GPSTC SUPERVISION LEVEL 1 PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR THE FULL VERSION STUDY GUIDE

https://gpstcsupervisionlvl1.examzify.com

Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright 1

Table of Contents 2

Introduction 3

How to Use This Guide 4

Questions 5

Answers 8

Explanations 10

Next Steps 15

SAMPLE

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.

SAMPLE

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!

SAMPLE

Questions

SAMPLE

1. Which statement best supports encouraging reporting of misconduct?

A. Discourage reporting to minimize investigations.

B. Provide channels to report, protect from retaliation, and enforce consequences consistently.

C. Limit reporting to supervisors only.

D. Encourage reporting but ignore consequences.

2. Formal managerial authority is defined as which statement?

A. The obligation to provide training and development.

B. The right to evaluate performance.

C. The power or right to command, enforce obedience, or make decisions.

D. The responsibility to set organizational culture.

3. What is a primary purpose of the civil court system?

A. To punish defendants

B. To legislate new laws

C. To resolve all disputes without trial

D. To narrow or eliminate issues at trial by obtaining relevant facts

4. Which of the following is NOT a factor of span of control?

A. Capabilities of the supervisor

B. Rate of turnover

C. Physical distance between supervisor and subordinates

D. Geographic location of the organization

5. Which statement best defines accountability in a supervisory context?

A. The ability to delegate tasks to subordinates.

B. The process of planning and organizing resources.

C. A non-assignable liability for the manner in which a supervisor's responsibility is carried out.

D. The responsibility to set organizational culture.

SAMPLE

6. Define tort.

A. A criminal act resulting in injury to the person or property of another in violation of a duty.

B. A civil wrong that involves the breach of contract.

C. A civil wrong, other than a breach of contract, in which the action of one person causes injury to the person or property of another in violation of a legal duty imposed by law.

D. A legal duty imposed by law that always results in damages.

7. Which action best ensures ongoing competency through oversight of staff performance?

A. Hire the most qualified personnel

B. Institute effective training programs

C. Provide adequate supervision for all members of the department

D. Implement a detailed external audit program

8. How can ambiguity create resistance to change?

A. Change can disturb established procedures and generate resistance

B. Emotional change is viewed as individual rather than collective

C. Effects of change are unknown

D. Change is always expected to produce immediate benefits

9. What is the role of a supervisor in crisis management and incident command?

A. Avoid involvement in crisis situations.

B. Provide leadership, assign roles, coordinate resources, communicate with stakeholders, and maintain safety and order.

C. Only focus on administrative tasks.

D. Wait for higher command to give all instructions.

10. What are single-use plans?

A. Used once and revised to meet special situations such as budgets

B. Ongoing with little change

C. Typically year to year

D. Designed for long-term use

SAMPLE

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which statement best supports encouraging reporting of misconduct?

A. Discourage reporting to minimize investigations.

B. Provide channels to report, protect from retaliation, and enforce consequences consistently.

C. Limit reporting to supervisors only.

D. Encourage reporting but ignore consequences.

The main idea here is that an effective approach to encouraging reporting of misconduct combines accessible reporting options, protection from retaliation, and consistent consequences. When people know they can report through multiple channels (like hotlines, anonymous tools, or secure online forms), they're more likely to come forward. Protection from retaliation is crucial because fear of retaliation is a major barrier to reporting; clear non-retaliation policies and support for reporters help sustain trust in the process. Enforcing consequences consistently shows that misconduct will be addressed no matter who is involved, which builds fairness and credibility in the system. Put together, these elements create a culture where reporting is trusted, safe, and effective at quickly identifying and correcting problems. Discouraging reporting to minimize investigations undermines accountability and allows issues to fester. Limiting reporting to supervisors narrows access and can miss concerns raised by others or allow issues to slip through when supervisors aren't the right point of contact. Encouraging reporting while ignoring consequences makes the process feel pointless and erodes trust, as people see no real action follow through.

2. Formal managerial authority is defined as which statement?

A. The obligation to provide training and development.

B. The right to evaluate performance.

C. The power or right to command, enforce obedience, or make decisions.

D. The responsibility to set organizational culture.

Formal managerial authority is the legitimate power to command, enforce obedience, and make decisions within the organization. This authority comes with the manager's position and is backed by the organization's policies and structure, enabling them to issue directions, allocate resources, and ensure rules are followed. That's why the statement describing the power or right to command, enforce obedience, or make decisions is the best fit for formal authority. The other ideas describe duties or outcomes rather than the source of formal power: providing training and development is a responsibility, not the authority to direct others; evaluating performance is a task managers perform, often enabled by their authority but not the definition of it; and setting organizational culture is about shaping the work environment through influence, not the formal power granted by the role.

3. What is a primary purpose of the civil court system?

A. To punish defendants

B. To legislate new laws

C. To resolve all disputes without trial

D. To narrow or eliminate issues at trial by obtaining relevant facts

The main idea is that civil courts aim to manage disputes by gathering and focusing on the relevant facts and issues before trial, so the case can be resolved efficiently. Through discovery and pretrial motions, the parties uncover what truly matters, allowing the court to narrow or eliminate unnecessary questions and concentrate on the essential ones. This streamlines the process and helps arrive at a fair resolution, whether by trial or settlement. Punishment isn't the goal of civil court proceedings; penalties in civil cases take the form of damages or injunctions rather than criminal punishment. Legislating new laws isn't done by courts either; creating laws is the job of the legislative branch. While some cases do settle before trial, the core purpose is to focus the dispute on the relevant facts and issues, not to guarantee a no-trial outcome.

