

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. Direct evidence is most helpful when which condition is met?**
 - A. It is always accurate**
 - B. It is observed correctly**
 - C. It is not communicated directly**
 - D. It is easily obtained**

- 2. Which of the following is NOT a variable affecting bruising aging?**
 - A. Age**
 - B. Gender**
 - C. Depth of injury**
 - D. Hair color**

- 3. What are best practices for documenting interviews and why is contemporaneous note-taking important?**
 - A. Write only the final conclusions.**
 - B. Take date/time, identify speaker, summarize statements, capture nonverbal cues if relevant, and maintain a consistent format; contemporaneous notes support accuracy and credibility.**
 - C. Rely solely on memory and omit notes.**
 - D. Document after the entire investigation is complete.**

- 4. Which technique is commonly used in root cause analysis for investigations?**
 - A. 5 Whys**
 - B. SWOT analysis**
 - C. Monte Carlo simulation**
 - D. Cost-benefit analysis**

- 5. How should caseworkers approach witnesses with limitations?**
 - A. Use the same method for all witnesses**
 - B. Use varied methods based on the nature of the witness's limitation**
 - C. Ignore limitations**
 - D. Treat all testimony the same**

- 6. What should an investigation report do to clarify the relationship between facts and conclusions?**
- A. Legal conclusions should be presented as facts.**
 - B. Facts should be verified and stated separately from legal conclusions.**
 - C. Facts should only be included if they support the desired outcome.**
 - D. Conclusions should be left unstated to avoid liability.**
- 7. What characterizes circumstantial evidence in an investigation?**
- A. It is direct eyewitness testimony only.**
 - B. It is any form of information that can help explain what occurred and resolve conflicting direct evidence.**
 - C. It must be physical evidence only.**
 - D. It is evidence that is never reliable.**
- 8. What indicators suggest a pattern of retaliation against a complainant or witnesses, and what actions should be taken?**
- A. Reassignment, Discipline, Harassment; Respond With Protective Measures, Monitor, and Consider Additional Investigation**
 - B. Public Praise and Increased Responsibilities**
 - C. No Action Required**
 - D. Move the Target to a Different Project**
- 9. Which element is NOT typically included in a well-structured incident report?**
- A. Description of the incident reported**
 - B. Description of the investigation procedure used**
 - C. An analysis of how conclusions were reached**
 - D. A casual, offhand remark about the case**

10. Which factor best reflects the credibility of a story that aligns with physical evidence?

- A. A story with no independent corroboration is more credible than one that aligns with physical evidence.**
- B. A witness who has an uncorrected sensory impairment is more credible than one without impairment.**
- C. A story that is consistent with physical evidence is more credible than one that is inconsistent.**
- D. A witness who testifies from a distant location is more credible.**

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Answers

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

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Explanations

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1. Direct evidence is most helpful when which condition is met?

- A. It is always accurate**
- B. It is observed correctly**
- C. It is not communicated directly**
- D. It is easily obtained**

Direct evidence is strongest when the observer's report accurately reflects what happened. Its value comes from firsthand observation, so correct perception and accurate reporting maximize its reliability and usefulness in a finding. Even though perfect accuracy is ideal, real-world observations can be flawed, so the key is that what's reported is observed correctly. Being not communicated directly or being easy to obtain don't inherently improve reliability, and "always accurate" isn't realistic in practice.

2. Which of the following is NOT a variable affecting bruising aging?

- A. Age**
- B. Gender**
- C. Depth of injury**
- D. Hair color**

Bruising aging is driven by factors that affect how a bruise forms and how it heals. Age matters because aging skin is thinner and blood vessels are more fragile, so bruises can form more easily and fade more slowly. The depth of injury matters since deeper damage releases more blood into tissues, leading to larger, longer-lasting bruises. Gender can influence bruising through hormonal effects on vessel integrity and healing, adding variation in how bruises develop and disappear. Hair color, however, does not change skin structure, vessel fragility, or the healing process, so it does not affect how bruises age. Therefore, hair color is not a variable affecting bruising aging.

