26-10 OFFICER TRAINING SCHOOL (OTS) 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.

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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!

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Questions

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1. **Which statement best describes the order of the four stages in the standard model?**

   A. Forming Storming Norming Performing

   B. Forming Norming Storming Performing

   C. Storming Forming Norming Performing

   D. Forming Performing Storming Norming

2. **Which action is most likely to strengthen trust within a unit?**

   A. Maintain the status quo

   B. Build emotional safety

   C. Increase workload

   D. Enforce stricter rules

3. **Evaluating accuracy, fairness, and clarity relates to which component?**

   A. Information

   B. Assumptions

   C. Inferences

   D. Implications

4. **The virtue 'honesty' best represents which core value?**

   A. Courage

   B. Service Before Self

   C. Integrity First

   D. Excellence in All We Do

5. **Which phase is primarily about recovery after deployment?**

   A. Prepare

   B. Ready

   C. Reset

   D. Commit

6. **The cognitive domain focuses on which of the following?**

   A. Physical performance

   B. Emotional reactions

   C. Leadership styles

   D. Intellectual skills like thinking and problem solving

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7. Which action describes removing obstacles to change?

A. Planning

B. Stagnation

C. Barriers removal

D. Resistance

8. Which factor most explains why military law must apply across different deployment environments?

A. Local civilian oversight

B. Budget constraints

C. The necessity for a consistent legal framework across deployments

D. NATO treaties only

9. A supervisor regularly recognizes small achievements and maintains professionalism. What is the likely impact?

A. Cultural shift

B. No impact

C. Positive climate improvement

D. Negative climate

10. A commander tailors feedback and development plans for each Airman.

A. Inspirational Motivation

B. Idealized Influence

C. Individual Consideration

D. Management by Exception-Active

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Answers

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

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Explanations

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1. Which statement best describes the order of the four stages in the standard model?

A. Forming Storming Norming Performing

B. Forming Norming Storming Performing

C. Storming Forming Norming Performing

D. Forming Performing Storming Norming

The idea tested is how a team typically develops over time. In the forming stage, people come together, get to know each other, and figure out goals but are cautious and may not yet know how they'll work together. In the storming stage, disagreements, tension, and questions about roles surface as members assert themselves and challenge ideas. In the norming stage, the group starts to establish norms, build trust, clarify responsibilities, and coordinate more smoothly. In the performing stage, the team works efficiently toward shared objectives with established processes. This sequence—Forming, Storming, Norming, Performing—best fits the natural progression from initial orientation to high performance. Other orders place conflict or productive work in illogical spots (for example, norming before storming would imply cohesion before conflict, and performing before norms are set suggests effectiveness without established teamwork).

2. Which action is most likely to strengthen trust within a unit?

A. Maintain the status quo

B. Build emotional safety

C. Increase workload

D. Enforce stricter rules

Creating emotional safety within a unit means people feel safe to speak up, share concerns, and admit mistakes without fear of ridicule or punishment. When leadership consistently listens, values input from everyone, and responds supportively, team members trust one another more and collaborate more openly. That trust improves communication, coordination, and resilience—exactly what strengthens a unit. Keeping things the same, piling on more work, or enforcing stricter rules tend to create stress or fear, which erodes trust rather than builds it.

3. Evaluating accuracy, fairness, and clarity relates to which component?

A. Information

B. Assumptions

C. Inferences

D. Implications

Evaluating accuracy, fairness, and clarity focuses on the information being presented. Information is the content you receive—the facts, data, statements, and claims. Accuracy checks that the facts are correct; fairness ensures the presentation is unbiased and not distorted; clarity ensures the content is understandable and free of ambiguity. These checks are applied to information itself, not to the processes of forming assumptions, drawing inferences, or considering potential implications. Thus, information is the component these criteria relate to.

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4. The virtue 'honesty' best represents which core value?

A. Courage

B. Service Before Self

C. Integrity First

D. Excellence in All We Do

Honesty aligns most closely with integrity in action. When someone acts with integrity, their behavior reflects truthfulness, moral consistency, and a commitment to doing what's right, even when it's not easy. Honest communication, owning up to mistakes, and keeping promises all demonstrate reliability and ethical character—core aspects of Integrity First. Courage is about facing fear or danger, Service Before Self emphasizes duties to others and selflessness, and Excellence in All We Do focuses on high standards and continuous improvement. While important, those values don't capture the fundamental trust and moral consistency that honesty embodies, which is why honesty best represents Integrity First.

