

LABOR RELATIONS ALTERNATIVES (LRA) INVESTIGATIONS PRACTICE TEST (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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

<https://lrainvestigations.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. What should be noted about objects removed from the scene on the diagram?**
 - A. Note what objects were removed from the scene on the diagram.
 - B. Note only objects left on the diagram.
 - C. Do not mark removed objects.
 - D. Record only those objects that will be replaced.

- 2. Police must secure which type of evidence?**
 - A. Digital evidence only.
 - B. Eyewitness testimony.
 - C. Circumstantial evidence.
 - D. Physical evidence due to the serious nature of the crime.

- 3. Which item should never be placed in plastic?**
 - A. Paper scraps
 - B. Metal tool
 - C. Clothing stained with blood or bodily fluids
 - D. Empty envelopes

- 4. Which statement best describes the reason for using the reasonable person test in liability assessments?**
 - A. It provides a universal standard for comparing care and judgement
 - B. It defines the exact actions required of every person
 - C. It determines guilt beyond reasonable doubt
 - D. It measures a person's level of intelligence

- 5. Which statement best describes proximity as a credibility factor?**
 - A. It relates to how emotionally connected the witness is.
 - B. It is determined by the witness's confidence.
 - C. It relates to the physical distance between the witness and the event.
 - D. It refers to how soon after the event the witness spoke.

- 6. 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.
- 7. Who can provide information about relationships between and among various people?**
- A. HR
 - B. Supervisors
 - C. Medical professionals
 - D. Vulnerable persons
- 8. The four forms of evidence include which of the following?**
- A. Rumor
 - B. Belief
 - C. Demonstrative
 - D. Opinion
- 9. Which statement describes an example of someone who would need to complete an exploratory interview?**
- A. Someone in contact with the victim or in the location the person has been
 - B. Witnesses that have any sets of relevant facts or opinions not related to a description of the incident
 - C. Prosecutorial due to criminal or civil matter
 - D. Doctors involved in the case
- 10. How should external witnesses be engaged, and what considerations differentiate them from internal witnesses?**
- A. External witnesses may have less context; ensure credibility, verify identity, consider potential bias, provide privacy.
 - B. External witnesses should be engaged with a formal, identical review process as internal witnesses.
 - C. External witnesses require no privacy protections.
 - D. External witnesses should be avoided.

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. What should be noted about objects removed from the scene on the diagram?

- A. Note what objects were removed from the scene on the diagram.**
- B. Note only objects left on the diagram.
- C. Do not mark removed objects.
- D. Record only those objects that will be replaced.

Documenting what was removed from the scene is essential to preserve the original arrangement and support an accurate reconstruction. Marking removed objects shows exactly what existed at the scene, where they were located, and helps maintain the chain of custody for evidence. This context prevents confusion later about what was present but no longer there, and ensures the diagram reflects the scene's original state. Noting only what remains or only what will be replaced omits critical information about the items that were originally present or removed.

2. Police must secure which type of evidence?

- A. Digital evidence only.
- B. Eyewitness testimony.
- C. Circumstantial evidence.
- D. Physical evidence due to the serious nature of the crime.**

Securing physical evidence at a crime scene is essential because tangible items can be scientifically tested and linked to events or people in objective ways that memories or statements cannot. Officers protect the scene, limit access, and maintain a strict chain of custody to prevent contamination and ensure the evidence remains admissible in court. While digital evidence, eyewitness accounts, and circumstantial evidence all have roles, physical evidence is the foundation of most investigations, especially for serious crimes, because it yields concrete, verifiable data such as fingerprints, DNA, weapons, and trace materials.

3. Which item should never be placed in plastic?

- A. Paper scraps
- B. Metal tool
- C. Clothing stained with blood or bodily fluids**
- D. Empty envelopes

When handling materials that may carry infectious material, containment and preventing exposure are the top priorities. Clothing stained with blood or bodily fluids is the item that should never go into ordinary plastic because it can leak or shed fluids and may harbor pathogens. Such contaminated clothing needs to be placed in a leak proof, clearly labeled biohazard container or bag designed for infectious waste, ensuring proper handling, transport, and disposal or decontamination. The other items are generally inert or less likely to carry biological hazards, so they can be accommodated in standard containment as appropriate. The key idea is to protect responders and prevent cross contamination, which is why contaminated clothing demands special containment separate from routine plastic bags.

4. Which statement best describes the reason for using the reasonable person test in liability assessments?

- A. It provides a universal standard for comparing care and judgement**
- B. It defines the exact actions required of every person
- C. It determines guilt beyond reasonable doubt
- D. It measures a person's level of intelligence

The test is about using an objective measure of liability: what would a reasonable, prudent person do in the same situation? The reasonable person standard provides a universal benchmark for evaluating care and judgement, turning liability on whether conduct met that standard rather than on personal traits or subjective views. It takes the specific circumstances into account—the risks, knowledge available, and the context—so it isn't about giving every person a fixed list of required actions. It's also not about proving guilt beyond a reasonable doubt (that's criminal law) or measuring intelligence. So the best description is that this standard provides a universal yardstick for comparing care and judgement in assessing liability.