3. What are best practices for documenting interviews and why is contemporaneous note-taking important?

A. Write only the final conclusions.

B. Take date/time, identify speaker, summarize statements, capture nonverbal cues if relevant, and maintain a consistent format; contemporaneous notes support accuracy and credibility.

C. Rely solely on memory and omit notes.

D. Document after the entire investigation is complete.

Capturing interviews with a clear, consistent record makes the information from the interview usable and trustworthy. The best practice is to note the date and time, identify who spoke, provide a concise summary of what was said, include direct quotes when appropriate, and record any relevant nonverbal cues if they add meaning (such as hesitation, tone, or body language). Using a consistent format helps ensure nothing is accidentally omitted and makes it easier to compare across interviews. Recording contemporaneously—writing notes close to when the interview occurs—keeps details fresh in memory, reducing the chance of forgetting facts or mixing up what was said later. This approach also supports accuracy and credibility, since the notes reflect the interview as it happened and provide a clear, dated, and attributable record that others can review. Neutral language and a standard template further prevent bias and make the documentation easier to analyze during the investigation. Relying on memory, omitting notes, or delaying documentation until after the entire investigation increases the risk of missing details, misremembering statements, and undermining the record's trustworthiness.

4. Which technique is commonly used in root cause analysis for investigations?

A. 5 Whys

B. SWOT analysis

C. Monte Carlo simulation

D. Cost-benefit analysis

This question tests the method commonly used to identify the underlying cause of an incident in investigations. The 5 Whys approach is a simple, iterative questioning technique that digs deeper with each answer, typically leading to the root cause rather than stopping at a surface symptom. By repeatedly asking "Why did this happen?" investigators trace the sequence of events and causal factors, often revealing gaps in processes, training, or supervision that allowed the issue to occur. Because of its straightforward logic and effectiveness in surfacing foundational problems, it's a staple in root cause analysis. SWOT analysis is about evaluating strategic position by looking at strengths, weaknesses, opportunities, and threats; it's not designed to uncover why a specific incident occurred. Monte Carlo simulation uses probabilistic modeling to assess risk and uncertainty across outcomes, which helps with predicting variability rather than pinpointing the causal driver of an event. Cost-benefit analysis weighs costs and benefits of potential actions, guiding decision-making rather than identifying the mechanism behind an incident.

5. How should caseworkers approach witnesses with limitations?

- A. Use the same method for all witnesses
- B. Use varied methods based on the nature of the witness's limitation**
- C. Ignore limitations
- D. Treat all testimony the same

Tailor the interview to each witness's limitations, because different limitations affect how someone communicates, processes information, and recalls events. A one-size-fits-all approach can miss details or distort what happened. For a hearing-impaired witness, provide an interpreter or captioning, use visual aids, and check for understanding at a slower pace. For someone with limited literacy, use plain language, speak directly, and offer summaries or written questions in simple terms. For cognitive or memory-related limitations, break questions into small steps, allow extra time, avoid leading prompts, and consider corroborating details to verify memory. For language barriers, bring in a qualified interpreter and translated materials to ensure accurate meaning. For emotional distress or trauma history, create a calm environment, offer breaks, and pace questioning to reduce retraumatization. For physical disabilities, ensure accessible spaces and accommodate seating or assistive devices. The goal is to maximize accuracy, fairness, and voluntary cooperation by matching methods to the specific limitation rather than applying the same approach to every witness.

6. What should an investigation report do to clarify the relationship between facts and conclusions?

- A. Legal conclusions should be presented as facts.
- B. Facts should be verified and stated separately from legal conclusions.**
- C. Facts should only be included if they support the desired outcome.
- D. Conclusions should be left unstated to avoid liability.

Verifying facts and keeping them clearly separate from the conclusions is essential in an investigation report. The report should lay out what happened, who was involved, dates, documents, and witness statements as facts that have been checked and corroborated. Then, after those verified facts are established, draw the conclusions only from that evidence, and state them apart from the facts so readers can see which evidence supports which conclusion. This separation creates an auditable trail, preserves objectivity, and enhances credibility for management, HR, and legal review. When facts are presented as if they were conclusions, or when conclusions are stated as if they were facts, it becomes hard to distinguish evidence from judgment. If the report only includes facts that support a desired outcome, it becomes biased and incomplete. Conversely, leaving conclusions unstated reduces usefulness and accountability. So the best practice is to verify facts and present them separately from the legal conclusions.

