

# Squadron Officer School 25B 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**

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- 1. Which of the following are the four pillars of the Air Force leadership framework?**
  - A. Mission, people, personal, and culture**
  - B. Command, control, communication, and culture**
  - C. Strategy, tactics, techniques, and people**
  - D. Mission, vision, values, and ethics**
- 2. What are the Space Force Cornerstones of Responsibility?**
  - A. Achieve air superiority, maintain deterrence, promote relationships**
  - B. Preserve freedom of action, enable joint lethality and effectiveness, provide independent options**
  - C. Conduct intelligence operations, enhance cyber defenses, support ground troops**
  - D. Develop technological superiority, engage in global partnerships, sustain operations**
- 3. What was the response to the outbreak of the Korean War that led to significant development in military strategy?**
  - A. The Composit Air Strike Force**
  - B. The Rapid Deployment Force**
  - C. Joint Task Force**
  - D. The Air Mobility Command**
- 4. What are common barriers to effective team communication?**
  - A. Misunderstandings, lack of trust, and hierarchical structures**
  - B. Shared goals and open dialogue**
  - C. Team-building activities and social gatherings**
  - D. Clear roles and responsibilities**
- 5. What is the primary use of the CRAAP criteria?**
  - A. To create lesson plans for students**
  - B. To evaluate sources of information for misinformation and disinformation**
  - C. To measure student performance in various subjects**
  - D. To assess teacher effectiveness in the classroom**

**6. How does the Air Force view diversity and inclusion?**

- A. As optional components for team building**
- B. As critical components for mission effectiveness and innovative solutions**
- C. As a process for enforcing uniformity**
- D. As secondary to operational success**

**7. What type of operations focuses on the influence of air power on enemy ground forces?**

- A. Counterair operations**
- B. Counterland operations**
- C. Nuclear operations**
- D. Intelligence operations**

**8. What is the purpose of after-action reviews (AARs) in military operations?**

- A. To assign blame for failures in the operation**
- B. To assess performance, identify lessons learned, and enhance future effectiveness**
- C. To celebrate successes without examining failures**
- D. To document every detail of a mission for historical purposes**

**9. Why is having a growth mindset important for leaders?**

- A. It allows for fixed strategies**
- B. It promotes continuous learning and resilience**
- C. It encourages avoidance of challenges**
- D. It focuses solely on past successes**

**10. What element of DIME focuses on shaping narratives and gaining soft power while protecting interests?**

- A. Diplomatic**
- B. Information**
- C. Military**
- D. Economic**

## **Answers**

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

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## **Explanations**

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**1. Which of the following are the four pillars of the Air Force leadership framework?**

- A. Mission, people, personal, and culture**
- B. Command, control, communication, and culture**
- C. Strategy, tactics, techniques, and people**
- D. Mission, vision, values, and ethics**

The four pillars of the Air Force leadership framework are understood to be mission, people, personal, and culture. This framework emphasizes the holistic approach to leadership within the Air Force, where each pillar plays a critical role in developing effective leaders. The mission refers to the core purpose and objectives of the Air Force, guiding leaders in making decisions that align with organizational goals. The people aspect highlights the importance of developing and caring for personnel, recognizing that effective leadership involves understanding and motivating individuals. Personal relates to the self-development of leaders, including their integrity, character, and continuous improvement. Finally, culture encompasses the shared values and behaviors within the organization that shape its operational environment and influence how individuals work together. These pillars collectively enable leaders to create an effective and cohesive team that is capable of meeting the demands of their mission while fostering a supportive and ethical organizational culture. Understanding these pillars is essential for Air Force members as they navigate their leadership roles.

**2. What are the Space Force Cornerstones of Responsibility?**

- A. Achieve air superiority, maintain deterrence, promote relationships**
- B. Preserve freedom of action, enable joint lethality and effectiveness, provide independent options**
- C. Conduct intelligence operations, enhance cyber defenses, support ground troops**
- D. Develop technological superiority, engage in global partnerships, sustain operations**

The Space Force Cornerstones of Responsibility focus on fundamental principles aimed at ensuring effective operations and national security in space. The correct answer emphasizes three key elements that reflect the Space Force's mission and strategic objectives. Preserving freedom of action signifies the importance of maintaining the ability to operate freely in space without undue interference while safeguarding national interests. This principle underscores the necessity for measures that ensure American access to space is uninterrupted and secure. Enabling joint lethality and effectiveness indicates the Space Force's commitment to enhancing collaborative capabilities among the various branches of the military. This cooperation is crucial as space operations now play a pivotal role in supporting land, air, and sea missions, thereby enhancing overall operational effectiveness in joint missions. Providing independent options highlights the need for the Space Force to develop capabilities and strategies that allow the U.S. to respond independently to challenges and threats in a space context. This autonomy is essential for ensuring that the U.S. can act decisively when necessary, without relying solely on other military branches. Overall, these cornerstones reflect a comprehensive approach to modern warfare and defense, particularly in the increasingly vital domain of space, ensuring national security is maintained through multifaceted and cohesive operations.

