

NCO DISTRIBUTED LEADER COURSE (DLC) PRACTICE TEST (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

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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 is the primary focus of a Refiner in a collaborative environment?**
 - A. Implementation of solutions
 - B. Analysis and review of concepts
 - C. Generation of new ideas
 - D. Communication of interactions
- 2. What does TSgt Lopez indicate can help manage stress during deployments?**
 - A. Core Values
 - B. Team cohesion
 - C. Leadership skills
 - D. Peer support
- 3. Which characteristic best describes adaptors in a problem-solving scenario?**
 - A. Flexible in methods
 - B. Methodical and structured
 - C. Open to radical changes
 - D. Prefer chaos
- 4. What aspect of fitness incorporates the ability to build relationships and foster teamwork?**
 - A. Endurance
 - B. Social fitness
 - C. Physical fitness
 - D. Emotional fitness
- 5. What type of team dynamic is likely to decrease mission effectiveness when members predominantly favor innovation?**
 - A. Capacitive Team
 - B. Bridging Team
 - C. Adaptors Team
 - D. Innovators Team

- 6. What is the primary focus of the Profession of Arms?**
- A. To create a competitive atmosphere
 - B. To support civilian initiatives
 - C. To apply global military power under civilian authority
 - D. To maintain leisure and personal interests
- 7. What does Airmanship encompass according to the text?**
- A. Skills of air, space, and cyberspace warriors
 - B. Ground support strategies
 - C. Ground combat tactics
 - D. Continuous personal development
- 8. Which activity is recommended to help relieve stress, according to TSgt Swarray?**
- A. Intensive exercise
 - B. Engaging in unwinding activities
 - C. Participating in competitive sports
 - D. Increasing duty hours for training
- 9. What role can be described as helping others understand cognitive approaches through interpersonal skills?**
- A. Connector
 - B. Bridger
 - C. Facilitator
 - D. Inquisitor
- 10. Which of the following accurately reflects the basic principle of A-I theory?**
- A. All individuals have the same creative capacities
 - B. People express intelligence and creativity differently and at various levels
 - C. Intelligence is a fixed trait that cannot be developed
 - D. Creativity is innate and cannot be learned

Answers

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

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Explanations

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1. What is the primary focus of a Refiner in a collaborative environment?

- A. Implementation of solutions
- B. Analysis and review of concepts**
- C. Generation of new ideas
- D. Communication of interactions

The primary focus of a Refiner in a collaborative environment is the analysis and review of concepts. In this role, individuals are tasked with critically examining ideas and feedback to enhance the understanding and quality of the concepts at hand. Refiners often engage in evaluating the feasibility, relevance, and clarity of ideas, ensuring that they align with the group's goals and objectives. This role is crucial in fostering an environment where ideas are not only expressed but also rigorously analyzed. This process helps identify strengths, weaknesses, and potential areas for improvement in the collaborative effort. By concentrating on this aspect, Refiners contribute significantly to the overall quality and effectiveness of the team's collective output, thus facilitating a more thorough and informed decision-making process.

2. What does TSgt Lopez indicate can help manage stress during deployments?

- A. Core Values**
- B. Team cohesion
- C. Leadership skills
- D. Peer support

In the context of managing stress during deployments, the emphasis on Core Values highlights the foundational principles that guide behavior and decision-making in stressful situations. These values provide service members with a sense of purpose and direction, which can be crucial during deployments where stress levels can be high. Core Values serve as a moral compass, reminding individuals of their commitments and responsibilities. They foster a sense of accountability and dedication to the mission, which can create resilience in the face of stress. By adhering to these values, individuals can maintain focus on their objectives, cultivate a strong work ethic, and enhance their overall mental well-being, thereby reducing stress. While the other options like team cohesion, leadership skills, and peer support are indeed important factors for stress management, Core Values specifically frame the behavior and mindset of individuals under pressure. They establish a culture that can reinforce collective strength and individual perseverance, which are essential during the challenges of deployment.

