GRIFFIN HILL INTEGRITY TEST 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. What are 'integrity scales' on this test?

A. Scales designed to measure honesty, theft risk, deception tendency, and ethical behavior propensity

B. Scales for physical endurance

C. Scales measuring job satisfaction

D. Scales for memory recall

2. Which of the following statements is true about the Case Open transitions?

A. They focus on the suspect's general interests.

B. They often transition to self-interest through the Benefit play.

C. They should avoid any self-interest focus.

D. They rely solely on pricing information.

3. Which of the following is a key objective of Fulfillment and Follow-up?

A. Increase profits

B. Explode your pipeline

C. Improve salary

D. Enhance office ambience

4. What is the role of practice tests in Griffin Hill preparation?

A. They familiarize you with item formats

B. They help you manage time

C. They set expectations for consistent, policy-aligned responses

D. All of the above

5. Which option reflects Griffin Hill's approach to fairness across groups?

A. Restricting testing to a single language.

B. Ignoring cultural differences.

C. Using only one culture's norms.

D. Validating items for diverse populations, offering accommodations, and fair scoring across groups.

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6. The Schedule the Next Event (or Permission) Play is a test of the suspect's interest. This statement is:

A. True

B. False

C. Not sure

D. Irrelevant

7. Why is such a reporting scenario emphasized?

A. It tests creative writing ability

B. It reveals adherence to policy, willingness to uphold ethics, and impulse control under pressure

C. It measures physical agility

D. It gauges teamwork skills

8. Mental states selling involves asking the buyer where they are in their buying journey and allows the salesperson to adapt their approach to the specific needs of the buyer, building trust in that relationship.

A. True

B. False

C. Not sure

D. Both

9. Which permissions are required when using a prospect's proof and name?

A. Get the prospect's permission to share the proof.

B. Get permission if you intend to use their name.

C. Both A and B

D. Neither

10. What is the last play in the Needs Audit Routine?

A. Schedule the Next Event or Permission Play

B. Decision-Making Play

C. Vision Play

D. Status Quo Play

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Answers

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

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Explanations

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1. What are 'integrity scales' on this test?

A. Scales designed to measure honesty, theft risk, deception tendency, and ethical behavior propensity

B. Scales for physical endurance

C. Scales measuring job satisfaction

D. Scales for memory recall

Integrity scales are sets of items designed to assess how likely a person is to act honestly and ethically in work contexts. They probe honesty, theft risk, deception tendency, and ethical behavior propensity, giving a sense of how someone might behave when rules or temptations are at play. This focus on ethical conduct and the tendency toward or away from dishonest behavior is what these scales are built to measure. Scales that aim to measure physical endurance, job satisfaction, or memory recall look at completely different attributes—physical stamina, attitudes toward one's job, or cognitive abilities, respectively. None of those relate directly to honesty and ethical decision-making in workplace scenarios, which is why they aren't described by integrity scales.

2. Which of the following statements is true about the Case Open transitions?

A. They focus on the suspect's general interests.

B. They often transition to self-interest through the Benefit play.

C. They should avoid any self-interest focus.

D. They rely solely on pricing information.

Case Open transitions focus on turning the opening moment into a discussion about what the person wants to achieve, using Benefit play to surface self-interest. By presenting benefits that matter to the individual, the conversation becomes grounded in personal gains and practical outcomes, which makes the discussion more engaging and relevant. That's why the statement about transitioning to self-interest through Benefit play is the best fit. It captures the idea that these transitions are designed to link the case to the suspect's own goals and advantages, rather than just talking about broad interests or superficial factors. Pricing alone isn't the driving force here, and avoiding self-interest would miss the core purpose of guiding the talk toward what the individual stands to gain.

3. Which of the following is a key objective of Fulfillment and Follow-up?

A. Increase profits

B. Explode your pipeline

C. Improve salary

D. Enhance office ambience

Fulfillment and Follow-up center on delivering what was promised and staying in touch with customers or prospects to keep opportunities moving through the sales funnel. When you fulfill promises promptly and persistently follow up, you're continuously expanding and accelerating the flow of potential deals. That's why the option that conveys dramatically growing the number of opportunities in the pipeline best fits this concept. While profits, salaries, or a pleasant office are important, they aren't the direct aim of fulfillment and follow-up; those activities are about turning promises into momentum and expanding the pipeline.

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4. What is the role of practice tests in Griffin Hill preparation?

A. They familiarize you with item formats

B. They help you manage time

C. They set expectations for consistent, policy-aligned responses

D. All of the above

Practice tests train you in three essential ways that truly support Griffin Hill preparation. They familiarize you with item formats, so you recognize how questions are built, how options are presented, and what to expect on test day rather than being surprised by unfamiliar structures. They also help you manage time by simulating the real pace of the assessment, teaching you how to allocate your effort across questions and sections so you finish confidently. Finally, they set expectations for consistent, policy-aligned responses by exposing you to the standard style and criteria used in scoring, guiding you to craft answers that adhere to guidelines and maintain integrity. Because practice tests address format, pacing, and alignment with policy, they provide a comprehensive, effective preparation flow, making all of the above the best description of their role.

