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## ICF Associate Certified Coach Sample Questions (Q78-Q83):

### NEW QUESTION # 78

Your client shares that finally, after many months, they are making progress in an area that has been difficult for them. The worst response is:

- A. Listen to the client share, and after a few wows, reflect back to the client some of the path they have walked over the past few months, sharing what you respect and admire in the client.
- B. Ask the client why they did not make this progress sooner, as they had a good plan in place, and should' ve resolved the issue already.
- C. Slam the desk, shouting "YES YES YES" and fist pump the air in celebration of your client and your good work.
- **D. Remind the client that this change has come only because of the coaching and the help that the coach has been giving.**

**Answer: D**

Explanation:

Option C is the worst because it takes credit for the client's progress, violating Competency 2.2 (partnership) and Ethics Section 2.2 (avoiding self-interest). It undermines the client's autonomy (Competency 8.3) and contradicts the ICF Definition of Coaching, which credits the client for their growth.

Option A may be excessive but isn't harmful. Option B criticizes but doesn't steal credit. Option D (best, see Question 23) honors the client. C most egregiously shifts focus to the coach.

References: ICF Core Competencies (2.2, 8.3); ICF Code of Ethics (2.2); ICF Definition of Coaching.

#### NEW QUESTION # 79

Your session has a few minutes left, and the client has discovered some great new insights and has a good plan of action in place. To close the session in a partnering way, the best response is:

- A. Inform the client that the time is almost up and share what stood out for you as a coach during the session.
- B. Inform the client that the time is up, but in the last 2 minutes you can summarize the session for the client.
- **C. Inform the client that the time is almost up and ask how they would like to close.**
- D. Inform the client that the time is almost up and close the session with some insights gained.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Option C aligns with Competency 2.2 (maintains mutual respect and partnership) and Competency 8.2 (partners to design closure), by giving the client agency in ending the session. It respects Ethics Section 1.1 (client-led process) and ensures a collaborative wrap-up.

Option A assumes closure content, missing partnership. Option B centers the coach's perspective (Competency 7.11 - no attachment). Option D dictates the summary, bypassing client input. C best embodies ICF's partnering ethos.

#### NEW QUESTION # 80

Your client has shared that he/she is experiencing a similar problem in different areas of his/her life, in the workplace and in their personal life. As you are discussing this with your client, you begin to think that there might be a pattern emerging. The worst response is:

- A. Notice the pattern and suggest that the client change something in order to break the pattern.
- B. Notice the pattern and let your client know that they are deliberately sabotaging themselves by not changing this pattern.
- **C. Notice the pattern and offer your client your wisdom in overcoming their difficulty.**
- D. Notice the pattern and ask the client if exploring what the connecting factors might be could be a useful next step.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Option D is the worst because it shifts the coach into an advisory role, offering "wisdom" without client input, which violates the ICF Definition of Coaching (client-driven process) and Competency 2.2 (partnership over directive advice). It also risks imposing the coach's agenda, breaching Ethics Section 2.2.

Option A is the best (see Question 3). Option B suggests action prematurely but is less harmful than C or D. Option C judges the client, which is inappropriate (Competency 4.1), but D's directive stance most egregiously undermines the coaching process by prioritizing the coach's insight over the client's autonomy.

#### NEW QUESTION # 81

Which best describes the coaching approach?

- A. Coaches choose the direction of the session in advance based on what worked with previous clients
- **B. Coaches let clients both drive the coaching and make choices about the tools used during it**
- C. Coaches strive to stay ahead of the conversation by thinking and analyzing different options
- D. Coaches measure their performance by how well the client meets a set of objectives.

**Answer: B**

Explanation:

The ICF Definition of Coaching emphasizes a "partnership" where clients are the experts in their lives, and coaches facilitate rather than direct (ICF Code of Ethics, Section 1). Competency 3 ("Establishes and Maintains Agreements") and Competency 8 highlight client autonomy in shaping the process. Let's review:

- \* A. Coaches choose the direction of the session in advance based on what worked with previous clients: This is coach-driven, contradicting ICF's client-led approach.
  - \* B. Coaches strive to stay ahead of the conversation by thinking and analyzing different options: This focuses on the coach's agenda, not the client's (Competency 2).
  - \* C. Coaches let clients both drive the coaching and make choices about the tools used during it: This reflects ICF's emphasis on client autonomy and partnership (Competency 5, Competency 7).
  - \* D. Coaches measure their performance by how well the client meets a set of objectives: This shifts focus to coach outcomes, not client-driven growth (ICF Code of Ethics, Section 1).
- Option C best describes the coaching approach, per ICF standards.

### NEW QUESTION # 82

At which point in the coaching process should the coach explain the rules around confidentiality?

- A. After assessment are completed
- **B. Before the coaching begins**
- C. Before scheduling o second session
- D. By the end of the first session

**Answer: B**

Explanation:

The ICF Code of Ethics (Section 4.1) requires coaches to "explain and ensure that, prior to or at the initial meeting, my coaching client(s) understand the nature and limits of confidentiality." This must occur before coaching starts (Competency 3). Let's analyze:

- A . Before the coaching begins: This aligns with Section 4.1 and Competency 3, ensuring clarity upfront.
  - B . By the end of the first session: This is too late; clients need to know limits before sharing (Section 4.2).
  - C . After assessments are completed: This delays critical disclosure, risking trust (Section 4).
  - D . Before scheduling a second session: This is after coaching begins, missing the ethical timing (Section 1.2).
- Option A is the correct point, per ICF's ethical standards.

### NEW QUESTION # 83

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