3. Which characteristic best describes adaptors in a problem-solving scenario?

- A. Flexible in methods
- B. Methodical and structured**
- C. Open to radical changes
- D. Prefer chaos

The characteristic that best describes adaptors in a problem-solving scenario is being methodical and structured. Adaptors tend to work within established guidelines and frameworks, leveraging a systematic approach to solve problems. They are focused on refining and improving existing processes rather than initiating radical changes. This allows them to navigate challenges by applying their knowledge of tried-and-true methods, enabling them to implement solutions that are practical and achievable. In contrast, other characteristics such as being flexible in methods, open to radical changes, or preferring chaos do not align with the adaptor's approach to problem-solving. Adaptors typically value predictability and stability, which drives their preference for a structured process in tackling issues. By relying on proven strategies, they reduce uncertainty and increase the likelihood of successful outcomes.

4. What aspect of fitness incorporates the ability to build relationships and foster teamwork?

- A. Endurance
- B. Social fitness**
- C. Physical fitness
- D. Emotional fitness

The correct answer is social fitness, which refers to the ability to build relationships, communicate effectively, and work collaboratively with others. It emphasizes the importance of interpersonal skills and social interactions in creating a supportive and cohesive environment. In contexts such as military leadership and teamwork, social fitness is crucial as it develops trust and strengthens bonds among team members, which can lead to enhanced performance and morale. The other aspects mentioned—endurance, physical fitness, and emotional fitness—while important in their own right, focus on different elements of an individual's capabilities. Endurance pertains to the capability to sustain prolonged physical activity; physical fitness relates to overall health and bodily capabilities; and emotional fitness deals with one's ability to manage emotions in a healthy way. Although emotional fitness and physical fitness contribute to a person's overall well-being, they do not directly involve the relational aspect that social fitness encompasses.

5. What type of team dynamic is likely to decrease mission effectiveness when members predominantly favor innovation?

- A. Capacitive Team
- B. Bridging Team
- C. Adaptors Team
- D. Innovators Team**

The type of team dynamic that is likely to decrease mission effectiveness when members predominantly favor innovation is the Innovators Team. Teams characterized as Innovators focus heavily on generating new ideas, exploring novel approaches, and pushing creative boundaries. While this is beneficial in fostering creativity and innovation, it can lead to challenges in practical execution and implementation of ideas, especially when the team needs to operate within structured environments that require efficiency and results. When team members prioritize innovation over other aspects such as practicality, feasibility, or operational constraints, it can create friction and confusion. This may result in a lack of consensus and direction, causing delays in decision-making and execution. Teams that lean too heavily on innovation may struggle to deliver on specific mission goals, particularly when immediate, actionable solutions are required. Thus, while innovation is valuable, an imbalance toward only innovative thinking can hinder a team's ability to meet its objectives effectively.

6. What is the primary focus of the Profession of Arms?

- A. To create a competitive atmosphere
- B. To support civilian initiatives
- C. To apply global military power under civilian authority**
- D. To maintain leisure and personal interests

The primary focus of the Profession of Arms is to apply global military power under civilian authority. This emphasizes the military's role in serving the nation and its elected leaders, ensuring that military operations align with national interests and policy. This relationship between military forces and civilian leadership is critical in democratic societies, ensuring accountability and the appropriate use of military force. This focus underscores the importance of discipline, professionalism, and ethical conduct within the military, as members of the Profession of Arms are expected to act in accordance with the values and directives set forth by civilian authorities.