5. Which option reflects Griffin Hill's approach to fairness across groups?

A. Restricting testing to a single language.

B. Ignoring cultural differences.

C. Using only one culture's norms.

D. Validating items for diverse populations, offering accommodations, and fair scoring across groups.

Fairness across groups means designing and interpreting tests so that people from different backgrounds have an equal opportunity to demonstrate their abilities. It involves making sure items are appropriate for diverse populations, providing accommodations when needed, and scoring in a way that is fair and comparable across groups. This option best captures that approach because it explicitly covers validating items for diverse populations (so questions measure the same construct regardless of background), offering accommodations (ensuring access and reducing barriers for different examinees), and ensuring scoring is fair across groups (minimizing bias and maintaining measurement equivalence). By contrast, restricting testing to a single language excludes many test-takers, ignoring cultural differences can introduce bias and misinterpretation, and relying on norms from only one culture privileges that culture and undermines fair assessment for others.

6. The Schedule the Next Event (or Permission) Play is a test of the suspect's interest. This statement is:

A. True

B. False

C. Not sure

D. Irrelevant

Interest is being assessed by looking at how a person responds when asked to plan future steps. Scheduling the next event or asking for permission to continue contact is a behavioral cue that shows the suspect wants ongoing interaction, which demonstrates genuine interest and investment. When someone readily agrees to set a time or seeks a next step, it indicates they're engaged and willing to maintain the connection, which is exactly what this play is designed to measure. That's why describing it as a test of interest is the best interpretation. The other options don't fit because this cue isn't about certainty, agreement, or relevance in a neutral sense; it's about the willingness to pursue future involvement, which points to interest.

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7. Why is such a reporting scenario emphasized?

A. It tests creative writing ability

B. It reveals adherence to policy, willingness to uphold ethics, and impulse control under pressure

C. It measures physical agility

D. It gauges teamwork skills

Reporting scenarios are used to gauge how you handle ethical guidelines and organizational policies under pressure. They reveal whether you will do the right thing by reporting misconduct, follow established procedures, and restrain impulsive or self-serving reactions. This focus shows integrity in action—honesty, accountability, and self-control when stakes are high. Creative writing, physical agility, or teamwork aren't the primary signals of integrity in this context, though those traits can matter in other situations. The emphasis here is on adhering to rules and upholding ethics, even when it's challenging or costly to do so.

8. Mental states selling involves asking the buyer where they are in their buying journey and allows the salesperson to adapt their approach to the specific needs of the buyer, building trust in that relationship.

A. True

B. False

C. Not sure

D. Both

This item tests whether the described approach fits a method called mental states selling. In practice, asking a buyer where they are in their buying journey and tailoring your approach to meet their specific needs to build trust is a hallmark of consultative or needs-based selling. Those frameworks emphasize understanding the buyer's situation, questions, and goals, then adjusting questions, demonstrations, and recommendations to move the buyer forward in a collaborative way. Mental states selling, as a named framework, isn't defined by mapping the buyer's journey and adapting to their needs in this way, but rather by focusing on the seller reacting to or influencing the buyer's internal mental state. So the statement describes a buyer-centric, trust-building approach, but it's not accurately categorized as mental states selling.

9. Which permissions are required when using a prospect's proof and name?

A. Get the prospect's permission to share the proof.

B. Get permission if you intend to use their name.

C. Both A and B

D. Neither

Using a prospect's proof and name involves handling personal, identifiable information, so you must obtain clear permission before sharing or publishing it. Getting permission to share the proof ensures you're accurately representing what the prospect provided and not using it without consent. If you plan to use the prospect's name in connection with that proof, you need explicit permission to reveal their identity publicly, since naming someone can imply endorsement and ties them to your product or service. Because both sharing the proof and naming the person involve presenting information about them, both permissions are necessary. Clear, written consent protects accuracy, avoids misrepresentation, and respects privacy.

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10. What is the last play in the Needs Audit Routine?

A. Schedule the Next Event or Permission Play

B. Decision-Making Play

C. Vision Play

D. Status Quo Play

Closing the loop by turning insight into action is what the last move does in a Needs Audit Routine. Scheduling the next event or obtaining permission to proceed finalizes the process by naming a concrete follow-up, assigning responsibility, and setting a clear timeframe. This ensures momentum isn't lost and everyone knows when to reconvene and what sign-off is required to move forward. Other plays address planning and direction—deciding among options, envisioning future outcomes, or choosing whether to maintain the current state—which are important steps earlier in the routine, but they don't provide the formal close that locks in the next action and the authorization to act.

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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://griffinhillintegritytest.examzify.com

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

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