# LABOR RELATIONS ALTERNATIVES (LRA) INVESTIGATIONS 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. How should small objects be secured?**

A. Plastic bag with masking tape

B. Sealed metal container

C. Cardboard envelope

D. Glass jar with cork

**2. What are common ethical pitfalls for investigators, and how can they be avoided?**

A. Bias, conflicts of interest, coercion, and mishandling confidentiality; mitigate with neutrality, disclosures, and training.

B. Only bias and conflicts of interest; ignore training.

C. Coercion but no confidentiality issues; handle with more documents.

D. Never disclose anything to participants.

**3. What item can be considered demonstrative evidence in documenting a scene?**

A. Video footage.

B. Witness statements.

C. Audio recording.

D. Diagram.

**4. Which element is NOT typically included in a well-structured incident report?**

A. Description of the incident reported

B. Description of the investigation procedure used

C. An analysis of how conclusions were reached

D. A casual, offhand remark about the case

**5. Which term describes a group that is at greater risk than the general population?**

A. Vulnerable persons

B. Population at risk

C. Stakeholders

D. Survivors

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**6. A contributing factor is best described as**

A. A direct cause that alone explains the incident.

B. The final result of the investigation.

C. Something that helps cause a result.

D. A policy or procedure that prevented the incident.

**7. Which statement is true about opinion testimony?**

A. It involves speculation about what a witness would have observed

B. It is always based on documented facts

C. It excludes any speculation

D. It is limited to lay observations

**8. What is highly important when it comes to credibility?!**

A. Must have detailed follow up questions to ensure credibility

B. Do not ask follow-ups

C. Rely solely on first statements

D. Consider only written statements

**9. Which factor best reflects the credibility of a story that aligns with physical evidence?**

A. A story with no independent corroboration is more credible than one that aligns with physical evidence.

B. A witness who has an uncorrected sensory impairment is more credible than one without impairment.

C. A story that is consistent with physical evidence is more credible than one that is inconsistent.

D. A witness who testifies from a distant location is more credible.

**10. Which statement about corroboration and credibility is accurate?**

A. Independent corroboration by multiple sources always guarantees credibility.

B. An absence of independent corroboration means the story is no more credible than any other.

C. A story with independent corroboration is more credible than one without corroboration.

D. Independent corroboration by multiple sources can increase credibility but does not guarantee it.

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# Answers

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

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# Explanations

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## 1. How should small objects be secured?

A. Plastic bag with masking tape

B. Sealed metal container

C. Cardboard envelope

D. Glass jar with cork

*Securing small objects means choosing a containment method that prevents loss, damage, or spills during handling or transport. A plastic bag with masking tape offers a lightweight, flexible way to enclose the items and keep the opening closed, so contents can't slip out if the bag is jostled or turned upside down. The tape adds an extra layer of security, reducing the chance the bag will accidentally open and the items scatter. It's quick to use, easy to label, and works well for a variety of small items in everyday contexts. The other options are less practical for this purpose. A sealed metal container provides strong security but is heavy and bulky for many small items. A cardboard envelope isn't reliably protective against moisture or tearing. A glass jar with a cork is fragile and can break, and the cork seal isn't always trustworthy for transport. Overall, the plastic bag with masking tape hits the right balance of containment, ease, and versatility for securing small objects.*

## 2. What are common ethical pitfalls for investigators, and how can they be avoided?

A. Bias, conflicts of interest, coercion, and mishandling confidentiality; mitigate with neutrality, disclosures, and training.

B. Only bias and conflicts of interest; ignore training.

C. Coercion but no confidentiality issues; handle with more documents.

D. Never disclose anything to participants.

*Ethical integrity in investigations means actively preventing common pitfalls such as bias, conflicts of interest, coercive pressure, and mishandling confidential information. The best choice recognizes all of these areas and pairs them with practical safeguards: stay neutral and objective when assessing evidence, disclose any real or potential conflicts so participants and stakeholders can assess impartiality, and provide thorough ethics training along with clear procedures for protecting confidentiality and obtaining informed consent. Training helps investigators understand how to handle sensitive data, recognize coercive dynamics, and apply consistent standards across cases. The other options fall short because they omit important issues, advocate skipping training, suggest ineffective fixes for coercion, or recommend withholding information from participants, which would violate consent and privacy protections.*

## 3. What item can be considered demonstrative evidence in documenting a scene?

A. Video footage.

B. Witness statements.

C. Audio recording.

D. Diagram.

*Demonstrative evidence is used to illustrate information so others can visualize and understand a fact or scene. In documenting a scene, a diagram provides a visual representation of layout, distances, and relationships among objects, helping the viewer grasp the spatial arrangement without relying solely on words. You can include measurements, scale, directions, and notes on where key items were located, making the diagram a clear, reusable reference in reports and investigations. Video footage and audio recording capture events as they happened and are usually categorized as documentary or real evidence rather than demonstrative. Witness statements offer descriptive testimony rather than a visual demonstration of the scene. A diagram best fits the role of demonstrative evidence here.*

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**4. Which element is NOT typically included in a well-structured incident report?**

A. Description of the incident reported

B. Description of the investigation procedure used

C. An analysis of how conclusions were reached

D. A casual, offhand remark about the case

*The main idea here is that a well-structured incident report stays formal, objective, and evidence-based. It should present a clear, factual description of what happened, then describe how the investigation was carried out—who was involved, what methods or sources of evidence were used, and the timeline of the inquiry. It also needs to explain, step by step, how the conclusions were reached, tying each finding back to the supporting data and noting any uncertainties. A casual, offhand remark about the case doesn't fit this standard because it introduces informal language and subjective tone, which can undermine credibility and blur the factual record. The elements that typically appear here—incident description, investigation procedures, and a careful analysis of how conclusions were derived—are all about maintaining a precise, professional account, whereas a casual remark would detract from that objective framework.*

