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NBCC National Counselor Examination Sample Questions (Q32-Q37):

NEW QUESTION # 32

What is a characteristic of a group-centered leader?

- A. Being focused on redirecting negative impulses
- B. Being pessimistic about human nature
- **C. Seeing people as basically positive in their intentions**
- D. Seeing people as reactive to their environments

Answer: C

Explanation:

In the Group Counseling and Group Work core area, CACREP includes knowledge of group leadership styles, including approaches grounded in person-centered (client-centered / group-centered) theory.

A group-centered leader, drawing from person-centered principles, typically:

* Holds a positive view of human nature,

- * Believes members have an innate tendency toward growth and self-actualization,
- * Trusts that, given the right conditions (empathy, genuineness, unconditional positive regard), people will move in constructive directions.

This matches D: seeing people as basically positive in their intentions.

Why the others are not best:

- * A (pessimistic about human nature): More consistent with some strictly psychoanalytic or control-oriented approaches, not group-centered leadership.
- * B (seeing people as reactive to their environments): Sounds more like behavioral or social learning perspectives, not specifically group-centered.
- * C (focused on redirecting negative impulses): Implies a directive, control-focused stance, rather than the non-directive, facilitative stance of a group-centered leader.

Therefore, the characteristic that best fits a group-centered leader is D. Seeing people as basically positive in their intentions.

NEW QUESTION # 33

Which of the following factors would be most salient in the treatment of a client who grew up in an urban neighborhood and is currently unemployed?

- A. Psychological maturity and development
- B. Family background and history
- C. **Economic and class experiences**
- D. Cultural identity

Answer: C

Explanation:

The question highlights two contextual details:

- * The client grew up in an urban neighborhood.
- * The client is currently unemployed.

These details point strongly toward socioeconomic conditions, access to resources, exposure to systemic barriers, and the impact of poverty or underemployment-all of which are captured in economic and class experiences.

Therefore, Option C is the most salient factor for treatment planning in this scenario. Understanding economic and class realities helps the counselor:

- * Conceptualize stressors such as financial strain, housing instability, neighborhood safety, and limited opportunity.
- * Avoid pathologizing reactions that may be understandable responses to systemic and structural inequities.
- * Integrate advocacy, resource referral, and practical support into the plan when appropriate.⁴ Why the other options are less salient given the specific prompt:
 - * A. Cultural identity - Always important, but the question specifically emphasizes urban upbringing and unemployment, which more directly point to class and economic context. Cultural identity may or may not be the central driver in this particular description.
 - * B. Family background and history - Relevant to any case conceptualization, but not as clearly tied to the urban and unemployed descriptors given in the stem.
 - * D. Psychological maturity and development - Also important, but the vignette does not supply information about developmental maturity; instead, it highlights environmental and economic context.

In the Treatment Planning work behavior area, NBCC emphasizes integrating contextual, socioeconomic, and environmental factors into goals and interventions, particularly when clients are affected by unemployment, neighborhood conditions, or social class pressures.⁴ Top of Form Bottom of Form

NEW QUESTION # 34

A college counselor met with a third-year student who expressed distress after being advised to change majors from education to computer science after the student came out as transgender. What would be the most appropriate initial response?

- A. "You need to do what is best for you regardless of what your advisor says."
- B. "I'll help you file a complaint against your advisor."
- C. **"What feelings came up for you when your advisor told you that?"**
- D. "How do you think that being transgender would negatively impact your career choice?"

Answer: C

Explanation:

This question draws on both Social and Cultural Diversity and Counseling and Helping Relationships core areas. Counselors are

expected to:

- * Demonstrate cultural sensitivity and responsiveness with clients from marginalized groups, including transgender clients.
- * Respond to potential bias, discrimination, or microaggressions in ways that prioritize the client's safety, dignity, and emotional experience.
- * Use empathetic, client-centered responses to explore feelings before problem-solving or taking action.

Option analysis:

- * A. "I'll help you file a complaint..." - Advocacy and support may be appropriate later, but jumping straight to action skips the crucial step of understanding the client's internal experience.
- * B. "What feelings came up for you when your advisor told you that?" - This response is client-centered and explores the student's emotional reaction to a potentially discriminatory event. It aligns with core counseling skills and multicultural competence, making it the best initial response.
- * C. "How do you think that being transgender would negatively impact your career choice?" - This subtly assumes that being transgender is a negative factor and risks reinforcing stigma, which is contrary to multicultural and ethical principles.
- * D. "You need to do what is best for you regardless of what your advisor says." - This is advice-giving and bypasses exploration of feelings, context, and potential systemic issues.

Because the first task in a counseling relationship-especially around identity and discrimination-is to understand and validate the client's emotional experience, Option B is the most appropriate initial response.

NEW QUESTION # 35

In the early stages of reduction-in-force (RIF) outplacement counseling, the typical immediate counseling goal is to help clients:

- A. Evaluate potentially appropriate work-leisure-lifestyle integrations.
- B. Improve job interview skills.
- C. Locate sources of information about retraining and/or further education.
- **D. Cope with the resulting feelings.**

Answer: D

Explanation:

In outplacement and career transition counseling following a reduction in force (RIF), counselors are expected to understand that clients often first experience shock, grief, anger, anxiety, and loss. Early in the process, the primary clinical need is emotional stabilization and support, not immediate job-search strategy.

- * D. Cope with the resulting feelings is the immediate priority: helping clients process reactions to job loss, normalize emotional responses, reduce acute distress, and restore enough psychological stability to engage in problem solving.
- * A (retraining information), B (interview skills), and C (lifestyle integration) are important later-stage goals once the client is more emotionally grounded and ready to plan and act.

Thus, in the early stages of RIF outplacement counseling, helping clients cope with the resulting feelings is the central immediate counseling goal, making D correct.

NEW QUESTION # 36

Which is the most important predictor of a positive counseling outcome?

- A. The client's level of hopefulness
- **B. A strong alliance with the client**
- C. Use of cognitive-behavioral therapy
- D. Use of evidence-based treatments

Answer: B

Explanation:

Within the Counseling and Helping Relationships core area, CACREP emphasizes that effective counseling is grounded in the therapeutic relationship-especially the quality of the working alliance (agreement on goals, tasks, and the emotional bond between counselor and client). Across theories and techniques, outcome research consistently shows that the strength of the counseling alliance is one of the most powerful and consistent predictors of positive client outcome, often more predictive than the specific technique or theoretical orientation used.

While hopefulness (C) and evidence-based treatments (D) are important, they are not as consistently predictive across all modalities and client populations as the quality of the alliance. Technique choice (e.g., CBT, option B) also matters, but CACREP-aligned training and NCE materials repeatedly highlight the helping relationship and working alliance as central to successful outcomes. Therefore, A. A strong alliance with the client is the best answer.

NEW QUESTION # 37

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