7. What does Airmanship encompass according to the text?

- A. Skills of air, space, and cyberspace warriors**
- B. Ground support strategies
- C. Ground combat tactics
- D. Continuous personal development

Airmanship encompasses the skills and competencies required by air, space, and cyberspace warriors. This concept reflects the multifaceted nature of modern military operations and acknowledges that effective operations in these domains require highly specialized skills, knowledge, and a commitment to excellence. By emphasizing the importance of these skills, Airmanship highlights the need for personnel to be proficient not only in flying and navigating aircraft but also in utilizing technology and understanding strategic implications across various environments, including cyberspace. The other choices relate to components that, while important, do not fully encapsulate the broad and integrative nature of Airmanship. Ground support strategies and ground combat tactics may address specific aspects of military operations, but they do not extend to the complete range of skills necessary in the air and space domains. Continuous personal development is certainly vital in any military career, but it is more a principle that underlies the growth of skills rather than the specific competencies that Airmanship encompasses.

8. Which activity is recommended to help relieve stress, according to TSgt Swarray?

- A. Intensive exercise
- B. Engaging in unwinding activities**
- C. Participating in competitive sports
- D. Increasing duty hours for training

Engaging in unwinding activities is recommended to help relieve stress because such activities allow individuals to take a step back from their responsibilities and recharge emotionally and mentally. These activities often facilitate relaxation and provide an opportunity for individuals to enjoy leisure time, which is essential for mental health. Unwinding can include practices such as reading, meditating, or spending time with friends and family, all of which contribute to a balanced lifestyle and can effectively mitigate stress. In contrast, intensive exercise and competitive sports, while they can provide physical outlets, may not be suitable for everyone or could potentially add pressure rather than relieve stress, especially if they create a competitive environment. Additionally, increasing duty hours for training is counterproductive to stress relief, as it can lead to burnout and further elevate stress levels rather than alleviating them. Therefore, unwinding activities strike the right balance by promoting relaxation and mental well-being.

9. What role can be described as helping others understand cognitive approaches through interpersonal skills?

- A. Connector
- B. Bridger**
- C. Facilitator
- D. Inquisitor

The role of a Bridger primarily focuses on the ability to connect people, ideas, and different viewpoints. This involves understanding cognitive approaches and helping others capture and appreciate diverse perspectives. Bridging can include fostering relationships across different groups and ensuring that communication is effective, which is essential for collaborative problem-solving. When someone acts as a Bridger, they use their interpersonal skills to navigate between various individuals or groups, promoting understanding and enhancing cooperation. This capability enables teams to overcome barriers and fosters a collaborative environment that is essential for achieving common goals. The other roles, while they might involve some level of interpersonal skills, do not specifically address the core concept of helping others understand cognitive approaches in the same way a Bridger does. A Connector primarily focuses on linking people, while a Facilitator aids in managing discussions or processes without necessarily bridging cognitive gaps. The Inquisitor's role is more about questioning and challenging ideas rather than bridging understanding between different perspectives. Thus, in the context of the question, the Bridger is the most appropriate choice.

10. Which of the following accurately reflects the basic principle of A-I theory?

- A. All individuals have the same creative capacities
- B. People express intelligence and creativity differently and at various levels**
- C. Intelligence is a fixed trait that cannot be developed
- D. Creativity is innate and cannot be learned

The correct answer accurately captures the essence of A-I (Abilities-Intelligence) theory, which posits that individuals possess varying levels of intelligence and creativity, and these traits manifest in diverse ways. This perspective emphasizes the uniqueness of each person's cognitive and creative abilities, suggesting that there is no singular definition of intelligence or creativity that applies uniformly to all individuals. By acknowledging that people express their intelligence and creativity differently, the answer aligns with the broader understanding in contemporary psychology that supports multiple intelligences and varied talent expressions. This principle encourages an appreciation for individual strengths and variations, which is crucial when developing educational or leadership frameworks within organizational contexts. The other statements do not capture the fundamental idea present in A-I theory. Attributing the same level of creative capacity to everyone oversimplifies the intricacies of human intelligence. Similarly, the notion that intelligence is fixed or that creativity cannot be learned dismisses ongoing research that demonstrates the potential for growth and development in both areas.

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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://ncodlc.examzify.com>

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

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