**5. Which term describes a group that is at greater risk than the general population?**

A. Vulnerable persons

B. Population at risk

C. Stakeholders

D. Survivors

*The main idea here is naming groups by their level of risk relative to the general population. The best term is "population at risk" because it is the standard way to describe a group that does not yet have the outcome but is more likely to experience it than the general population. This phrasing directly conveys elevated risk due to exposure or other factors, making it precise for assessing who could be affected. Vulnerable persons describe groups facing disadvantages or barriers, but that term is broader and doesn't inherently specify a higher probability of a specific outcome compared to the general population. Stakeholders are individuals or groups with an interest in the issue, not about risk levels. Survivors are those who have already experienced the event, not those who are at risk of it. So, population at risk most accurately captures the idea of a group with greater risk than the general population.*

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## 6. A contributing factor is best described as

A. A direct cause that alone explains the incident.

B. The final result of the investigation.

C. Something that helps cause a result.

D. A policy or procedure that prevented the incident.

*In investigations, a contributing factor is something that helps cause the incident rather than being the sole cause. It's a condition, action, or circumstance that increases the likelihood of the outcome when paired with other factors. It may be a lapse in maintenance, gaps in training, time pressure, or ambiguous procedures—things that, together with other issues, lead to the event. This is why the description "something that helps cause a result" is the best fit: it captures the idea that multiple elements can combine to produce the incident, rather than pointing to a single, standalone cause. This isn't the same as a direct cause that alone explains what happened, which would identify the primary reason rather than a contributing element. It isn't the final result of the investigation, which is just the conclusion reached. And it isn't a policy or procedure that prevented the incident, which would be a protective or preventive factor, not a factor that contributed to the event.*

## 7. Which statement is true about opinion testimony?

A. It involves speculation about what a witness would have observed

B. It is always based on documented facts

C. It excludes any speculation

D. It is limited to lay observations

*Opinion testimony goes beyond mere facts and lets a witness express inferences, interpretations, or conclusions drawn from what they perceived. This can include thoughtful speculation about what the witness would have observed under certain circumstances, because such opinions help the fact-finder understand the significance of events. It isn't limited to what is documented or to lay observations only—perception and, when appropriate, expertise can support these opinions.*

## 8. What is highly important when it comes to credibility?!

A. Must have detailed follow up questions to ensure credibility

B. Do not ask follow-ups

C. Rely solely on first statements

D. Consider only written statements

*Detailed follow-up questions are crucial when assessing credibility because they force clarification, reveal consistency across statements, and uncover missing or conflicting details. An initial account can be incomplete or shaped by memory gaps or bias. Probing with specific questions about what happened, when, where, who was involved, and in what sequence helps verify the information and gauge believability. Follow-ups also expose contradictions or embellishments that a first statement might mask. Since credibility depends on reliability and completeness, thorough follow-up questions strengthen the integrity of the information. Approaches that skip follow-ups, rely only on the first statement, or consider only written statements miss chances to verify, fill gaps, and detect inconsistencies.*

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**9. Which factor best reflects the credibility of a story that aligns with physical evidence?**

A. A story with no independent corroboration is more credible than one that aligns with physical evidence.

B. A witness who has an uncorrected sensory impairment is more credible than one without impairment.

C. A story that is consistent with physical evidence is more credible than one that is inconsistent.

D. A witness who testifies from a distant location is more credible.

*Evaluating credibility hinges on how well a story fits with what can be observed or measured in the real world. When a narrative aligns with physical evidence, it shows that the account is anchored in actual events and not just memory or impression. Physical evidence provides an objective check that can be independently examined, tested, or reconstructed, which strengthens trust in the story because it reduces the influence of memory errors, bias, or distortion. If a story matches what the evidence shows, it suggests consistency between perception and reality, making the account more believable. Conversely, when the story diverges from physical evidence, trust erodes because the external facts don't support the claim. Other factors like whether there is independent corroboration, a witness's sensory condition, or where they testify can influence credibility, but they don't carry the same weight as a narrative that is consistent with tangible evidence.*

**10. Which statement about corroboration and credibility is accurate?**

A. Independent corroboration by multiple sources always guarantees credibility.

B. An absence of independent corroboration means the story is no more credible than any other.

C. A story with independent corroboration is more credible than one without corroboration.

D. Independent corroboration by multiple sources can increase credibility but does not guarantee it.

*Corroboration from independent sources adds weight to a claim because it provides cross-checks from separate perspectives, reducing the chance that a single source is mistaken, biased, or misleading. When accounts align across independent sources, the story becomes more credible than one that relies on a single account or no corroboration at all. This is why the statement that a story with independent corroboration is more credible than one without corroboration is the best choice: it captures the straightforward, relative improvement in credibility that corroboration offers in practice. Of course, credibility still depends on the quality and independence of those sources, and corroboration isn't a guarantee of truth—sources can be biased, or influenced by shared assumptions. The other options are less accurate because they overstate or misstate the effect: some claim an absolute guarantee of credibility, others dismiss corroboration entirely, while a more nuanced view acknowledges that corroboration can help but does not ensure accuracy.*

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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://lrainvestigations.examzify.com

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

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