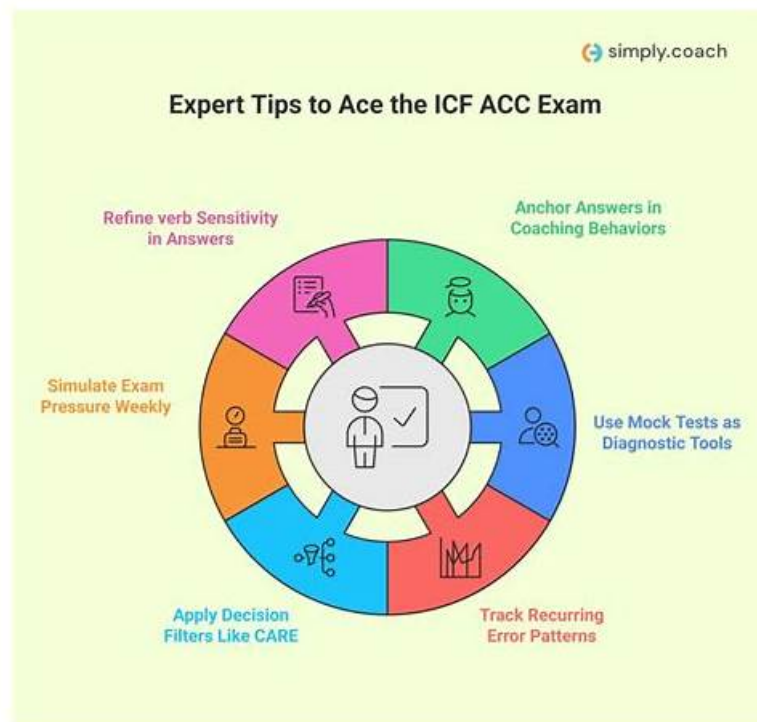


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ICF ICF-ACC Exam Syllabus Topics:

Topic	Details
Topic 1	Domain: Definition and Boundaries of Coaching: This section evaluates the expertise of Coaching Consultants in understanding the definition of coaching and the coaching process. It includes differentiating coaching from related professions like therapy, counseling, mentoring, and consulting. Additionally, it covers knowledge of when and how to make appropriate referrals to mental health professionals and recognizing signs of mental health conditions that may hinder coaching progress. This section ensures coaches maintain clear boundaries and make informed decisions for client well-being.
Topic 2	Domain: Coaching Ethics: This section of the exam measures the skills of Professional Coaches and covers knowledge of professional ethics codes, including understanding what constitutes a conflict of interest. It also evaluates awareness of relevant laws, regulations, and organizational policies related to confidentiality, such as identifying factors that may necessitate breaking confidentiality. This section ensures that coaches adhere to ethical standards and legal requirements.

Topic 3	• Domain: Coaching Competencies, Strategies, and Techniques: This section measures the skills of Life Coaches in applying coaching competencies, strategies, and techniques. It includes knowledge of how to contract with clients, focusing on key elements of a coaching agreement. It also covers the ICF Core Competencies, goal setting, motivation, and a variety of coaching techniques, tools, and resources. This section ensures coaches are equipped to effectively support clients in achieving their goals.
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ICF Associate Certified Coach Sample Questions (Q86-Q91):

NEW QUESTION # 86

A coach is approached by a company with a request to provide coaching services to an employee. If the coach and potential client meet and determine they would like to work together, what is the next step?

- A. Begin the coaching process
- B. Develop an evaluation plan
- **C. Draft a coaching agreement**
- D. Identify the company's goals

Answer: C

Explanation:

ICF Competency 3 ("Establishes and Maintains Agreements") requires a formal agreement before coaching begins, outlining roles, responsibilities, and logistics (ICF Code of Ethics, Section 1.1). This step follows mutual interest and precedes coaching. Let's analyze:

A . Begin the coaching process: Starting without an agreement violates ICF ethics and competency standards.

B . Draft a coaching agreement: This is the next step, ensuring clarity and consent, especially with a third-party (company) involved (ICF Code of Ethics, Section 1.2).

C . Identify the company's goals: This may inform the process but follows agreement drafting, which focuses on the client's goals (Competency 3).

D . Develop an evaluation plan: This occurs later, after goals are set (Competency 8).

Option B is the correct next step, per ICF's agreement requirements.

NEW QUESTION # 87

Nearing the end of a coaching session, the client has a very clear idea of the plan that he/she would like to implement. To help the client identify if they have all the support that they need in moving forward, the best response is:

- **A. Help the client in assessing whether they have any areas that might need more support or still need to be addressed.**
- B. Remind the client that two horses pull more weight than one, and they need someone to help them implement their plan.
- C. Offer to email the client daily until they have implemented the project.
- D. Ask the client who will be their support.

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Option D aligns with Competency 8.2, "Partners to design goals, actions, and accountability measures," by collaboratively assessing support needs, fostering autonomy (Competency 8.3) and adhering to Ethics Section 1.1 (client-driven process).

Option A oversteps boundaries (Ethics Section 2.1). Option B assumes external support without exploration. Option C imposes a metaphor and directive, missing partnership (Competency 2.2). D best ensures the client's plan is robust.

NEW QUESTION # 88

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

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

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 # 89

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. 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.
- B. Slam the desk, shouting "YES YES YES" and fist pump the air in celebration of your client and your good work.
- **C. Remind the client that this change has come only because of the coaching and the help that the coach has been giving.**
- D. 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.

Answer: C

Explanation:

Comprehensive and Detailed 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.

NEW QUESTION # 90

Which is considered a conflict of interest for a coach?

- **A. Providing coaching services to employees at a company the coach owns**
- B. Putting a client's interests ahead of the coach's own business interests
- C. Encouraging the interests of a department over the interests of the entire company
- D. Providing coaching to part of an organization rather than coaching across the entire organization

Answer: A

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as a situation where a coach's "personal interest appears to influence the objective exercise of their professional duties." Ownership creates a personal stake that could bias coaching. Let's evaluate:

- A . Providing coaching services to employees at a company the coach owns: This is a conflict, as the coach's business interests may

conflict with employee needs (Section 3.2 requires disclosure).

B . Providing coaching to part of an organization rather than coaching across the entire organization: This is a scope decision, not a conflict of interest.

C . Encouraging the interests of a department over the interests of the entire company: This may be unethical but isn't a personal conflict of interest for the coach.

D . Putting a client's interests ahead of the coach's own business interests: This aligns with ethics, not a conflict (Section 1).

Option A is a conflict of interest, per ICF's definition.

NEW QUESTION # 91

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