

LDR-112S The Enlisted Supervisor Practice Exam (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. What outcome is achieved by using questions rather than giving direct solutions during feedback?**
 - A. Quick resolution**
 - B. External guidance**
 - C. Ownership of solutions**
 - D. Authority delegation**

- 2. Which term best describes direct oversight of tasks and performance?**
 - A. Supervision**
 - B. Mentorship**
 - C. Leadership**
 - D. Management**

- 3. Which statement best describes coaching and development for subordinates?**
 - A. Providing feedback and developing subordinates through coaching**
 - B. Scheduling more meetings**
 - C. Writing reports**
 - D. Reassigning tasks without explanation**

- 4. Who stated that the actions of SSgt Dirkes were courageous and could have cost him his life, and that the decoration would be most appropriate?**
 - A. Captain Smith**
 - B. TSgt Sanders**
 - C. Airman Foster**
 - D. TSgt Rivera**

- 5. What is the difference between verbal counseling and formal written counseling?**
- A. Verbal counseling is informal guidance; written counseling documents performance issues and expectations for formal recordkeeping.**
 - B. Verbal counseling is formal; written counseling is informal guidance.**
 - C. Verbal counseling documents performance issues; written counseling documents support for new assignments.**
 - D. Verbal counseling and written counseling are the same.**
- 6. What term describes stage fright that remains after conquering the worst phases, with a fear of standing still and simply talking?**
- A. Stage Fright**
 - B. Rocker**
 - C. Speech Anxiety**
 - D. Public Fear**
- 7. Which action best demonstrates ethical leadership during policy implementation?**
- A. Ignore minor violations to avoid paperwork.**
 - B. Apply consequences inconsistently based on convenience.**
 - C. Delay enforcement until a problem increases.**
 - D. Consistently model integrity and apply policies fairly.**
- 8. Which of the following is NOT a typical step in a risk management process?**
- A. Identify hazards, assess risk, develop controls, implement controls, supervise and review.**
 - B. Identify hazards; assess risk; implement controls; develop controls; supervise and review.**
 - C. Identify hazards, assess risk, develop controls, supervise and review, implement controls.**
 - D. Identify hazards, assess risk, monitor and document performance.**

- 9. Who is responsible for determining the best way to implement a change and then implementing it?**
- A. Change sponsor**
 - B. Change advisor**
 - C. Change committee**
 - D. Change agent**
- 10. How can team performance be measured beyond traditional metrics?**
- A. Qualitative observations: reliability, teamwork, initiative, adaptability, and safety compliance.**
 - B. More quantitative metrics only.**
 - C. Supervisor's gut feeling alone.**
 - D. Random selection of tasks performed.**

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Answers

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

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Explanations

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1. What outcome is achieved by using questions rather than giving direct solutions during feedback?

- A. Quick resolution**
- B. External guidance**
- C. Ownership of solutions**
- D. Authority delegation**

Guiding feedback through questions shifts responsibility to the learner. When you prompt with thoughtful questions, the learner must articulate what they did, why it works or doesn't, and what to do next. That process reveals gaps in understanding and what still needs to be learned, but it also leads them to construct the solution themselves. As a result, they develop a sense of ownership over the outcome—they know how they arrived there and can apply the approach in future tasks without waiting for someone to tell them the answer. In practice, you might ask things like: what evidence supports your approach? what alternative method could work here? what would you try differently next time? how does this align with the objective? These questions foster self-discovery and a commitment to action. If you gave the direct solution, the learner would resolve the immediate issue but lose the opportunity to internalize the process and become independent. External guidance or delegating authority shifts reliance away from the learner, rather than building their ownership. So using questions to guide feedback best promotes durable competence through learner-driven problem solving.

