

# 100% SPP Correct Answers & Test SPP Score Report

## Army Promotion Board Exam (UPDATED) With 100% Correct Answers Assured A+.

What does ADP 6-22 cover correct answers ARMY LEADERSHIP and the PROFESSION

ADP 6-22 Three competencies of a leader? correct answers Leads- extends influence  
Develops- stewards the profession  
Achieves- executes and adapts  
(what a leader does DO)

ADP 6-22 Leadership correct answers Is about influencing people by providing a clear purpose while providing direction and motivation.

ADP 6-22 What is key to being a good leader? correct answers Personal courage

ADP 6-22 Three attributes of a leader? correct answers Character- Army values discipline  
Presence- Military & Professional bearing  
Intellect- Judgement, Innovation, & expertise  
(What a leader is - Be and Know)

ADP 6-22 Levels of leadership correct answers Direct (face to face/Applying competencies at a proficient level), Organizational (Applying competencies to a increasingly complex situation), Strategic (Shaping the military over time)

ADP 6-22 Special Conditions of Leadership correct answers Formal (Rank or position), Informal (Take initiative with expertise with appropriate timing).

Didn't see Collective (Synergistic effect, many leaders one purpose), Situational (actions adjusted to complex and uncertain environments)

What does FM 7-22 cover? correct answers Army Physical Readiness Training

What does it develop? correct answers Physical readiness required to perform warrior task and battle drills.

PRT must align with the units... correct answers METL

ADP 7-0 What is key in training? correct answers Adaptability

ADP 7-0 Where does training begin? correct answers In the generating force; In schools and training centers

ADP 7-0 Three training domains correct answers Institutional, operational, and self-development

ADP 7-0 What can commanders delegate? correct answers Authority but not responsibility

ADP 7-0 Training Principles; correct answers Train to standard.

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## IASP Strategy Planning Professional Exam Sample Questions (Q155-Q160):

### NEW QUESTION # 155

How can a leader BEST demonstrate she or he really wants to hear another person's views?

- A. The leader should say something flattering
- **B. Directly ask the other person for their views**
- C. The leader should describe his or her own listening skills first and foremost
- D. The leader should first find something to agree on, with the other person

**Answer: B**

Explanation:

The best way for a leader to show genuine interest in another's views is to directly ask for them, signaling openness and respect. This encourages honest communication, builds trust, and demonstrates active listening.

The IASP SPP curriculum stresses that effective leaders foster dialogue by inviting input rather than relying on superficial praise or self-presentation. Finding common ground is useful but secondary to authentic inquiry. Clear solicitation of opinions supports engagement and collaborative decision-making critical for strategic alignment. #IASP SPP Study Guide - Leadership and Communication###Covey, The 7 Habits of Highly Effective People#

### NEW QUESTION # 156

When multiple changes are already occurring in an organization, which of the following is the best way to initiate another change?

- A. Provide stress management training first
- B. Implement the total project all at once
- C. Survey employees on impact of change at this point in time
- **D. Phase in the project in small segments with a few employees**

**Answer: D**

Explanation:

Phasing in a new project in small segments with a few employees helps manage change fatigue and resistance. This incremental approach allows learning, adjustment, and reduced disruption, which is critical when multiple changes are ongoing. The IASP SPP curriculum supports this method as best practice for managing complex organizational transitions, fostering acceptance, and ensuring more successful adoption.

Large-scale or immediate implementation increases stress and risk, while stress management training, although helpful, is not the initial step. #IASP SPP Study Guide - Change Management###Kotter, Leading Change#

### NEW QUESTION # 157

Seeing where actions and changes in system components can lead to significant, lasting improvements is best described as:

- A. Followership
- B. Total quality management priorities
- C. Change agency
- **D. Leverage**

**Answer: D**

Explanation:

Leverage in strategic thinking refers to identifying points within a system where small changes can yield disproportionate, sustainable improvements. Recognizing leverage points helps focus resources and efforts for maximum impact. The IASP SPP curriculum incorporates systems thinking concepts, emphasizing leverage as a tool for efficient and effective change. Change agency and followership relate more to roles and behaviors, while total quality management is a broader philosophy encompassing continuous improvement.

#IASP SPP Study Guide - Systems Thinking###Senge, The Fifth Discipline#

### NEW QUESTION # 158

The goal of any strategic planning process is to produce a strategic plan that

- **A. supports the realization of the organization's vision**
- B. is clear to all who read it.
- C. has the complete support of management.
- D. consumes as little resources as possible in its development.

**Answer: A**

Explanation:

The primary goal of strategic planning is to develop a plan that supports the organization's vision, aligning resources, priorities, and actions toward the desired future. Clarity, resource efficiency, and management support are important but serve this overarching purpose. The IASP SPP curriculum stresses that plans must be visionary and actionable, providing a roadmap for long-term success. A plan lacking alignment with vision risks irrelevance or fragmentation. #IASP SPP Study Guide - Strategic Planning Fundamentals##Drucker, The Practice of Management#

#### **NEW QUESTION # 159**

To best respond to the question "what is our business?" Peter Drucker emphasized looking at the business from the standpoint of the:

- **A. Realities, situation, expectations, viewpoint, behaviour, and values of your customers**
- B. Organization's mission statement
- C. Employees' assumptions
- D. Articles of incorporation

**Answer: A**

Explanation:

Peter Drucker advocated understanding "what is our business?" from the customers' perspective, including their realities, needs, values, and behaviors. This customer-centric view ensures that business strategy aligns with market demands and delivers true value. The IASP SPP curriculum reinforces this approach as foundational for effective strategic planning and organizational success. #IASP SPP Study Guide - Customer Focus##Drucker, The Practice of Management#

#### **NEW QUESTION # 160**

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