

NON-COMMISSIONED OFFICERS (NCO) BOARD PRACTICE EXAM (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

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THE FULL VERSION STUDY GUIDE**

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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. How are ID badges worn on the female ASGU coat?**
 - A. Centered with the bottom parallel to the third button hole
 - B. On the left side of the collar
 - C. On the right side of the pocket flap
 - D. Above the shoulder seam
- 2. What is the key requirement of "achieves" in leadership?**
 - A. To get results
 - B. To set a vision
 - C. To inspire followers
 - D. To manage resources effectively
- 3. Which ADP specifically addresses Mission Command?**
 - A. ADP 5-0
 - B. ADP 3-0
 - C. ADP 6-0
 - D. ADP 7-0
- 4. What is Authority?**
 - A. The informal power earned through experience
 - B. The delegated power to judge, act, or command
 - C. The position held by a senior officer
 - D. A guideline for ethical behavior
- 5. Which element is crucial for effective leader development?**
 - A. Regular assessments
 - B. Peer reviews
 - C. Training, education, and real-world experience
 - D. Standard operating procedures
- 6. Which key principle ensures teamwork in the Army's EO Program?**
 - A. Shared sacrifice
 - B. Individual merit
 - C. Promoting diversity
 - D. Reducing turnover

- 7. What is the main purpose of periodization in combat training?**
- A. To randomly schedule training sessions
 - B. To prepare soldiers for various physical activities
 - C. To systematically plan readiness training and testing
 - D. To evaluate soldiers' performance in combat
- 8. What defines a rank in a military formation?**
- A. A vertical line of soldiers
 - B. A line that is only one element in depth
 - C. A horizontal line of equipment
 - D. A category of personnel
- 9. What should leaders do if a subordinate expresses frustration during counseling?**
- A. Dismiss the frustration as unprofessional
 - B. Encourage open dialogue and understanding
 - C. Redirect the conversation to performance metrics
 - D. Advise them to keep feelings private
- 10. What does AR 600-20 refer to?**
- A. Army Command Policy
 - B. Army Combat Training Policy
 - C. Army Officer Development Guidance
 - D. Army Resilience Training Standards

Answers

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

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Explanations

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1. How are ID badges worn on the female ASGU coat?

- A. Centered with the bottom parallel to the third button hole**
- B. On the left side of the collar
- C. On the right side of the pocket flap
- D. Above the shoulder seam

The correct way to wear ID badges on the female Army Service Uniform (ASGU) coat is to position them centered with the bottom parallel to the third button hole. This placement ensures uniformity and adherence to Army regulations, allowing for a standardized appearance across all service members. The location is specifically defined in Army guidelines to maintain a professional look and to ensure that the ID badge is easily identifiable from a distance, which is crucial in maintaining security and accountability within the ranks. The other choices do not align with the established regulation for wearing ID badges on the female ASGU coat. For instance, positioning the badge on the left side of the collar or above the shoulder seam would not only detract from the uniform appearance but could also lead to inconsistencies among service members. Each placement must provide clear visibility and a standardized approach that reflects the professionalism expected of the Army.

2. What is the key requirement of "achieves" in leadership?

- A. To get results**
- B. To set a vision
- C. To inspire followers
- D. To manage resources effectively

In leadership, "achieves" fundamentally relates to the ability to get results. Effective leaders are evaluated by their capacity to meet objectives and drive performance within their teams or organizations. This focus on results acknowledges that the ultimate goal of leadership is to produce tangible outcomes, whether in terms of project completion, team productivity, or overall organizational success. While setting a vision, inspiring followers, and managing resources effectively are essential components of effective leadership, they mainly serve as methods or tools to enable leaders to achieve results. Without the ability to achieve concrete outcomes, other aspects of leadership may not hold significant value, as they would not translate into meaningful progress or success. Hence, the essence of "achieves" within the leadership context is directly tied to obtaining those results and fulfilling goals.