2. Which term best describes direct oversight of tasks and performance?

- A. Supervision**
- B. Mentorship**
- C. Leadership**
- D. Management**

Direct oversight of tasks and performance is supervision. This term specifically describes the day-to-day control a supervisor has over what gets done, how it's done, and whether it meets standards. It involves assigning tasks, clarifying expectations, monitoring progress, giving immediate feedback, and ensuring deadlines and quality are met. Mentorship, by contrast, is about guiding a person's growth and development over time—offering advice, helping with skill-building, and supporting career progression—rather than directly watching and adjusting the execution of specific tasks. Leadership focuses on guiding people toward a shared vision, and management covers broader coordination of people and resources, with oversight being part of the role but not the defining element. In typical practice, the term that best captures direct, task-level oversight is supervision.

3. Which statement best describes coaching and development for subordinates?

A. Providing feedback and developing subordinates through coaching

B. Scheduling more meetings

C. Writing reports

D. Reassigning tasks without explanation

Coaching and development for subordinates centers on guiding performance through feedback and ongoing development conversations. When you coach, you observe work, provide timely, specific feedback, and help the subordinate identify strengths and areas for improvement. You then work together to set development goals and create a practical plan with steps, resources, and milestones to build skills and advance their growth. This approach strengthens competence, confidence, and independence by turning feedback into actionable progress and accountability. Scheduling more meetings alone doesn't guarantee development; it can become routine without a purposeful coaching focus. Writing reports is mainly administrative documentation and doesn't actively foster growth. Reassigning tasks without explanation removes the opportunity to learn from new responsibilities, which undermines development.

4. Who stated that the actions of SSgt Dirkes were courageous and could have cost him his life, and that the decoration would be most appropriate?

A. Captain Smith

B. TSgt Sanders

C. Airman Foster

D. TSgt Rivera

This question tests who is in the right position to recognize courageous actions and advocate for the appropriate decoration. When someone says that SSgt Dirkes's actions were courageous, could have cost him his life, and that a decoration would be most appropriate, it reflects a firsthand assessment from someone who witnessed the event and has the authority to recommend the award. Among the people listed, the senior noncommissioned officer who supervised the action and can push for the decoration is the best fit. That role aligns with TSgt Rivera, making his statement the most natural and fitting choice for recognizing the bravery and initiating the award process. The other individuals—the captain, the other TSgt, or the airman—would be less likely to voice that specific recommendation in this context.

5. What is the difference between verbal counseling and formal written counseling?

A. Verbal counseling is informal guidance; written counseling documents performance issues and expectations for formal recordkeeping.

B. Verbal counseling is formal; written counseling is informal guidance.

C. Verbal counseling documents performance issues; written counseling documents support for new assignments.

D. Verbal counseling and written counseling are the same.

Verbal counseling vs formal written counseling is about how feedback is delivered and how it's recorded. Verbal counseling is informal guidance given in a conversation to address a performance or behavior issue right away. It's meant to correct behavior promptly and typically isn't filed in a formal personnel record. Formal written counseling, on the other hand, is a documented statement that records specific performance issues, the expectations for improvement, and the steps or timeline to achieve those expectations. It becomes part of the member's official records and provides a formal basis for accountability and future actions if improvement doesn't occur. So the correct distinction is that verbal counseling is informal guidance, while written counseling is a formal, documented record of performance issues and expected improvements.

6. What term describes stage fright that remains after conquering the worst phases, with a fear of standing still and simply talking?

A. Stage Fright

B. Rocker

C. Speech Anxiety

D. Public Fear

The situation tests understanding of a lingering, residual form of performance anxiety that sticks around after the most frightening moments are past. The description—still fearing just standing still and talking even after the worst nerves have been conquered—points to a persistent, walking-with-you fear rather than the initial panic of starting or the general act of speaking. In this context, the term that captures that ongoing, rocking-like fear during calm moments of delivering a speech is the best fit. It conveys that the anxiety isn't gone; it remains to disrupt simple parts of the act, like speaking plainly. The other terms describe broader or different aspects: stage fright refers to the overall fear of performing in front of others; speech anxiety focuses on fear of speaking itself in general rather than a lingering post-peak condition; and public fear is too broad to pin down this specific, persistent form.

