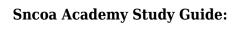
SNCOA test 1 Exam Guide Questions and Answers 2025/2026 Update

- 1. Dominance: Shaping the environment by overcoming opposition to accomplish results.
- Influence: People who operate out of this dimension focus on "shaping the environment by influencing or persuading others."
- Steadiness: People who operate out of this dimension focus on "cooperating with others within existing circumstances to carry out the task."
- Conscientious: People who operate out of this dimension focus on "working conscientiously within existing circumstances to ensure quality and accuracy."
- 5. Primary behavioral tendencies: Tendencies the person has the most of
- 6. Secondary behavioral tebdencies: Tendencies the person has the next most of
- 7. Adaptation innovation theory: Suggests problem solving and creativity are are both outcomes of the same brain function... Think of creativity as a component of problem solving.
- Creativity: as it relates to AL Theory, involves problem solving, decision making, and ideas for change.
- Cognitive level: a measure of your cognitive capacity. Another way to put it is a measurement (high/low) of how much knowledge you have about a particular topic.
- 10. Cognitive style preference: refers to your preferred manner of solving problems, making decisions, and bringing about change. It represents the approach you us to think... the way you perceive and process information.
- Adaptive style: represents a method/preference of problem solving that's more structured and methodical. Creativity is exercised in the box.
- Innovative style: represents a method/preference of problem solving that's less concerned with structure and details. Creativity is exercised outside the box.
- 13. Problem A: the actual problem that a team has come together to solve
- 14. Problem B: encompasses issues that arise as a result of problem A (that aren't problem A)
- 15. Cognitive gaps: differences in cognitive style preferences
- 16. Coping behavior: involves behaving... problem solving... outside of one's pre-ferred style by the minimum amount, for the least time.

Sncoa Academy Study Guide

IM Harris



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