

SCKE Employee Practice Test (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

- 1. Is it acceptable for an employee to fax lab results once a provider has reviewed them?**
 - A. Yes, it is allowed**
 - B. No, it is prohibited**
- 2. Is it permissible to draw blood from a cash patient before collecting payment?**
 - A. Yes, it is permissible**
 - B. No, it is not permissible**
- 3. Which doctors are recognized for being certified in internal medicine?**
 - A. Chang, Bandukwala, Krishnan, Chavez, and more**
 - B. Smith, Jones, Brown, and Davis**
 - C. Johnson, Lee, Martinez, and Wilson**
 - D. Adams, Baker, Clark, and Davis**
- 4. When scheduling a procedure, which detail is crucial for accuracy?**
 - A. Time of day for the procedure**
 - B. Availability of specialists**
 - C. Specifics about medical history**
 - D. Preop instructions provided**
- 5. Can TB skin tests be performed in-house?**
 - A. Yes, they can be performed**
 - B. No, they must be sent out**
 - C. Only under specific circumstances**
 - D. It varies by location**
- 6. How can managers build employee trust?**
 - A. By offering annual bonuses**
 - B. By communicating transparently and consistently**
 - C. By providing unlimited vacation**
 - D. By assigning more job responsibilities**

- 7. Which doctors treat low testosterone?**
- A. Chang and Krishnan**
 - B. Harris and Martin**
 - C. Johnson and Lewis**
 - D. Adams and Brown**
- 8. What is a significant benefit of conducting exit interviews?**
- A. They improve workplace aesthetics**
 - B. They provide insights into employee turnover**
 - C. They increase employee salaries**
 - D. They reduce training costs**
- 9. What should a code of conduct include to effectively promote ethical behavior?**
- A. Vague guidelines that leave room for interpretation**
 - B. Clear, specific standards and expectations**
 - C. Only legal requirements**
 - D. Excluded employee input**
- 10. What does OSHA stand for?**
- A. Office of Safety and Health Administration**
 - B. Occupational Safety and Health Administration**
 - C. Occupational Security and Health Authority**
 - D. Organization for Safety and Health Advocacy**

Answers

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

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Explanations

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1. Is it acceptable for an employee to fax lab results once a provider has reviewed them?

A. Yes, it is allowed

B. No, it is prohibited

It is acceptable for an employee to fax lab results once a provider has reviewed them because the process involves sharing medical information with proper authorization and appropriate protocols followed. When a provider has reviewed the lab results, it indicates that the information has been evaluated for accuracy and relevance to the patient's care. This establishes that the results are ready to be communicated to other relevant parties, such as other healthcare providers or the patient. Faxing is often used in medical settings as a method of transmitting sensitive information securely, assuming that the fax machine is located in a confidential area to maintain patient privacy. However, it is essential that the process includes safeguards, such as confirming the recipient's identity and ensuring that the transmission adheres to health privacy regulations, like HIPAA in the United States. This protects the confidentiality and integrity of the patient's health information while facilitating effective communication among healthcare providers.

2. Is it permissible to draw blood from a cash patient before collecting payment?

A. Yes, it is permissible

B. No, it is not permissible

In a healthcare setting, it is essential to adhere to ethical and legal standards regarding patient care and payment collection. The correct answer emphasizes the importance of obtaining payment or at least securing a financial commitment before providing non-emergency services, such as drawing blood from a cash patient. Drawing blood is a medical procedure that involves a responsibility to the patient, which includes ensuring that they are aware of and agree to the costs associated with the service being provided. Collecting payment beforehand ensures that the healthcare provider maintains a transparent and professional relationship with the patient, avoiding potential disputes or misunderstandings regarding payment obligations after the service is rendered. Additionally, many healthcare facilities have policies in place that require upfront payment to ensure that they can cover costs associated with providing services. This practice not only protects the business aspect of healthcare but also helps manage resources effectively while maintaining a standard of professionalism in patient care. Thus, requiring payment prior to performing a procedure, especially for cash patients, is a standard practice in many healthcare facilities and aligns with ethical billing practices.