3. Which ADP specifically addresses Mission Command?

- A. ADP 5-0
- B. ADP 3-0
- C. ADP 6-0**
- D. ADP 7-0

The specific document that addresses Mission Command is ADP 6-0. This Army Doctrine Publication focuses on Command and Control, which includes the principles and philosophy of Mission Command. It outlines how leaders should exercise authority and direction, emphasizing the importance of decentralized decision-making and the empowering of subordinate leaders. ADP 6-0 also provides a framework on the necessary command relationships and elements that support effective Mission Command within operations. It highlights the balance between centralized planning and decentralized execution that is essential for success in complex environments. While other ADPs cover related aspects—such as ADP 5-0, which deals with the Operations Process, and ADP 3-0, which addresses unified land operations—ADP 6-0 is specifically dedicated to the concepts and execution of Mission Command itself. This makes it the correct choice for understanding the principles that underlie effective command and control in military operations.

4. What is Authority?

- A. The informal power earned through experience
- B. The delegated power to judge, act, or command**
- C. The position held by a senior officer
- D. A guideline for ethical behavior

Authority can be best defined as the delegated power to judge, act, or command. This concept is fundamental in organizational structures, especially in military and leadership contexts, where individuals are granted the right to make decisions and enforce compliance based on their roles. Authority stems from a formal assignment, typically reflecting the trust placed in an individual to carry out specific responsibilities and make critical decisions within their sphere of influence. Understanding authority is crucial for Non-Commissioned Officers (NCOs), as they often find themselves in positions where they need to lead others and make judgments that reflect the organization's mission and values. Unlike informal power, which is cultivated through personal relationships and experience, or the simple status of a senior officer, authority is a clearly defined aspect of a person's role within an organization. It helps maintain structure and order, particularly in situations that require prompt decision-making and clear direction. Lastly, authority is not simply a guideline for behavior; it encompasses the responsibilities and ethical obligations that come with making decisions affecting others.

5. Which element is crucial for effective leader development?

- A. Regular assessments
- B. Peer reviews
- C. Training, education, and real-world experience**
- D. Standard operating procedures

Effective leader development relies significantly on a combination of training, education, and real-world experience. This holistic approach ensures that individuals not only gain theoretical knowledge but also apply what they have learned in practical situations. Training equips leaders with essential skills and competencies necessary for their roles, while education provides the foundational understanding of concepts that underpin leadership, such as decision-making, ethics, and team dynamics. Real-world experience is vital, as it allows leaders to confront challenges in actual scenarios, develop problem-solving abilities, and refine their leadership style through trial and error. This element of leader development fosters adaptability and prepares individuals for the complexities of leadership roles, ensuring they are not just knowledgeable but also capable of applying their learned skills effectively in diverse circumstances. Each of these components works in tandem to cultivate well-rounded leaders who can effectively guide teams and make sound decisions in their duties.

6. Which key principle ensures teamwork in the Army's EO Program?

- A. Shared sacrifice**
- B. Individual merit
- C. Promoting diversity
- D. Reducing turnover

The key principle that ensures teamwork in the Army's Equal Opportunity (EO) Program is shared sacrifice. This principle emphasizes the importance of collective effort and mutual support among team members. In a diverse and multifunctional environment like the Army, shared sacrifice fosters trust and cooperation, which are essential for effective teamwork. By recognizing that every individual plays a crucial role in achieving the unit's goals, personnel are encouraged to work together rather than focus solely on individual accomplishments. In the context of the EO Program, shared sacrifice reinforces the idea that everyone must actively contribute to creating an environment free of discrimination and bias. It encourages soldiers to support each other, fostering cohesion and solidarity, which are vital components of successful military operations. Through this principle, the Army can cultivate an inclusive culture where all members feel valued and are motivated to strive for common objectives, ultimately leading to improved overall mission effectiveness. Other options, such as individual merit, promoting diversity, and reducing turnover, may contribute to teamwork and cohesion but do not fundamentally address the collaborative spirit necessary for effective teamwork in the context of the Army's EO Program. Individual merit focuses on personal accomplishments, while promoting diversity and reducing turnover are important for organizational health but do not inherently ensure teamwork like the shared sacrifice principle does.

