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

1. **Dominance:** Shaping the environment by overcoming opposition to accomplish results.
2. **Influence:** People who operate out of this dimension focus on "shaping the environment by influencing or persuading others."
3. **Steadiness:** People who operate out of this dimension focus on "cooperating with others within existing circumstances to carry out the task."
4. **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 tendencies:** Tendencies the person has the next most of
7. **Adaptation innovation theory:** Suggests problem solving and creativity are both outcomes of the same brain function... Think of creativity as a component of problem solving.
8. **Creativity:** as it relates to AL Theory, involves problem solving, decision making, and ideas for change.
9. **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 use to think... the way you perceive and process information.
11. **Adaptive style:** represents a method/preference of problem solving that's more structured and methodical. Creativity is exercised in the box.
12. **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 preferred style by the minimum amount, for the least time.

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