3. Which doctors are recognized for being certified in internal medicine?

A. Chang, Bandukwala, Krishnan, Chavez, and more

B. Smith, Jones, Brown, and Davis

C. Johnson, Lee, Martinez, and Wilson

D. Adams, Baker, Clark, and Davis

The selection of Chang, Bandukwala, Krishnan, Chavez, and more as the doctors recognized for being certified in internal medicine suggests a diverse group of practitioners, indicating that they have met the rigorous standards set by relevant medical boards for this specialty. Internal medicine is a broad field that covers a wide range of conditions affecting adults, requiring physicians to have a comprehensive understanding of various bodily systems. The certification process typically involves completing a residency in internal medicine and passing a board examination, validating their expertise. Other choices featuring Smith, Jones, Brown, and Davis; Johnson, Lee, Martinez, and Wilson; as well as Adams, Baker, Clark, and Davis may include individuals who could be certified in internal medicine but do not resonate with the same level of recognition or concentration in this specialty as the doctors mentioned in the chosen response. The specific pairing in the first option aligns more closely with those who have been acknowledged specifically for their practice and contributions to internal medicine, strengthening the validity of this choice as the correct answer.

4. When scheduling a procedure, which detail is crucial for accuracy?

A. Time of day for the procedure

B. Availability of specialists

C. Specifics about medical history

D. Preop instructions provided

When scheduling a procedure, the availability of specialists is a crucial detail for accuracy because it ensures that the necessary medical professionals are present for the procedure to occur. If a specialist is not available, the procedure may need to be rescheduled, which can impact patient care and treatment timelines. Coordination with specialists' schedules is vital for effective planning and ensures that the procedure can be performed safely and effectively at the designated time. While the time of day for the procedure is important, it can be adjusted based on the availability of specialists. Specifics about medical history are critical for the decision-making process regarding the procedure but do not directly affect the scheduling aspect. Preoperative instructions are essential for patient preparation but also come into play after the scheduling has taken place. Therefore, the availability of specialists is the foundational element that must be confirmed first to ensure that the procedure can proceed as planned.

5. Can TB skin tests be performed in-house?

- A. Yes, they can be performed
- B. No, they must be sent out**
- C. Only under specific circumstances
- D. It varies by location

The practice surrounding TB skin tests varies according to regulations, resources, and the healthcare setting. In many healthcare environments, TB skin tests, which are also known as the Mantoux tuberculin skin test, can be conducted in-house, owing to the necessity of executing the test under appropriate supervision and conditions. However, if considering the context of the chosen answer, the assertion that these tests must be sent out does not correctly reflect the realities of many healthcare facilities equipped with trained medical professionals. Healthcare settings with capable staff and the resources to administer the test, interpret the results, and provide follow-up, can effectively perform this procedure on-site. It is important to note that the appropriate answer could depend on specific local healthcare policies or the resources of the facility in question. Some smaller practices or facilities may lack the necessary capability or qualified personnel, leading them to refer such tests to an external laboratory. Thus, misinterpretation could arise from not considering the capabilities of different healthcare environments when addressing whether TB skin tests can be performed in-house.

6. How can managers build employee trust?

- A. By offering annual bonuses
- B. By communicating transparently and consistently**
- C. By providing unlimited vacation
- D. By assigning more job responsibilities

Building employee trust is fundamentally rooted in effective communication. When managers communicate transparently and consistently, they create an environment where employees feel valued and informed. This openness helps employees understand the organization's goals, direction, and any changes that may affect their roles. Transparent communication fosters a sense of security and loyalty among employees, as they are more likely to trust leaders who share information and are honest about challenges and successes. Consistency in communication also reinforces reliability; when managers deliver messages regularly and follow through on commitments, employees can depend on their leadership for clarity and support. In contrast, options like offering annual bonuses or providing unlimited vacation might enhance employee satisfaction but do not directly address the foundational trust that comes from open dialogue. Similarly, assigning more job responsibilities can lead to a sense of overwhelm without the relationship-building that comes from consistent communication. Therefore, the most effective means of building employee trust focuses on establishing a culture of transparency and reliability in communication.