**3. What was the response to the outbreak of the Korean War that led to significant development in military strategy?**

**A. The Composit Air Strike Force**

**B. The Rapid Deployment Force**

**C. Joint Task Force**

**D. The Air Mobility Command**

The response to the outbreak of the Korean War that led to significant developments in military strategy was the Composite Air Strike Force. This force represented a notable shift in the way air power was integrated into military operations. Established in response to the lessons learned during the Korean War, the Composite Air Strike Force was designed to provide a flexible and responsive air capability that could be deployed quickly in different operational contexts. During the Korean War, military leaders recognized the need for a more integrated approach to air and ground forces, which ultimately led to the development of air power strategies that emphasized rapid response and the effective use of resources across various fronts. The Composite Air Strike Force specifically highlighted the importance of air superiority and the ability to conduct precise air strikes in conjunction with ground operations, influencing how subsequent military engagements were planned and executed. This innovative strategy proved essential in addressing the dynamic nature of warfare during the Korean conflict and shaped future military doctrines concerning air-ground coordination, making it a pivotal development in military strategy during that era.

**4. What are common barriers to effective team communication?**

**A. Misunderstandings, lack of trust, and hierarchical structures**

**B. Shared goals and open dialogue**

**C. Team-building activities and social gatherings**

**D. Clear roles and responsibilities**

Common barriers to effective team communication include misunderstandings, lack of trust, and hierarchical structures, which can significantly hinder a team's ability to collaborate successfully. Misunderstandings arise when team members interpret messages differently, resulting in confusion and conflict. A lack of trust can prevent team members from sharing ideas or providing constructive feedback, leading to a breakdown in communication and cooperation. Hierarchical structures, which establish rigid lines of authority, can create intimidation or reluctance among team members to speak up, particularly if they feel their opinions are undervalued or not welcomed. These factors collectively obstruct the flow of information and limit the team's effectiveness in achieving their objectives. In contrast, shared goals, open dialogue, team-building activities, social gatherings, and clear roles and responsibilities are elements that can enhance communication. These aspects foster a positive team environment, encourage participation, and clarify expectations, which collectively work to improve communication and collaboration within a team.

## 5. What is the primary use of the CRAAP criteria?

- A. To create lesson plans for students
- B. To evaluate sources of information for misinformation and disinformation**
- C. To measure student performance in various subjects
- D. To assess teacher effectiveness in the classroom

The primary use of the CRAAP criteria is to evaluate sources of information for misinformation and disinformation. The CRAAP acronym stands for Currency, Relevance, Authority, Accuracy, and Purpose, which are all essential elements to consider when assessing the credibility and reliability of a source. By applying these criteria, individuals can effectively determine whether the information provided is up-to-date, relevant to their research or inquiry, authored by a credible authority, accurate in its claims, and presented with the appropriate intent. This is particularly important in an age where misinformation is prevalent, as it helps ensure that any conclusions or decisions based on the information are grounded in credible evidence. The other options do not align with the purpose of the CRAAP criteria; creating lesson plans, measuring student performance, and assessing teacher effectiveness focus on different educational processes rather than the evaluation of informational sources.

## 6. How does the Air Force view diversity and inclusion?

- A. As optional components for team building
- B. As critical components for mission effectiveness and innovative solutions**
- C. As a process for enforcing uniformity
- D. As secondary to operational success

The Air Force views diversity and inclusion as essential elements for enhancing mission effectiveness and fostering innovative solutions. This perspective recognizes that a diverse workforce brings a variety of experiences, perspectives, and ideas, which can significantly improve problem-solving and decision-making processes. By including individuals from different backgrounds, the Air Force is better equipped to tackle complex challenges and adapt to the rapidly changing landscape of modern military operations. The emphasis on diversity and inclusion aligns with the broader goal of creating an environment where all members feel valued and empowered, which ultimately leads to enhanced collaboration and operational success. This approach is not merely about meeting quotas or fostering a harmonious work environment; rather, it is integral to achieving the mission and maximizing the potential of the team.

