

PFE DISTANCE GUIDE (PDG) 26E5 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 of the following is a protected category under the law of war during conflict?**
 - A. Spies
 - B. Civilians
 - C. Mercenaries
 - D. Unlawful combatants
- 2. Which Air Force Instruction provides detailed information regarding enlisted promotion systems?**
 - A. Air Force Instruction 36-2602
 - B. Air Force Instruction 36-2001
 - C. Air Force Instruction 36-2502
 - D. Air Force Instruction 36-2801
- 3. For ARC members, what is the retirement-point threshold used in the BRS enrollment window?**
 - A. 3,000
 - B. 4,500
 - C. 4,320
 - D. 5,000
- 4. The Geneva Conventions related to law of war obligations were established in which year?**
 - A. 1909
 - B. 1945
 - C. 1949
 - D. 1960
- 5. What are the four competencies of the installation Manpower and Organization Flight?**
 - A. Budgeting, accounting, forecasting, reporting
 - B. Organization structure, requirement determination, process improvement, program allocation and control
 - C. Staffing, recruiting, scheduling, payroll
 - D. Compliance, safety, ethics, governance

- 6. To which entity is the approved selection data transmitted after scoring?**
- A. Headquarters, Air Force (HAF)
 - B. Air Force Personnel Center (AFPC)
 - C. Major Command (MAJCOM)
 - D. Pentagon
- 7. How are promotion board members divided into panels?**
- A. One Colonel and Two Chiefs. The board president is always a General Officer
 - B. Two Colonels and One Chief
 - C. Three Generals
 - D. One Major and Two Captains
- 8. The four competencies listed for the installation Manpower and Organization Flight include all of the following EXCEPT:**
- A. Organization structure
 - B. Process improvement
 - C. Requirement determination
 - D. Risk management
- 9. The Promotion Eligibility Cutoff Date for promotion to Chief Master Sergeant is on which date?**
- A. June 30
 - B. July 31
 - C. August 15
 - D. July 15
- 10. What occurs when our personal values conflict with those of our peers or chain of command?**
- A. Ethical Dilemma
 - B. Moral Conflicts
 - C. Cross-Ideology Tension
 - D. Competing Values

Answers

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

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Explanations

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1. Which of the following is a protected category under the law of war during conflict?

- A. Spies
- B. Civilians**
- C. Mercenaries
- D. Unlawful combatants

Protecting civilians as noncombatants is the key idea. In the laws that govern war, there is a clear duty to distinguish combatants from civilians, so civilians must not be targeted simply for being civilians. They retain protection from direct violence, mistreatment, and coercion throughout the conflict, and only lose protection for the time they actively participate in hostilities. Spies aren't protected in the same way because they are considered enemy agents and can be punished or treated as criminals. Mercenaries and unlawful combatants also lack protected status under these rules, since their role is tied to fighting without the same protections as civilians or recognized combatants. So civilians are the protected category during conflict.

2. Which Air Force Instruction provides detailed information regarding enlisted promotion systems?

- A. Air Force Instruction 36-2602
- B. Air Force Instruction 36-2001
- C. Air Force Instruction 36-2502**
- D. Air Force Instruction 36-2801

Enlisted promotions are governed by a single instruction that lays out how promotability is determined, what criteria are used, and the steps for processing and recording promotions. Air Force Instruction 36-2502 provides the detailed guidance for the enlisted promotion system, including eligibility requirements, point calculations, testing, and the procedures for promotion boards and administrative actions. Because this instruction is the official, system-specific source for how enlisted personnel are promoted, it directly addresses the question of how promotions are handled. The other instructions cover different aspects of personnel processes (such as evaluation procedures or officer promotions), so they don't provide the detailed guidance specific to the enlisted promotion system.

3. For ARC members, what is the retirement-point threshold used in the BRS enrollment window?

- A. 3,000
- B. 4,500
- C. 4,320**
- D. 5,000

This tests the minimum service length needed to enroll in the Blended Retirement System as a member of the ARC. Retirement points track your credited time in the Reserve components, with a typical year of drilling contributing up to 360 points. Twelve years of creditable service equals 360 points per year times 12 years, which is 4,320 points. So the threshold used in the BRS enrollment window is 4,320 points, meaning you need about 12 years of service to qualify for enrollment. The other numbers aren't tied to a standard service milestone like this 12-year mark (for example, 3,000 points is about 8+ years, 4,500 is 12.5 years, and 5,000 is roughly 13.9 years), which is why 4,320 is the best fit.

4. The Geneva Conventions related to law of war obligations were established in which year?

- A. 1909
- B. 1945
- C. 1949**
- D. 1960

The question tests knowledge of when the modern protections for people in war were established. In 1949, after World War II, the Geneva Conventions were adopted in their current form, creating and codifying obligations to protect the wounded and shipwrecked, prisoners of war, and civilians. They entered into force in 1950. The other years don't correspond to the adoption of this modern framework: 1945 marks the war's end, not the adoption; 1909 and 1960 aren't tied to the establishment of the post war conventions.