7. Which action best demonstrates ethical leadership during policy implementation?

- A. Ignore minor violations to avoid paperwork.**
- B. Apply consequences inconsistently based on convenience.**
- C. Delay enforcement until a problem increases.**
- D. Consistently model integrity and apply policies fairly.**

Ethical leadership during policy implementation means showing integrity in every action and treating policies as standards that apply to everyone, including the leader. When you model integrity, you do what you say you'll do, hold yourself to the same rules you expect others to follow, and stick to the process you want others to follow. Applying policies fairly means using the same criteria and consequences for everyone, regardless of rank, convenience, or personal liking. This approach builds trust, creates predictability, and strengthens compliance because people see that rules are real and enforced consistently. Practically, it means communicating clear expectations, documenting decisions, ensuring due process, and addressing violations promptly and proportionately. Choosing to ignore minor violations teaches that rules aren't important, which undermines accountability. Applying consequences inconsistently signals bias and erodes morale and trust. Delaying enforcement until a problem grows sends the message that rules only matter in crises, weakening discipline and respect for the policy.

8. Which of the following is NOT a typical step in a risk management process?

- A. Identify hazards, assess risk, develop controls, implement controls, supervise and review.**
- B. Identify hazards; assess risk; implement controls; develop controls; supervise and review.**
- C. Identify hazards, assess risk, develop controls, supervise and review, implement controls.**
- D. Identify hazards, assess risk, monitor and document performance.**

Risk management follows a cycle where you identify hazards, assess the risk, develop controls to reduce that risk, implement those controls, and then supervise and review to ensure they're effective. That sequence moves from understanding risk to actively reducing it and then checking how well the controls work. Choosing the option that starts with hazards and risk assessment but then shifts to monitoring and documenting performance without first developing and implementing controls misses an essential part of the process. You can't effectively monitor outcomes if there aren't controls in place to influence those outcomes. Monitoring and documenting performance is important, but it belongs with supervising and reviewing the ongoing effectiveness of implemented controls, not as a standalone early step.

9. Who is responsible for determining the best way to implement a change and then implementing it?

- A. Change sponsor**
- B. Change advisor**
- C. Change committee**
- D. Change agent**

The change sponsor leads the effort by deciding how a change should be implemented and driving its rollout. This role owns the initiative, aligning it with organizational goals, securing resources, and removing barriers so the plan can be put into practice. While others—such as someone who provides expert guidance, a group that governs changes, or the person who handles day-to-day execution—play important supporting roles, the sponsor is the one with the accountability and authority to determine the implementation approach and push it forward to completion.

10. How can team performance be measured beyond traditional metrics?

- A. Qualitative observations: reliability, teamwork, initiative, adaptability, and safety compliance.**
- B. More quantitative metrics only.**
- C. Supervisor's gut feeling alone.**
- D. Random selection of tasks performed.**

Measuring team performance beyond traditional metrics centers on qualitative indicators that reveal how the team operates and collaborates. Look at reliability, teamwork, initiative, adaptability, and safety compliance as lived behaviors: reliability reflects consistency in delivering quality work and meeting commitments; teamwork shows how well members communicate, coordinate, and support one another; initiative captures proactive problem solving and taking action without waiting to be told; adaptability assesses how effectively the team adjusts to changing conditions and priorities; safety compliance reflects adherence to procedures and the culture of reporting hazards. These behaviors provide insight into how the team functions day to day and how it sustains performance over time, which numbers alone can miss. Relying solely on more quantitative metrics often misses the human and process aspects that drive long-term success, such as collaboration and safety culture. A supervisor's gut feeling, while useful for impressions, is subjective and inconsistent, and cannot be relied on for objective comparisons or trackable improvement. Randomly selecting tasks to evaluate lacks structure and representativeness, making results unreliable as a basis for development. By combining structured qualitative observations with the existing metrics, you get a fuller picture of team effectiveness, identify specific development needs, and foster a safer, more cohesive, and proactive work environment.

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://ldr112senlistedsupervisor.examzify.com>

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

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