**7. What type of operations focuses on the influence of air power on enemy ground forces?**

- A. Counterair operations**
- B. Counterland operations**
- C. Nuclear operations**
- D. Intelligence operations**

Counterland operations specifically emphasize the application and influence of air power in support of ground forces. This type of operation involves targeting enemy ground forces through various air strategies, which can include close air support, interdiction, and reconnaissance. The main goal is to degrade the enemy's capabilities and enhance the effectiveness of friendly ground operations. In this context, counterland operations are critical for shaping the battlefield and ensuring that air power contributes to land engagements, thereby achieving overall mission objectives. This focus on direct interaction with ground forces highlights the strategic importance of air support in enhancing the land operations' effectiveness. The other options encompass a range of different focuses that do not align strictly with the aim of impacting enemy ground forces specifically through air power. For instance, counterair operations are designed to dominate the airspace and degrade enemy air capabilities. Nuclear operations involve strategic deterrent roles and potential engagements that do not primarily respond to conventional ground threats. Intelligence operations center around gathering and analyzing information rather than direct engagement tactics.

**8. What is the purpose of after-action reviews (AARs) in military operations?**

- A. To assign blame for failures in the operation**
- B. To assess performance, identify lessons learned, and enhance future effectiveness**
- C. To celebrate successes without examining failures**
- D. To document every detail of a mission for historical purposes**

The purpose of after-action reviews (AARs) in military operations is to assess performance, identify lessons learned, and enhance future effectiveness. AARs serve as a critical learning tool that encourages reflection on what happened during an operation, what went well, and what did not. This process fosters an environment of continuous improvement and supports collective learning among personnel involved in the operation. By focusing on assessing performance, AARs emphasize constructive feedback and analysis rather than attributing blame or merely documenting events for history. They create an opportunity for team members to engage in candid discussions about the decisions made, tactics employed, and outcomes achieved, ultimately leading to enhanced preparedness and effectiveness in future missions. This reflective practice contributes to stronger operational outcomes by enabling units to build on both successes and mistakes.

## 9. Why is having a growth mindset important for leaders?

- A. It allows for fixed strategies
- B. It promotes continuous learning and resilience**
- C. It encourages avoidance of challenges
- D. It focuses solely on past successes

Having a growth mindset is essential for leaders because it fosters an environment of continuous learning and resilience. Leaders with a growth mindset understand that abilities and intelligence can be developed over time through dedication, effort, and learning from experiences. This perspective encourages them to embrace challenges, persist in the face of setbacks, and learn from criticism, thereby enhancing their problem-solving skills and adaptability. By promoting continuous learning, leaders can motivate their teams to seek out new opportunities for development and improvement, ultimately leading to more innovative and effective solutions. Additionally, resilience, nurtured by a growth mindset, helps leaders navigate difficult situations and instill a sense of perseverance in their teams. This creates a culture where employees are more likely to take risks and innovate, knowing that failure is part of the learning process. Such attributes are crucial for effective leadership in dynamic and ever-changing environments.

## 10. What element of DIME focuses on shaping narratives and gaining soft power while protecting interests?

- A. Diplomatic
- B. Information**
- C. Military
- D. Economic

The element of DIME that focuses on shaping narratives and gaining soft power while protecting interests is Information. In contemporary strategy, the Information component encompasses the use of communication and media to influence public perceptions and attitudes, both domestically and internationally. By effectively crafting narratives, this element seeks to enhance a nation's image, promote its values, and cultivate relationships with other nations, thus enabling it to wield soft power. This is essential in a world where perception can impact real-life outcomes significantly. Soft power relies on attraction and persuasion rather than coercion, and the use of information plays a pivotal role in advancing a state's interests by fostering positive relationships and countering negative narratives. The other elements—Diplomatic, Military, and Economic—while also critical to a country's strategic objectives, do not primarily focus on narrative shaping in the same way that Information does. Diplomacy deals with negotiations and formal arrangements, Military focuses on defense and force, and Economic emphasizes trade and financial strategies. In contrast, Information directly targets the narrative landscape, which is key to enhancing a nation's influence and safeguarding its interests through soft power.

# 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](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://squadronofficerschool25b.examzify.com>**

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

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