

KPA Practice Test Questions and Answers

1. What does KPA primarily assess in workplace evaluation?

- A) Technical skills only
- B) Key Performance Areas and behavioral competencies
- C) Educational background
- D) Physical abilities

2. In a KPA assessment, which factor is most important for team collaboration?

- A) Working independently at all times
- B) Communication skills and willingness to share information
- C) Competing with team members
- D) Avoiding group discussions

3. Which behavior demonstrates strong problem-solving skills in a KPA evaluation?

- A) Immediately seeking help without trying
- B) Analyzing the situation and considering multiple solutions
- C) Avoiding difficult tasks
- D) Using only one approach repeatedly

4. What is the best approach when dealing with workplace conflict according to KPA principles?

- A) Ignore the conflict and hope it resolves itself
- B) Address the issue directly and seek mutually beneficial solutions
- C) Take sides immediately
- D) Escalate every minor disagreement

Answers: 1-B 2-B 3-B 4-B

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