

# THE NCO GUIDE TC 7-22.7 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. How should an after-action review (AAR) be conducted?**
  - A. Only collect quantitative data without discussion
  - B. Promptly after an event, collect facts, determine what worked and what didn't, extract lessons learned, and assign follow-up actions
  - C. Place blame on individuals and close the issue
  - D. Conduct months later during informal debrief
- 2. When was the Army established?**
  - A. June 14, 1775
  - B. July 4, 1776
  - C. January 1, 1800
  - D. May 1, 1900
- 3. What is the primary purpose of the Army's fitness program in the NCO Guide context?**
  - A. To schedule rest days only
  - B. To prepare soldiers for athletic competition
  - C. To maintain readiness and lead by example in physical fitness
  - D. To replace nutrition guidance
- 4. As a first-line supervisor, what responsibilities does the SSG have?**
  - A. Health, welfare, and safety of Soldiers; enforce standards; develop and train Soldiers in MOS skills and unit missions
  - B. Develop strategic plans at battalion level
  - C. Manage medical readiness for the entire division
  - D. Administer the unit budget
- 5. How should an NCO integrate personal development with daily duties?**
  - A. Separate development from daily tasks.
  - B. Delay development until retirement.
  - C. Pursue continuous learning, set development goals aligned with duties, and apply lessons to everyday duties.
  - D. Rely on others to advance skills.

**6. What is the role of the Sergeant Major of the Army (SMA)?**

- A. The SMA is the senior enlisted adviser and consultant to the Secretary of the Army and the Chief of Staff of the Army
- B. The SMA commands a division
- C. The SMA is the head of training at the Army
- D. The SMA handles civilian workforce affairs

**7. What are the different types of Sexual Assault reporting?**

- A. Restricted
- B. Non-restricted
- C. Restricted and Non-restricted
- D. Restricted and Formal

**8. When facing an ethical dilemma, which sequence is recommended?**

- A. Ignore it and hope it resolves.
- B. Decide unilaterally.
- C. Apply Army values and regulations but avoid documentation.
- D. Consult the chain of command, apply Army values and applicable regulations, and document decisions.

**9. What is the Coaching leadership style?**

- A. Develops people for the future and is characterized by the phrase "try this." It focuses more on personal development more than immediate work related tasks.
- B. Demands immediate compliance.
- C. Builds consensus through participation.
- D. Creates harmony.

**10. What does 'soldier care' involve?**

- A. Only readiness
- B. Welfare, morale, readiness, mentorship, and safety of soldiers and their families
- C. Only safety of soldiers
- D. Only welfare

## **Answers**

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

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## **Explanations**

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## 1. How should an after-action review (AAR) be conducted?

- A. Only collect quantitative data without discussion
- B. Promptly after an event, collect facts, determine what worked and what didn't, extract lessons learned, and assign follow-up actions**
- C. Place blame on individuals and close the issue
- D. Conduct months later during informal debrief

*An AAR is a structured, timely debrief that turns experience into actionable improvements. It should be done promptly after an event so memories are fresh and the discussion stays focused on learning rather than assigning fault. In the session, you gather the facts and then analyze what happened: what went as planned, what didn't, and why those results occurred. The aim is to pull lessons learned and translate them into concrete follow-up actions with clear owners and deadlines, so changes can be implemented and future performance improves. Collecting only quantitative data without discussion misses context and the opportunity to understand decisions and actions. Blaming individuals shifts the focus from learning to punishment, which erodes honesty and collaboration. Waiting for months and conducting an informal debrief reduces the accuracy of recollections, diminishes accountability, and makes it harder to implement timely improvements.*

## 2. When was the Army established?

- A. June 14, 1775**
- B. July 4, 1776
- C. January 1, 1800
- D. May 1, 1900

*The Army's birthday lies in the moment the Continental Congress created the Continental Army to coordinate the fight against Britain: June 14, 1775. This established a standing force under a unified command, with George Washington named Commander-in-Chief soon after, anchoring the Army's formation. July 4, 1776 marks the Declaration of Independence, not the Army's creation. The other dates don't reflect when the Army was established. So, June 14, 1775 is the date celebrated as the Army's establishment.*

## 3. What is the primary purpose of the Army's fitness program in the NCO Guide context?

- A. To schedule rest days only
- B. To prepare soldiers for athletic competition
- C. To maintain readiness and lead by example in physical fitness**
- D. To replace nutrition guidance

*The Army's fitness program is about keeping Soldiers ready for duty and showing the standard through your own example. Readiness means you can perform mission tasks under a variety of conditions—carrying gear, operating in heat or cold, enduring long or demanding tasks—consistently and safely. Regular, comprehensive fitness builds the endurance, strength, and resilience needed for those demands and helps reduce injuries. As a leader, you demonstrate commitment by training with your Soldiers, sticking to the program, and holding others to the same standards, which strengthens the unit's culture and effectiveness. Rest days, competition goals, and nutrition all fit into this broader picture, but they aren't the primary purpose; the main aim is ready-to-fight fitness demonstrated by example.*

#### 4. As a first-line supervisor, what responsibilities does the SSG have?

- A. Health, welfare, and safety of Soldiers; enforce standards; develop and train Soldiers in MOS skills and unit missions
- B. Develop strategic plans at battalion level
- C. Manage medical readiness for the entire division
- D. Administer the unit budget

*Direct, on-the-ground leadership is the essence here. As a first-line supervisor, the SSG oversees the health, welfare, and safety of Soldiers, enforces standards, and developing and training Soldiers in their MOS skills and the unit's missions. This role is about making sure individuals are ready to perform, stay safe, and grow in capability through hands-on guidance and accountability, day in and day out. Higher-level planning and larger-scale tasks fall to other levels: strategic planning at the battalion level is not the SSG's purview, medical readiness for an entire division is handled by medical staff at higher echelons, and administering the unit budget is a financial/command activity usually managed by specialized personnel or at higher command levels.*

#### 5. How should an NCO integrate personal development with daily duties?

- A. Separate development from daily tasks.
- B. Delay development until retirement.
- C. Pursue continuous learning, set development goals aligned with duties, and apply lessons to everyday duties.
- D. Rely on others to advance skills.