SAMPLE

4. Which of the following is NOT a factor of span of control?

A. Capabilities of the supervisor

B. Rate of turnover

C. Physical distance between supervisor and subordinates

D. Geographic location of the organization

Span of control is about how many people a supervisor can effectively manage directly. The factors shaping that number are those that directly influence supervision workload: the supervisor's own abilities and judgment; the capabilities and experience of the subordinates; how complex and varied the work is; turnover rate (which changes how much time is spent on onboarding and coaching); and physical distance or dispersion, which increases coordination and communication effort. Geographic location of the organization doesn't change the amount of supervision required for a given group of direct reports. It's about where the organization sits overall, not the day-to-day supervision tasks within a supervisor's span. So it isn't a direct factor in determining span of control.

5. Which statement best defines accountability in a supervisory context?

A. The ability to delegate tasks to subordinates.

B. The process of planning and organizing resources.

C. A non-assignable liability for the manner in which a supervisor's responsibility is carried out.

D. The responsibility to set organizational culture.

Accountability means being answerable for both the results and how the work is carried out under a supervisor's charge. Even when tasks are delegated, the supervisor remains responsible for ensuring standards, safety, and policies are met, and for accepting the consequences if performance or conduct falls short. That's why the notion of accountability is described as a non-assignable liability for how the supervisor's responsibilities are carried out. Delegation concerns distributing tasks, planning and organizing relate to management activities, and setting organizational culture is leadership influence—none of which fully capture the obligation to answer for outcomes and methods like accountability does.

6. Define tort.

A. A criminal act resulting in injury to the person or property of another in violation of a duty.

B. A civil wrong that involves the breach of contract.

C. A civil wrong, other than a breach of contract, in which the action of one person causes injury to the person or property of another in violation of a legal duty imposed by law.

D. A legal duty imposed by law that always results in damages.

Torts are civil wrongs that arise from a breach of a duty the law recognizes to protect people and their property. The obligation comes from law, not from a contract. When that legal duty is violated and someone is harmed as a result, the harmed party may seek civil remedies such as damages. The defining elements are a legal duty owed, a breach of that duty, causation, and damages. This definition matches the idea that a tort is a civil wrong, not a breach of contract, where one person's action violates a legal duty and causes injury to another's person or property. The other descriptions don't fit as well: a criminal act covers criminal liability, not civil tort liability; a contract breach is not a tort; and saying the duty always results in damages is too strong— remedies can include nominal damages or other relief, and not every tort claim requires actual damages.

SAMPLE

7. Which action best ensures ongoing competency through oversight of staff performance?

A. Hire the most qualified personnel

B. Institute effective training programs

C. Provide adequate supervision for all members of the department

D. Implement a detailed external audit program

Ongoing competency comes from regular, structured supervision that provides feedback, guidance, and accountability to every staff member. When supervisors observe performance and offer timely coaching, gaps are caught early and addressed, ensuring skills stay aligned with standards and patient safety goals. This day-to-day oversight creates a consistent practice environment where good performance is reinforced and improvements are made as needed. Hiring highly qualified personnel helps, but even the most skilled individuals need ongoing supervision to maintain and apply their abilities over time. Training programs build knowledge, yet without continuous supervision to reinforce and monitor application, skills may not be sustained in practice. External audits can catch issues, but they don't provide the same regular, in-the-moment feedback and support that supervision offers. Providing adequate supervision for everyone in the department ensures uniform guidance, accountability, and continuous improvement, making it the most effective way to maintain ongoing competency.

8. How can ambiguity create resistance to change?

A. Change can disturb established procedures and generate resistance

B. Emotional change is viewed as individual rather than collective

C. Effects of change are unknown

D. Change is always expected to produce immediate benefits

Ambiguity creates resistance to change because when the outcomes are unclear, people fear what might happen to their roles, workload, and job security. This uncertainty makes individuals hesitant to invest in the change and they default to maintaining the status quo. Providing clear information about what will change, who is affected, when it will happen, and what the expected benefits are helps reduce that ambiguity and makes adoption more likely. For example, if a new process is introduced but specifics about responsibilities and impacts aren't communicated, worry and resistance rise. The other options touch on aspects of change, but they don't pinpoint the uncertainty that fuels resistance.

9. What is the role of a supervisor in crisis management and incident command?

A. Avoid involvement in crisis situations.

B. Provide leadership, assign roles, coordinate resources, communicate with stakeholders, and maintain safety and order.

C. Only focus on administrative tasks.

D. Wait for higher command to give all instructions.

Active leadership and coordination are the central duties of a supervisor in crisis management. The supervisor sets incident objectives, assigns tasks to team members, coordinates available resources, and ensures clear communication with both the team and stakeholders. Maintaining safety and order guides decisions, priorities, and any adjustments as the situation evolves, all within the structure of the incident command system to keep everyone working toward a common goal. Choosing to stay out of the action, focus only on paperwork, or wait for directions from above would delay critical actions, erode situational awareness, and put people and property at greater risk.

SAMPLE

10. What are single-use plans?

A. Used once and revised to meet special situations such as budgets

B. Ongoing with little change

C. Typically year to year

D. Designed for long-term use

Single-use plans are created for a one-time, nonrecurring situation. They define a specific project, event, or special budget need with a clear start and end, aimed at achieving particular objectives for that situation. Once that activity is finished, the plan is typically revisited, revised, or replaced for the next unique circumstance. For example, a budget prepared for a one-off capital project or a special campaign fits this type. This explains why the option describing a plan used once and then revised for such special situations is the best fit. In contrast, plans that are ongoing with little change are standing plans like policies or procedures, and those framed as year-to-year or designed for long-term use refer to more repetitive or enduring planning approaches.

SAMPLE

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://gpstcsupervisionlvl1.examzify.com

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

SAMPLE