

OTS ACADEMIC ASSESSMENT STANDARDS OF BEHAVIOR (SOB) 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. Which factor is described as a form of resistance to change tied to personal stake?**
 - A. Distrust
 - B. Uncertainty
 - C. Self-Interest
 - D. Over-Determination

- 2. Which of the following is NOT one of the nine intellectual standards?**
 - A. Clarity
 - B. Courage
 - C. Fairness
 - D. Logic

- 3. Which statement is NOT one of the three enduring truths of war?**
 - A. War is an instrument of policy (political goals)
 - B. War is a predictable, orderly process
 - C. War is a chaotic human endeavor
 - D. War is a clash of opposing wills

- 4. Which description best defines Effective followers?**
 - A. Active participant & critical thinker; independent, high performance
 - B. Passive participant & uncritical thinker
 - C. Disengaged and indifferent to organizational goals
 - D. Active participant & critical thinker; independent, high performance

- 5. Which follower type is characterized by being a passive participant who simply complies with orders and lacks initiative?**
 - A. Sheep
 - B. Yes people
 - C. Survivors
 - D. Effective followers

- 6. Which statement describes that the Diplomatic IOP must be backed up by the capability of force?**
- A. Informational IOP is information storage
 - B. Economic IOP is population driven
 - C. Diplomatic IOP must be backed up by the capability of force
 - D. Military IOP is usually employed as the last resort
- 7. Which question ensures the COA accounts for commander constraints?**
- A. Will this COA align with the overall mission and strategic goals?
 - B. Does it include time estimates for achieving objectives?
 - C. Does it consider the limitations placed on the commander (constraints, must do, can't do)?
 - D. Is the potential benefit worth the risk?
- 8. Which of the following lists the USAF core values?**
- A. Courage; Justice; Temperance
 - B. Character; Connection; Commitment
 - C. Integrity First; Service Before Self; Excellence in All We Do
 - D. Honesty; Accountability; Humility
- 9. Which organizational category comprises misunderstandings, incomplete information, and poor channels?**
- A. Structural Factors
 - B. Integrative Negotiation
 - C. Communication Factors
 - D. Personal Behavior Factors
- 10. What is belief perseverance?**
- A. Adjusting your beliefs quickly when faced with new data.
 - B. Seeking out only data that supports your view.
 - C. Holding onto beliefs even when proven wrong.
 - D. Disregarding any evidence, no matter what.

Answers

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

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Explanations

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1. Which factor is described as a form of resistance to change tied to personal stake?

- A. Distrust
- B. Uncertainty
- C. Self-Interest**
- D. Over-Determination

Self-interest drives resistance to change when people see that the change could affect their own outcomes—like pay, job security, status, or control over their work. If a proposed change threatens what they stand to gain or requires more effort with little personal benefit, they're motivated to push back to protect those stakes. This differs from distrust, which is about doubts regarding others' motives, and uncertainty, which comes from not knowing what the change will bring. Over-Determination isn't the usual way to describe resistance tied to personal stake, since it refers more to multiple forces at play rather than a single personal stake concern.

2. Which of the following is NOT one of the nine intellectual standards?

- A. Clarity
- B. Courage**
- C. Fairness
- D. Logic

Intellectual standards guide how we assess thinking. The standard list includes clarity, accuracy, precision, relevance, depth, breadth, logic, fairness, and significance. Courage isn't part of that list; it's a personal virtue, not a criterion for evaluating the quality of reasoning. That's why courage is the one that does not fit. Clarity, fairness, and logic are all recognized standards: clarity means ideas are expressed clearly, fairness means considering all relevant viewpoints, and logic means the reasoning is coherent and well-structured.

3. Which statement is NOT one of the three enduring truths of war?

- A. War is an instrument of policy (political goals)
- B. War is a predictable, orderly process**
- C. War is a chaotic human endeavor
- D. War is a clash of opposing wills

War is not a predictable, orderly process. The enduring truths describe war as a tool of political aims, a clash of opposing wills, and a chaotic, human enterprise. In real warfare, plans are often upended by friction, uncertainty, imperfect information, and the fog of war, so events don't unfold in a neat, orderly sequence. That mismatch is exactly why the statement about predictability isn't true, while the others reflect the lasting realities of war.

4. Which description best defines Effective followers?

- A. Active participant & critical thinker; independent, high performance
- B. Passive participant & uncritical thinker
- C. Disengaged and indifferent to organizational goals
- D. Active participant & critical thinker; independent, high performance**

Effective followers are active participants who think critically, act with independence, and perform at a high level. This combination shows they don't just follow orders; they engage with the work, analyze situations, challenge concepts when needed, and take ownership of outcomes. They contribute to the team by offering thoughtful input, supporting goals, and delivering strong results, while still aligning with organizational direction. Choices that describe being passive, uncritical, or disengaged miss the mark because they lack initiative and critical thinking. Those traits lead to missed opportunities, unresolved issues, and weaker overall performance, which is the opposite of what effective followers bring to a team.

5. Which follower type is characterized by being a passive participant who simply complies with orders and lacks initiative?