7. What is the main purpose of periodization in combat training?

- A. To randomly schedule training sessions
- B. To prepare soldiers for various physical activities
- C. To systematically plan readiness training and testing**
- D. To evaluate soldiers' performance in combat

The main purpose of periodization in combat training is to systematically plan readiness training and testing. This approach involves breaking down the training into distinct phases that focus on specific objectives and goals. By organizing training into cycles, it allows for the optimal balance between work and recovery, ensuring that soldiers can develop their physical and mental capabilities effectively over time. Periodization aims to peak performance at the right moment, such as before a deployment or an important exercise, and incorporates various training components, including strength, endurance, flexibility, and skill development. This structured approach helps to prevent overtraining and injury, ensuring that soldiers are always prepared for the demands of combat while also allowing for assessment and adjustment based on their progress. The other options do not align with the primary focus of periodization. Randomly scheduling training sessions does not provide the thoughtful organization required for maximum effectiveness. While preparing soldiers for various physical activities is a component of training, periodization specifically emphasizes the systematic planning process. Evaluating soldiers' performance in combat is an important aspect but is more a result of comprehensive training rather than the primary purpose of periodization itself.

8. What defines a rank in a military formation?

- A. A vertical line of soldiers
- B. A line that is only one element in depth**
- C. A horizontal line of equipment
- D. A category of personnel

A rank in a military formation is defined as a line that extends in a horizontal direction, with each soldier standing next to one another. Specifically, a rank is formed by individuals who are arranged side by side, and this definition emphasizes that it typically represents only one element in depth, meaning it does not extend backward into an additional row or series of soldiers. Understanding the concept of a rank is crucial for comprehending military formations, as ranks are often used alongside files, which are the vertical arrangements behind each individual in a rank. This structure is foundational in military drill and ceremony, allowing for organized movement and commands. The other choices illustrate different concepts. A vertical line of soldiers refers to a file, not a rank. A horizontal line of equipment does not pertain to personnel and is more aligned with logistics or setup rather than the definition of ranks. The term "a category of personnel" does not define a rank in the context of military formations but rather describes classifications within ranks, such as private, sergeant, or captain.

9. What should leaders do if a subordinate expresses frustration during counseling?

- A. Dismiss the frustration as unprofessional
- B. Encourage open dialogue and understanding**
- C. Redirect the conversation to performance metrics
- D. Advise them to keep feelings private

Encouraging open dialogue and understanding is crucial when a subordinate expresses frustration during counseling. This approach fosters a safe environment where individuals feel valued and heard. It allows leaders to understand the root causes of the frustration, which can be important for improving the working relationship and effectively addressing any underlying issues. By engaging in an open discussion, leaders can provide support and guidance, helping the subordinate to navigate their feelings and potentially leading to constructive solutions. This method not only helps in resolving the immediate concern but also reinforces the leader's role as a mentor and advisor, showing that they care about the well-being and development of their team members. Open dialogue can enhance morale and teamwork, ultimately contributing to a more cohesive and effective unit.

10. What does AR 600-20 refer to?

- A. Army Command Policy**
- B. Army Combat Training Policy
- C. Army Officer Development Guidance
- D. Army Resilience Training Standards

AR 600-20 refers to the Army Command Policy. This regulation outlines the structures, responsibilities, and policies related to command and control within the Army. It serves as an important guide for leaders at all levels, emphasizing the importance of leadership, discipline, and accountability within units. The content of AR 600-20 addresses various subjects such as equal opportunity, prevention of harassment, and the importance of maintaining a climate that fosters a positive command environment. It establishes the fundamental principles that govern the behavior of leaders and the interactions within a unit, which is crucial for maintaining good order and discipline. In contrast, the other choices relate to specific areas of military training or guidance but do not encompass the broader scope of command policies and organizational management as AR 600-20 does. Understanding the significance of this regulation is essential for leaders in effectively managing their units and ensuring compliance with Army standards.

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://ncoboard.examzify.com>

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

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