physical evidence. A diagram is a representation used to explain or illustrate, not the actual physical condition itself. A bank statement is a written document, which is documentary evidence. Eyewitness testimony is spoken, making it testimonial evidence.

7. Which practice is most important to preserve credibility when collecting statements?

- A. Asking detailed follow-up questions**
- B. Editing grammar**
- C. Paraphrasing statements**
- D. Relying on a single source**

The main idea here is that credibility in collecting statements relies on making the source of the information clearly identifiable and minimally altered. Relying on a single source creates a clean, auditable origin for the statement, making it easier to defend if the record is challenged and to trace every detail back to who said it. It helps prevent the confusion that can come from stitching together multiple accounts that may contain conflicting details or slightly different wordings. While follow-up questions, maintaining the exact wording, and careful paraphrasing each have their place, anchoring the statement to one clearly identified source minimizes the risk of misquotation or misinterpretation and preserves the integrity of the record.

8. Which statement is true regarding how to handle a time given by a witness and the proper follow-up?

- A. It should be ignored.**
- B. It should be taken as exact without follow-up.**
- C. The next question should be: 'How did you know it was that time?'**
- D. The time should be verified with an official record if possible.**

When a witness provides a specific time, the key is to uncover how they know that time. Asking, “How did you know it was that time?” invites the witness to explain the source or cue for the memory—whether they relied on a clock, a calendar, a dated event, a message, or someone’s statement. This reveals whether the time is anchored to a reliable reference or is just an estimate, and it helps identify potential memory errors or confusion. If the basis can be corroborated by other evidence or records, the time becomes more trustworthy; if not, you know you may need to treat it as an estimate or seek corroboration. Verifying with an official record is a good, additional step when available, but the most important immediate follow-up is understanding how the witness arrived at that time. Ignoring the time or taking it as exact without inquiry can lead to accepting flawed recollection, which undermines the investigation.

9. Observation is recorded for which individuals?

- A. Only the victim
- B. Both target and victim**
- C. Only the target
- D. Neither

Observation notes capture the details of what is observed about all parties involved in an incident. Recording observations for both the target (the person under investigation) and the victim ensures you have a complete, balanced record of behavior, statements, and demeanors from everyone affected. This helps verify accounts, compare statements, and maintain fairness in the investigation, reducing the risk that important context is missed or that one side's perspective dominates. If only one party's observations were recorded, crucial details about the other's actions or responses might be overlooked, making the record less reliable. Therefore, documenting observations for both the target and the victim is the standard approach.

10. Which item is an exception to hearsay?

- A. The admission (confession)**
- B. A formal rule that all hearsay is admissible
- C. A statement from a third party about weather
- D. A lay opinion about injury age

The key idea is that some out-of-court statements are allowed despite the hearsay rule because of recognized exceptions. An admission by the opposing party fits that exception: if the other side themselves makes a statement, it can be admitted to prove the truth of the matter asserted because the party is responsible for their own statements and had the opportunity to respond, making it inherently more reliable in this context. The other items don't provide a standard hearsay exception. A statement from a third party about weather isn't automatically admissible as an exception just by being about weather; it would need a specific procedural basis (like an official or business record) to be admitted. The notion that there's a formal rule saying all hearsay is admissible contradicts the rule itself, which generally bars hearsay unless an exception applies. A lay opinion about injury age is allowed as a general lay opinion if based on the witness's perception, but that isn't an exception to the hearsay rule—it's separate admissibility guidance under lay opinion rules.

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://lrainvestigations.examzify.com>

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

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