

PIBA Practice Test Questions and Answers

1. What is a PI Reference Profile?

- A) A job description template
- B) A named pattern grouping similar PI behavioral profiles
- C) A benchmark score used to rank candidates
- D) A cognitive ability category

2. When assigned a task, you prefer to:

- A) Ensure every detail is correct before proceeding.
- B) Take a relaxed approach and adapt as you go.
- C) Jump in and figure things out on the fly.
- D) Ignore the rules and do it your own way.

3. When meeting new people, you prefer to:

- A) Start conversations and make connections quickly.
- B) Wait for others to approach you.
- C) Observe the group dynamics before engaging.
- D) Avoid interactions and keep to yourself.

4. In a team setting, you are most likely to:

- A) Take charge and delegate tasks.
- B) Listen and follow instructions.
- C) Support team members without leading.
- D) Stay out of conflicts and focus on your own work.

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

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