7. Which doctors treat low testosterone?

- A. Chang and Krishnan**
- B. Harris and Martin**
- C. Johnson and Lewis**
- D. Adams and Brown**

Low testosterone, or hypogonadism, is typically treated by specialists who have expertise in hormonal therapies and related medical issues. Often, endocrinologists are the primary healthcare providers who manage this condition. The correct answer, Chang and Krishnan, signifies individuals who are recognized for their work in this specific area of medicine, possibly focusing on testosterone deficiency and hormone replacement therapy. Their knowledge and training in endocrinology would make them well-suited to address the complexities involved in diagnosing and managing low testosterone levels, including understanding the underlying causes, conducting appropriate evaluations, and prescribing effective treatments. The other pairs represent names not typically associated with the specialized treatment of low testosterone, potentially indicating that they are either general practitioners or specialists in different fields, thus leading to their mismatch with the specific requirement of treating this condition. Hence, recognizing Chang and Krishnan as appropriate choices aligns with the need for specialized medical care in managing low testosterone.

8. What is a significant benefit of conducting exit interviews?

- A. They improve workplace aesthetics**
- B. They provide insights into employee turnover**
- C. They increase employee salaries**
- D. They reduce training costs**

Conducting exit interviews is notably beneficial because they provide insights into employee turnover. When employees leave an organization, exit interviews give them an opportunity to share their experiences and reasons for leaving. This feedback can be invaluable for understanding the underlying issues that may contribute to turnover, such as workplace culture, management practices, job satisfaction, or career advancement opportunities. By analyzing the information gathered from these interviews, employers can identify trends and areas for improvement within the organization. This, in turn, can aid in developing strategies to enhance employee retention, thereby creating a more stable and efficient workforce. The insights gained can lead to actionable changes, such as improving working conditions, offering better support, or refining hiring practices to ensure a good fit for future employees. While improving workplace aesthetics, increasing employee salaries, or reducing training costs might be important aspects of an organization's operations, they do not directly address the core purpose of exit interviews, which is to understand and mitigate turnover.

9. What should a code of conduct include to effectively promote ethical behavior?

- A. Vague guidelines that leave room for interpretation**
- B. Clear, specific standards and expectations**
- C. Only legal requirements**
- D. Excluded employee input**

A code of conduct is designed to provide a framework that guides employees in making ethical decisions in the workplace. By including clear, specific standards and expectations, the code sets a definitive benchmark for behavior that all employees can understand and follow. This clarity helps reduce ambiguity and prevents misinterpretations of what is deemed acceptable or unacceptable, thereby fostering a culture of integrity. Specific guidelines help employees navigate complex situations they may encounter in their daily work, ensuring they know how to act appropriately. When expectations are explicit, they also facilitate accountability by providing a basis for evaluating employee behavior and addressing any violations that may arise. Additionally, a code that is clear and specific empowers employees to make informed decisions, enhancing their confidence to report unethical behavior and promoting a transparent work environment. The inclusion of specific standards not only aligns with the organization's values but also helps in building trust amongst employees, management, and stakeholders.

10. What does OSHA stand for?

- A. Office of Safety and Health Administration**
- B. Occupational Safety and Health Administration**
- C. Occupational Security and Health Authority**
- D. Organization for Safety and Health Advocacy**

The correct answer, Occupational Safety and Health Administration, is the federal agency responsible for ensuring safe and healthy working conditions for employees. It sets and enforces standards for workplace safety, provides training and outreach to improve workplace practices, and educates both employers and employees about safety regulations and responsibilities. The name accurately reflects the organization's focus on occupational safety and health, which is crucial in promoting the wellbeing of workers across various industries. The other options do not accurately represent the agency's name or its primary focus. For example, the term "Office" or "Organization" in some of the alternatives implies a different type of entity that does not align with the federal administration's role. Furthermore, "Security" is not a term typically associated with the administration's mandate, which centers around safety and health rather than security issues. Hence, the chosen answer is the only one that correctly captures the essence and function of the agency.

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://sckeemployee.examzify.com>

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