

## **Exam Name - Certified Change Manager - Foundation (CCMF)**

### **Sample Exam**

**1.** What is the primary purpose of change management in an organization?

- A. To maintain the status quo
- B. To ensure a structured transition during change
- C. To increase employee workload
- D. To eliminate all risk

Answer **B**

**2.** According to Lewin's model, what does "refreeze" refer to?

- A. Starting a change
- B. Stabilizing new behaviors
- C. Reverting to old processes
- D. Halting adjustments

Answer **B**

**3.** In Kotter's model, what comes first?

- A. Communicating vision
- B. Empowering action
- C. Generating short-term wins
- D. Establishing a sense of urgency

Answer **D**

**4.** When someone sabotages the change effort, you should:

- A. Assign them key tasks
- B. Exclude them from the initiative
- C. Ignore and hope it ends
- D. Accept sabotage as inevitable

Answer **A**

**5.** According to Kolb, after “reflective observation” comes:

- A. Concrete experience
- B. Active experimentation
- C. Abstract conceptualization
- D. End of cycle

Answer **C**

**6.** Why use storytelling in change communication?

- A. It stimulates rational analysis
- B. It showcases plans and timelines
- C. It emotionally engages and illustrates overcoming obstacles
- D. It entertains to reduce resistance

Answer **C**