5. Which phase is primarily about recovery after deployment?

A. Prepare

B. Ready

C. Reset

D. Commit

Recovery after deployment is handled in the Reset phase. This stage centers on bringing people and equipment back to normal, restoring overall readiness for the next mission. It includes rest and recuperation for personnel, medical and psychological health checks, family reintegration, and the maintenance, repair, and resupply of gear. It also covers administrative tasks like updating records and planning for the next deployment cycle. The other phases focus on preparing for deployment or maintaining current capability, not on post-deployment recovery, so they don't center on returning the force to baseline after an operation.

6. The cognitive domain focuses on which of the following?

A. Physical performance

B. Emotional reactions

C. Leadership styles

D. Intellectual skills like thinking and problem solving

The cognitive domain centers on mental skills—how you think, reason, remember, understand, and solve problems. So describing intellectual skills like thinking and problem solving fits exactly, because it maps to the brain's processing of information, analysis, and decision making. In contrast, physical performance is about motor skills (psychomotor domain), emotional reactions cover attitudes and feelings (affective domain), and leadership styles relate to behavior and how someone guides others, not the cognitive processing itself.

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7. Which action describes removing obstacles to change?

A. Planning

B. Stagnation

C. Barriers removal

D. Resistance

When guiding change, the aim is to clear the path so new ideas can take hold. Barriers removal directly tackles impediments that block the change, making it easier for new processes, policies, or behaviors to be adopted. Planning organizes how to proceed, but it doesn't remove blockers; stagnation means no movement, and resistance is the pushback you aim to address, not the act of removing obstacles.

8. Which factor most explains why military law must apply across different deployment environments?

A. Local civilian oversight

B. Budget constraints

C. The necessity for a consistent legal framework across deployments

D. NATO treaties only

The main idea is that a uniform legal framework is needed so service members operate under the same rules and procedures no matter where they are deployed, ensuring discipline, fairness, and accountability across all environments. Deployments place troops in diverse settings—host nations with their own laws, coalitions with varying practices, and potentially different operational theaters—so having one consistent set of military laws, procedures, and standards keeps expectations clear for everyone. This consistency governs planning, investigations, and disciplinary actions, and it helps protect the rights of service members while preserving the legitimacy of actions in the eyes of allies and the public. Local civilian oversight can vary by location, budget concerns don't address universal legal consistency across environments, and NATO treaties cover a specific group of contexts rather than all deployments, making a universal framework the best explanation for cross-environment applicability.

9. A supervisor regularly recognizes small achievements and maintains professionalism. What is the likely impact?

A. Cultural shift

B. No impact

C. Positive climate improvement

D. Negative climate

Recognizing small achievements while staying professional shapes the day-to-day atmosphere you create as a leader. When people see that their efforts are noticed and valued, motivation rises and they're more willing to invest effort again. Professionalism sets clear, fair standards and modeling respectful behavior helps others feel safe to speak up, collaborate, and take calculated risks. This combination builds trust, consistency, and a sense of belonging, which lift morale and teamwork. The result is a more positive workplace climate where people feel valued and motivated to perform well. It isn't describing a broad cultural shift on its own, and it does have a genuine impact—unlike a nonimpact or a negative climate scenario.

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10. A commander tailors feedback and development plans for each Airman.

A. Inspirational Motivation

B. Idealized Influence

C. Individual Consideration

D. Management by Exception-Active

Individualized Consideration focuses on tailoring guidance, feedback, and development plans to each Airman's unique strengths, goals, and learning needs. When a commander takes the time to customize coaching and create personalized development paths, they're demonstrating this leadership behavior—treating subordinates as individuals and investing in their personal growth. Inspirational Motivation is about painting a compelling vision to energize and align followers, not specifically about personal development plans. Idealized Influence centers on the commander as a role model and ethical exemplar. Management by Exception-Active emphasizes monitoring performance and taking corrective actions rather than providing individualized coaching.

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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://2610ots.examzify.com

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

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