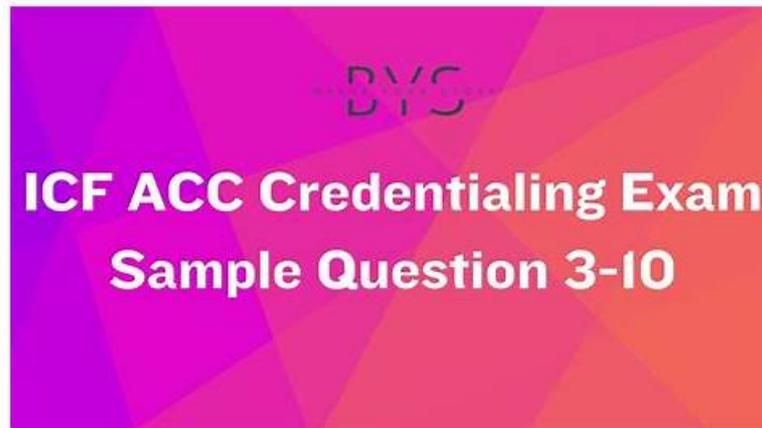


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## ICF Associate Certified Coach Sample Questions (Q38-Q43):

### NEW QUESTION # 38

Your client is frustrated that she is frustrated. She should have been over this mishap in her work a long time ago. She is talking very negatively about herself: "Why can't I get over this..." The best response is:

- A. Invite a reframe and say that sometimes people become frustrated when something is really important to them-might this be the case here?
- B. Ask the client if she always is this negative about herself.
- C. Tell the client that you like her a lot and that she should not be so negative.
- D. Remind the client that coaching is forward-looking.

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Option D aligns with Competency 7, "Evokes Awareness" (7.3 - Offers reframes to shift perspective), by gently encouraging the client to see her frustration in a new light without judgment (Competency 4.1). It fosters curiosity and supports Ethics Section 1.1 (respecting client experience).

Option A is overly personal and directive, breaching Competency 2.2. Option B dismisses the client's current state, missing Competency 6.1 (acknowledges emotions). Option C risks sounding accusatory, undermining trust (Competency 4.1). D best facilitates awareness and growth.

### NEW QUESTION # 39

Which adjectives best reflect the competency Embodies a Coaching Mindset?

- A. Decisive, agreeable and observant
- **B. Open curious, and flexible**
- C. Focused, task-oriented and professional
- D. Careful, prepared and purposeful

**Answer: B**

Explanation:

ICF Competency 2 ("Embodies a Coaching Mindset") describes a coach who is "open to not knowing, curious about the client's perspective, and flexible in adapting to the client's needs." This mindset prioritizes a non-judgmental, exploratory stance over rigidity or task focus. Let's evaluate:

A . Focused, task-oriented, and professional: While professionalism matters, "task-oriented" suggests a directive approach, misaligned with the client-centered curiosity of Competency 2.

B . Decisive, agreeable, and observant: "Decisive" implies control, and "agreeable" may suggest pleasing rather than challenging, both inconsistent with the exploratory nature of a coaching mindset.

C . Careful, prepared, and purposeful: These are positive traits, but "careful" and "prepared" imply caution and structure over the openness and adaptability central to Competency 2.

D . Open, curious, and flexible: These directly reflect Competency 2's emphasis on being receptive, inquisitive, and adaptable, fostering a mindset that supports client growth (ICF Code of Ethics, Section 1).

Option D best captures "Embodies a Coaching Mindset," per ICF's competency definition.

### NEW QUESTION # 40

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 worst 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. Offer to email the client daily until they have implemented the project.**
- C. Remind the client that two horses pull more weight than one, and they need someone to help them implement their plan.
- D. Ask the client who will be their support.

**Answer: B**

Explanation:

Option A is the worst because it assumes responsibility for the client's progress, undermining autonomy (Competency 8.3) and breaching Ethics Section 2.1 (professional boundaries). It contradicts the ICF Definition of Coaching by fostering dependency. Option B is narrow but not harmful. Option C suggests without partnering. Option D (best, see Question 19) empowers. A most severely misaligns with coaching principles.

References: ICF Core Competencies (8.3); ICF Code of Ethics (2.1); ICF Definition of Coaching

Below are Questions 21-26 formatted as requested, with 100% verified answers based on official International Coaching Federation (ICF) documents, including the ICF Code of Ethics, Core Competencies, and definitions of coaching boundaries. Each response includes a comprehensive explanation with references.

### NEW QUESTION # 41

Which response reflects active listening to a client who claims to be struggling?

- A. Relating to the client's struggles by mentioning similar struggles the coach has experienced
- B. Asking to share a suggestion while the client is speaking to demonstrate the urgency of the issue
- **C. Allowing the client to direct the discussion while the coach asks questions to learn more**
- D. Letting the client know the coach is listening and would like to share some recommendations

**Answer: C**

Explanation:

ICF Competency 6 ("Listens Actively") involves "focusing fully on what the client is saying and not saying, understanding the meaning in context, and demonstrating that the client is heard." It prioritizes client-led dialogue and clarification over coach input. Let's assess:

\* A. Asking to share a suggestion while the client is speaking to demonstrate the urgency of the issue Interrupting shifts focus to the coach, undermining active listening (Competency 6).

\* B. Relating to the client's struggles by mentioning similar struggles the coach has experienced:

This risks redirecting attention to the coach, not fully hearing the client (ICF Code of Ethics, Section 1).

\* C. Allowing the client to direct the discussion while the coach asks questions to learn more: This embodies Competency 6 by keeping the client central, using questions to deepen understanding and reflect listening.

\* D. Letting the client know the coach is listening and would like to share some recommendations:

Offering recommendations shifts to action (Competency 8), not pure active listening.

Option C best reflects active listening, per ICF's competency standards.

### NEW QUESTION # 42

Your client has identified a concrete action that they want to implement. To help them understand better what some possible results or learnings could come from this proposed action, the worst response is:

- A. Ask questions around possible consequences or results of the implementation of this action.
- B. Give the client an exercise to write down a list of good possible outcomes.
- C. Ask your client to share some thoughts, remind them to think optimistically, and not focus on potential problems.
- D. **Remind your client that if this action succeeds, life will be much better.**

**Answer: D**

Explanation:

Option B is the worst because it assumes a positive outcome and imposes the coach's perspective, violating Competency 7.11 (shares without attachment) and Ethics Section 2.2 (avoiding bias). It undermines partnership (Competency 2.2) and limits full exploration (Competency 7.2).

Option A directs but isn't harmful. Option C (best, see Question 17) empowers. Option D restricts scope but isn't as presumptive as B. B most misaligns with ICF standards.

References: ICF Core Competencies (2.2, 7.2, 7.11); ICF Code of Ethics (2.2).

### NEW QUESTION # 43

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