5. Which statement best describes proximity as a credibility factor?

- A. It relates to how emotionally connected the witness is.
- B. It is determined by the witness's confidence.
- C. It relates to the physical distance between the witness and the event.
- D. It refers to how soon after the event the witness spoke.**

Proximity in credibility assessment focuses on how close in time the testimony is to the event, which affects how accurately the witness recalls what happened. The nearer the time of the recount to the event, the fresher the memory, and the less opportunity there is for memory decay, distortion, or coaching to alter details. Saying how soon after the event the witness spoke captures this immediacy of recall, making it the best descriptor of proximity as a credibility factor. Emotional connection and the witness's confidence don't measure closeness in time, and physical distance, while related in some contexts, isn't the time-based aspect of proximity that influences reliability in this sense.

6. 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.

7. Who can provide information about relationships between and among various people?

- A. HR
- B. Supervisors**
- C. Medical professionals
- D. Vulnerable persons

Understanding workplace relationships relies on the perspective of those who witness daily interactions. Supervisors oversee teams, know who works with whom, and observe how people interact in real tasks, meetings, and problem-solving. This gives them a broad view of relationships across different individuals, including group dynamics, collaboration patterns, and any tensions or power imbalances that might affect behavior or outcomes. While HR can provide policy context and other sources like vulnerable persons or medical professionals contribute important information for specific aspects, the supervisor is best positioned to describe how people relate to one another on a day-to-day basis.

8. The four forms of evidence include which of the following?

- A. Rumor
- B. Belief
- C. Demonstrative**
- D. Opinion

Demonstrative evidence is used to illustrate or clarify facts by presenting information in a visual or tangible form, such as charts, graphs, photos, timelines, or models. This type of evidence helps the decision-maker understand the factual situation by showing what the other evidence is describing, rather than proving the fact on its own. It complements testimony or documents, making complex information more accessible and easier to evaluate. Rumor, belief, and opinion are not formal forms of evidence in this sense; rumors are unverified, beliefs are subjective without factual support, and opinions by themselves don't establish facts. So the form that best fits the concept of aiding understanding through presentation is demonstrative.

9. Which statement describes an example of someone who would need to complete an exploratory interview?

- A. Someone in contact with the victim or in the location the person has been**
- B. Witnesses that have any sets of relevant facts or opinions not related to a description of the incident
- C. Prosecutorial due to criminal or civil matter
- D. Doctors involved in the case

The main idea is identifying who should be approached first to gather initial, scene-based information about what happened. An exploratory interview is an informal, non-adversarial conversation aimed at shaping the understanding of the incident, identifying what occurred, and spotting leads for further investigation. The best fit is someone who was in contact with the victim or at the location where the person was, because they can provide direct, firsthand observations about what happened, the sequence of events, conditions at the scene, and potential witnesses. This helps establish a factual picture early on and guides subsequent inquiries. Why the other options don't fit as well: someone with only unrelated facts wouldn't help build the incident timeline or identify relevant leads; a prosecutor is not typically a source for gathering initial information about what happened in the case; and doctors, while potentially informative for medical details, are not usually the primary source for laying out the incident's chronology or overall context in exploratory interviewing.

10. How should external witnesses be engaged, and what considerations differentiate them from internal witnesses?

A. External witnesses may have less context; ensure credibility, verify identity, consider potential bias, provide privacy.

B. External witnesses should be engaged with a formal, identical review process as internal witnesses.

C. External witnesses require no privacy protections.

D. External witnesses should be avoided.

Engaging external witnesses through a formal, standardized review process is essential to preserve fairness and the integrity of the investigation. Whether a witness sits inside or outside the organization, the investigation should follow the same structured approach: clear scope and purpose of interviews, consistent questions, proper documentation of statements, a defined review timeline, and an objective evaluation of all evidence. Using a uniform process helps ensure that external witnesses are treated with the same due process as internal ones, supporting credible findings and avoiding concerns about unequal treatment. In practice, this means providing external witnesses with the same opportunities for disclosure, the same confidentiality safeguards, and the same rights to review and respond to interview notes as internal witnesses. At the same time, it's reasonable to offer necessary context or background information to external witnesses so they can answer accurately, and to consider potential biases or gaps in context, while still upholding the formal process. Privacy protections and identity verification are handled within that standardized framework, not relegated to a looser approach. That balance—upholding a formal, identical process for all witnesses while addressing any context or privacy needs within that process—is why engaging external witnesses in the same structured manner as internal witnesses is the best practice.

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!

SAMPLE