*Integrating personal development with daily duties means treating learning as an ongoing part of how you lead and perform, not as a separate activity. Pursuing continuous learning, setting development goals that reflect your duties, and applying what you learn to everyday tasks keeps growth relevant and immediate. This approach makes you more capable in your current role, helps you model lifelong learning for Soldiers, and strengthens unit readiness because improvements are tested and used in real work right away. Separating development from daily tasks creates a disconnect between what you train for and what you actually do. Delaying development until retirement means you miss opportunities to improve now and negatively affects performance and leadership today. Relying on others to advance skills is passive and may not address the specific needs of your duties.*

#### 6. What is the role of the Sergeant Major of the Army (SMA)?

- A. The SMA is the senior enlisted adviser and consultant to the Secretary of the Army and the Chief of Staff of the Army
- B. The SMA commands a division
- C. The SMA is the head of training at the Army
- D. The SMA handles civilian workforce affairs

*The Sergeant Major of the Army serves as the senior enlisted adviser and consultant to the Secretary of the Army and the Chief of Staff of the Army. In this role, the SMA represents the enlisted force at the highest levels, offering counsel on readiness, training, standards, and issues affecting Soldiers and their families, and helping shape policies with an enlisted perspective. The focus is on guiding and informing Army leadership from the standpoint of noncommissioned officers and troopers, not on commanding units. Training policy and execution are handled by separate Army organizations like TRADOC, with the SMA able to weigh in but not head training programs. Civilian workforce affairs are managed by civilian leadership and offices dedicated to manpower policies, not by the SMA.*

## 7. What are the different types of Sexual Assault reporting?

- A. Restricted
- B. Non-restricted
- C. Restricted and Non-restricted**
- D. Restricted and Formal

Two paths exist for reporting sexual assault: restricted and non-restricted. Restricted reporting lets you share what happened with confidential SAPR professionals (like a SARC) or certain healthcare, counseling, or chaplain resources without starting an official investigation or alerting command. This lets you access medical care, counseling, and advocacy while you decide if and when to pursue formal action. Non-restricted reporting starts an official investigation and notifies the chain of command; you can still receive services, but information is shared as part of the formal process. The option that combines restricted and formal would imply a single category that doesn't match how reporting works in SAPR policy, and listing only one type misses the existence of the other path. So the two types—restricted and non-restricted—best describe the reporting options.

## 8. When facing an ethical dilemma, which sequence is recommended?

- A. Ignore it and hope it resolves.
- B. Decide unilaterally.
- C. Apply Army values and regulations but avoid documentation.
- D. Consult the chain of command, apply Army values and applicable regulations, and document decisions.**

When faced with an ethical dilemma, follow a sequence that ensures accountability, compliance, and principled action: consult the chain of command, apply Army values and applicable regulations, and document the decision. Consulting the chain of command brings in the right authorities and perspectives, ensuring you don't act in isolation and that the decision aligns with policy and mission. Applying Army values and regulations provides the standard by which actions are judged, guiding you toward integrity, courage, and consistency with Army expectations. Documenting the decision creates a transparent record for accountability, review, and future learning. The other options miss essential elements: ignoring the issue or acting unilaterally bypasses oversight and can violate policies or values; applying values without documentation leaves the action untrackable and harder to defend or learn from.

## 9. What is the Coaching leadership style?

- A. Develops people for the future and is characterized by the phrase "try this." It focuses more on personal development more than immediate work related tasks.**
- B. Demands immediate compliance.
- C. Builds consensus through participation.
- D. Creates harmony.

Coaching leadership centers on growing others. It emphasizes developing people for the future by guiding their personal growth and potential rather than just pushing for immediate task completion. A coaching leader offers options and suggestions, such as "try this," to help subordinates think through solutions and build their skills. Because the focus is on development over immediate work output, this style contrasts with a directive approach that demands obedience, a democratic approach that seeks broad consensus, and an affiliative approach that prioritizes harmony. The description that highlights developing people for the future and prioritizing personal development fits coaching best.

## 10. What does 'soldier care' involve?

- A. Only readiness
- B. Welfare, morale, readiness, mentorship, and safety of soldiers and their families**
- C. Only safety of soldiers
- D. Only welfare

*Soldier care means taking care of the whole Soldier and their family through a holistic leadership approach. It includes welfare, morale, readiness, mentorship, and safety of soldiers and their families. Welfare covers health care access, housing, financial stability, and available family support resources. Morale is about unit culture, trust in leadership, and maintaining motivation and cohesion. Readiness ensures soldiers are properly trained, physically fit, equipped, and prepared to perform their duties. Mentorship involves guiding soldiers' professional development, offering career counseling, leadership growth, and opportunities for advancement. Safety includes personal safety on and off duty, risk management, and protecting the well-being of soldiers and their families during all assignments and moves. This broad, integrated view is why it's the best choice: it reflects the ongoing responsibility of leaders to support every aspect of a soldier's well-being and mission readiness, not just one piece of it.*

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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](mailto:hello@examzify.com).

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

<https://ncoguidetc7227.examzify.com>

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

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