- A. Sheep**
- B. Yes people
- C. Survivors
- D. Effective followers

In this type of question, you're looking at how followers behave in relation to leadership. A sheep is the follower who stays passive, simply does what is told, and doesn't take the initiative to go beyond the assigned task. They don't question or anticipate needs, and they rely entirely on direction from others. This combination—passive participation, compliance with orders, and a lack of initiative—fits the description exactly, which is why this label is used. To contrast briefly: other follower styles include those who go along with the leader but still might avoid conflict by avoiding critical input, those who stay disengaged or do just enough to get by, and the effective followers who think critically, take initiative, and actively support the team's goals. The key distinction here is the absence of initiative and proactive engagement, which defines the sheep.

6. Which statement describes that the Diplomatic IOP must be backed up by the capability of force?

- A. Informational IOP is information storage
- B. Economic IOP is population driven
- C. Diplomatic IOP must be backed up by the capability of force**
- D. Military IOP is usually employed as the last resort

The idea being tested is that diplomacy gains real weight when it is backed by the threat or possibility of force. In practice, negotiating or pressuring others works best when there is credible military capability behind diplomatic statements—otherwise promises or threats lose their bite and influence. That backing of force gives diplomacy leverage: it signals that terms can be enforced if terms aren't met, which helps deter noncompliance and makes negotiations more credible. The other options describe aspects that aren't about the linking of diplomacy to force: one describes information storage as the focus of an information-based instrument, another oversimplifies economic power as population-driven dynamics, and the last option treats the military instrument as always the last resort, whereas in real strategy the military option can be used in conjunction with diplomacy or as a deterrent rather than only after everything else fails.

7. Which question ensures the COA accounts for commander constraints?

- A. Will this COA align with the overall mission and strategic goals?
- B. Does it include time estimates for achieving objectives?
- C. Does it consider the limitations placed on the commander (constraints, must do, can't do)?**
- D. Is the potential benefit worth the risk?

Considering commander constraints is essential because it ensures the course of action respects the limits and non negotiables that shape what can actually be done. A COA must fit within what the commander is authorized to do, what must be accomplished, and what actions are prohibited by policy, rules of engagement, available resources, time, or political considerations. If a COA looks feasible on its own but ignores these constraints, it may be impractical or prohibited in practice, making it unusable despite its potential benefits. While other questions help ensure the plan is aligned with the mission, has a realistic timeline, or weighs risk versus reward, none of those alone guarantees that the plan accounts for the commander's explicit restrictions and authorities.

8. Which of the following lists the USAF core values?

- A. Courage; Justice; Temperance
- B. Character; Connection; Commitment
- C. Integrity First; Service Before Self; Excellence in All We Do**
- D. Honesty; Accountability; Humility

The USAF core values are Integrity First, Service Before Self, and Excellence in All We Do. These three guide how airmen act in every situation. Integrity First means doing what's right, even when it's tough or no one is watching, and it builds the trust essential for teamwork and mission success. Service Before Self emphasizes putting the duty and the welfare of others and the mission ahead of personal interests, which drives discipline and sacrifice when needed. Excellence in All We Do pushes continuous improvement and high professional standards, ensuring tasks are carried out with quality and professionalism. The other lists include admirable traits but do not reflect the official three values. For example, one list pairs classic virtues like Courage, Justice, and Temperance; another uses more generic terms like Character, Connection, and Commitment; another combines Honesty, Accountability, and Humility. None of these are the official USAF core values.

9. Which organizational category comprises misunderstandings, incomplete information, and poor channels?

- A. Structural Factors
- B. Integrative Negotiation
- C. Communication Factors**
- D. Personal Behavior Factors

Understanding how information moves through an organization helps explain why misunderstandings, incomplete information, and poor channels tend to appear together. When messages aren't conveyed through effective channels or aren't clearly encoded and decoded, people interpret them differently, which leads to misunderstandings. If essential details aren't shared—due to the channel failing to carry them, time pressures cutting off sharing, or information being withheld—information becomes incomplete. The category that directly addresses the way messages are communicated, the mediums used, and how feedback and barriers affect that flow is communication factors. These factors cover the tools and processes of sending and receiving information, including clarity, responsiveness, and potential distortions from noise or cultural differences. Structural factors, in contrast, relate to how the organization is designed and how work flows at a higher level, not to the specific communication challenges themselves. Integrative negotiation is about resolving conflicts through a collaborative approach, and personal behavior factors focus on individuals' actions rather than the organizational channels and systems that govern information exchange.

10. What is belief perseverance?

- A. Adjusting your beliefs quickly when faced with new data.
- B. Seeking out only data that supports your view.
- C. Holding onto beliefs even when proven wrong.**
- D. Disregarding any evidence, no matter what.

Belief perseverance is the tendency to hold onto a belief even when faced with evidence that contradicts it. This happens because ideas are tied to our identity and comfort, so people may discount or reinterpret new information to protect what they already think. In practice, this means continuing to defend or maintain a belief even after it's shown to be false. This pattern fits the described concept: clinging to a belief despite clear disproof. Quick belief updates with new data would be the opposite, while seeking only information that supports your view is confirmation bias, and disregarding all evidence is an extreme form of denial.

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://otsacadassmtsob.examzify.com>

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

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