5. What are the four competencies of the installation Manpower and Organization Flight?

- A. Budgeting, accounting, forecasting, reporting
- B. Organization structure, requirement determination, process improvement, program allocation and control**
- C. Staffing, recruiting, scheduling, payroll
- D. Compliance, safety, ethics, governance

Understanding the responsibilities of the Installation Manpower and Organization Flight centers on shaping how the workforce is organized, how staffing needs are determined, how work processes are improved, and how programs and resources are allocated and controlled. Organization structure sets up the framework for who does what and how units coordinate. Requirement determination involves figuring out exactly what manpower and skills are needed to accomplish missions. Process improvement focuses on analyzing workflows, removing inefficiencies, and streamlining procedures. Program allocation and control covers assigning resources and monitoring programs to ensure they stay on plan and meet objectives. This set of four areas best matches what the Manpower and Organization Flight does, while the other options correspond to finance, HR operations, or governance aspects that aren't the four competencies described here.

6. To which entity is the approved selection data transmitted after scoring?

- A. Headquarters, Air Force (HAF)**
- B. Air Force Personnel Center (AFPC)
- C. Major Command (MAJCOM)
- D. Pentagon

After scoring, the approved selection data goes to Headquarters, Air Force. This central office validates and finalizes personnel decisions to ensure they align with policy, force structure, and manpower requirements before the information is distributed for implementation. The Majors Command handles execution at the local level, but the authoritative approval and oversight of selections come from the Air Force's top headquarters. The Pentagon handles higher-level DoD policy, not routine selection data in this process.

7. How are promotion board members divided into panels?

- A. One Colonel and Two Chiefs. The board president is always a General Officer
- B. Two Colonels and One Chief
- C. Three Generals
- D. One Major and Two Captains

Promotion boards are organized into three-person panels, each consisting of one Colonel and two Chiefs, with the board president always a General Officer. This setup blends senior officer experience with senior enlisted leadership input, ensuring balanced, fair evaluations of candidates. Having two Colonels or three Generals would shift the balance toward a narrower view, while a mix of only Captains or a Major and Captains would lack the necessary senior perspective; the designated General Officer as president maintains consistent governance across the whole board.

8. The four competencies listed for the installation Manpower and Organization Flight include all of the following EXCEPT:

- A. Organization structure
- B. Process improvement
- C. Requirement determination
- D. Risk management

The main idea tested is which areas fall under the installation Manpower and Organization Flight's scope. This flight focuses on how the unit is organized and how its people and processes are aligned to meet missions. Organization structure is about setting up the hierarchy, roles, and reporting lines so everyone knows their responsibilities and authority. Process improvement targets how work flows, looking for ways to streamline steps, reduce waste, and make tasks more efficient. Requirement determination covers identifying the staffing, skills, and resource levels needed to support the mission. Risk management, while essential in many contexts, is not listed as a competency for this flight. It belongs to broader risk and safety programs that span multiple functions, rather than being a core MOF competency. So risk management is the exception, while organization structure, process improvement, and requirement determination are the competencies included.

9. The Promotion Eligibility Cutoff Date for promotion to Chief Master Sergeant is on which date?

- A. June 30
- B. July 31
- C. August 15
- D. July 15

Understanding the Promotion Eligibility Cutoff Date means recognizing the point in time when a service member's records are considered final for the upcoming promotion cycle. For promotions to Chief Master Sergeant, that cutoff is July 31. Being on or before that date ensures your time in service, time in grade, and performance records are evaluated for the current board. Records updated after the cutoff aren't included in that cycle and would be carried into the next one. The month-end timing provides a fixed snapshot for the entire promotion process, keeping reviews and board preparation consistent. So, to be considered in the CMSgt promotion cycle that follows, your record must be finalized by July 31.

10. What occurs when our personal values conflict with those of our peers or chain of command?

- A. Ethical Dilemma
- B. Moral Conflicts
- C. Cross-Ideology Tension

D. Competing Values

When personal beliefs clash with what peers or leaders expect or uphold, the situation is about competing value systems within the same environment. Your values are in tension with others' values, creating a tug-of-war that influences decisions and actions you take. This is best described as competing values because it directly captures the clash between different value sets that must be balanced in a workplace or organizational context. You're not just facing a single moral choice; you're navigating how to reconcile distinct commitments held by different people. An ethical dilemma would involve choosing between morally acceptable options, but the core issue here is the ongoing clash of value systems, which is why competing values fits best. Other terms are less precise about where the conflict originates.

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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://pdg26e5.examzify.com>

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

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