7. What characterizes circumstantial evidence in an investigation?

- A. It is direct eyewitness testimony only.**
- B. It is any form of information that can help explain what occurred and resolve conflicting direct evidence.**
- C. It must be physical evidence only.**
- D. It is evidence that is never reliable.**

Circumstantial evidence is information that points to what happened through inference rather than by directly observing the event. It helps explain events and can help resolve conflicts between direct pieces of evidence, building a coherent picture of what occurred. It doesn't prove a fact by itself, but when gathered with other facts, it supports reasonable conclusions about involvement, timing, or sequence of events. Direct eyewitness testimony or a confession would be the kind of evidence that proves the fact on its own, whereas circumstantial evidence relies on inferences drawn from multiple items (like timing, motive, opportunity, or physical traces) to connect a person to the act. The option that frames circumstantial evidence as any information that helps explain what occurred and resolve conflicting direct evidence best captures this notion.

8. What indicators suggest a pattern of retaliation against a complainant or witnesses, and what actions should be taken?

- A. Reassignment, Discipline, Harassment; Respond With Protective Measures, Monitor, and Consider Additional Investigation**
- B. Public Praise and Increased Responsibilities**
- C. No Action Required**
- D. Move the Target to a Different Project**

Retaliation patterns become visible when actions against a complainant or witnesses occur after they speak up or participate in the investigation. Look for signals like changes in assignments or duties that reduce the person's visibility or influence, disciplinary actions that seem tied to their involvement, or harassment and intimidation aimed at discouraging further cooperation. When these indicators appear, the appropriate response is to implement protective measures to shield the complainant and witnesses, monitor the situation for any continued or new retaliatory behavior, and consider expanding the investigation to assess the scope and gather additional evidence. This approach helps maintain a fair process, preserves safety, and discourages retaliation from recurring. Public praise and increased responsibilities typically reflect support, not retaliation, so they don't fit the pattern. No action required ignores the risk retaliation poses and undermines the investigation's integrity. Moving the target to a different project might be done for various reasons, but on its own it doesn't address the indicators or provide the necessary protections and follow-up investigation.

9. Which element is NOT typically included in a well-structured incident report?
- A. Description of the incident reported
 - B. Description of the investigation procedure used
 - C. An analysis of how conclusions were reached
 - D. A casual, offhand remark about the case**

The main idea here is that a well-structured incident report stays formal, objective, and evidence-based. It should present a clear, factual description of what happened, then describe how the investigation was carried out—who was involved, what methods or sources of evidence were used, and the timeline of the inquiry. It also needs to explain, step by step, how the conclusions were reached, tying each finding back to the supporting data and noting any uncertainties. A casual, offhand remark about the case doesn't fit this standard because it introduces informal language and subjective tone, which can undermine credibility and blur the factual record. The elements that typically appear here—incident description, investigation procedures, and a careful analysis of how conclusions were derived—are all about maintaining a precise, professional account, whereas a casual remark would detract from that objective framework.

10. Which factor best reflects the credibility of a story that aligns with physical evidence?
- A. A story with no independent corroboration is more credible than one that aligns with physical evidence.
 - B. A witness who has an uncorrected sensory impairment is more credible than one without impairment.
 - C. A story that is consistent with physical evidence is more credible than one that is inconsistent.**
 - D. A witness who testifies from a distant location is more credible.

Evaluating credibility hinges on how well a story fits with what can be observed or measured in the real world. When a narrative aligns with physical evidence, it shows that the account is anchored in actual events and not just memory or impression. Physical evidence provides an objective check that can be independently examined, tested, or reconstructed, which strengthens trust in the story because it reduces the influence of memory errors, bias, or distortion. If a story matches what the evidence shows, it suggests consistency between perception and reality, making the account more believable. Conversely, when the story diverges from physical evidence, trust erodes because the external facts don't support the claim. Other factors like whether there is independent corroboration, a witness's sensory condition, or where they testify can influence credibility, but they don't carry the same weight as a narrative that is consistent with tangible evidence.

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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