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ICF Associate Certified Coach Sample Questions (Q28-Q33):

NEW QUESTION # 28

a client who recently moved to a new country told their coach they are struggling to make friends. which action by the coach would most likely evoke awareness?

- A. Say the challenges are likely caused by cultural difference
- B. Suggest concrete steps the client could take to make friends
- C. Acknowledge that making friends is difficult and can take time
- **D. Ask what the client believes is at the root of this struggle**

Answer: D

Explanation:

ICF Competency 7 ("Evokes Awareness") involves "asking questions and providing observations that help the client gain insight and explore new perspectives." This competency prioritizes deepening the client's self-understanding over offering solutions or validation. Let's evaluate:

A . Ask what the client believes is at the root of this struggle: This powerful question evokes awareness by prompting self-reflection and insight, directly aligning with Competency 7 and the ICF focus on client autonomy (ICF Code of Ethics, Section 1).

B . Acknowledge that making friends is difficult and can take time: While supportive (Competency 5), this doesn't challenge or deepen awareness, limiting its impact.

C . Suggest concrete steps the client could take to make friends: This shifts to action planning (Competency 8), not evoking awareness, and risks being directive (ICF Code of Ethics, Section 2.3).

D . Say the challenges are likely caused by cultural difference: This imposes the coach's assumption, reducing client exploration and contradicting Competency 7's focus on client-driven insight.

Option A best evokes awareness, per ICF's competency framework.

NEW QUESTION # 29

Which best reflects the meaning of the term "conflict of interest" as it relates to the ICF Code of Ethics?

- A. The coach and the client cannot agree on what will serve as the client's best interest during the coaching session
- **B. The coach serves one of their own interests that works against one of the client's interests**
- C. The client has so many interests that it becomes a challenge to identify clear coaching goals
- D. The interests expressed by the client have the potential to work against the coach's plan for the session

Answer: B

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as "a situation in which a coach has a private or personal interest sufficient to appear to influence the objective exercise of their professional duties." It's about the coach's competing interests, not the client's. Let's analyze:

A . The client has so many interests that it becomes a challenge to identify clear coaching goals: This is a coaching challenge, not a conflict of interest per ICF's definition.

B . The coach and the client cannot agree on what will serve as the client's best interest during the coaching session: (Assuming "coi" is "coaching") This is a disagreement, not a conflict of interest involving the coach's personal gain.

C . The coach serves one of their own interests that works against one of the client's interests: This matches Section 3.1, where a coach's personal agenda (e.g., financial gain) undermines client needs, requiring disclosure (Section 3.2).

D . The interests expressed by the client have the potential to work against the coach's plan for the session: This is a misalignment of goals, not a conflict of interest tied to the coach's personal benefit.

Option C best reflects ICF's definition of a conflict of interest.

NEW QUESTION # 30

After making initial progress between sessions, your client is now at a point where they are stuck and feel like they are moving backwards. The worst response is:

- **A. Remind the client that they will fail long term if they don't have better support.**

- B. Tell the client that they need to stick to their decision and try harder.
- C. After hearing the situation, kindly suggest what the client might be learning about being stuck.
- D. Ask the client questions about what this is helping them understand or learn about themselves, their process, or the situation.

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Option C is the worst because it uses fear-based language ("will fail") and assumes a need for support, violating Competency 4.1 (safe, non-judgmental environment) and Ethics Section 2.2 (avoiding bias). It undermines partnership (Competency 2.2) and the ICF Definition of Coaching by imposing the coach's narrative.

Option A directs but isn't as threatening. Option B (best, see Question 21) empowers. Option D suggests but remains gentle. C most severely disrupts trust and autonomy.

NEW QUESTION # 31

Which reflects a challenge best addressed through coaching rather than psychotherapy?

- A. Eliminating obsessive thoughts
- B. Managing an intense fear of flying
- C. Reducing feelings of sadness
- **D. Committing to eating healthier foods**

Answer: D

Explanation:

ICF coaching focuses on goal-setting and personal growth (ICF Definition of Coaching), not treating mental health conditions (ICF Coaching Boundaries). Let's assess:

A . Eliminating obsessive thoughts: This suggests a clinical issue (e.g., OCD), requiring psychotherapy, not coaching (Section 2.5).

B . Committing to eating healthier foods: This is a behavioral goal within coaching's scope, supporting lifestyle changes (Competency 8).

C . Reducing feelings of sadness: Persistent sadness may indicate depression, a therapeutic need beyond coaching (ICF Coaching Boundaries).

D . Managing an intense fear of flying: This phobia typically requires therapy, not coaching, due to its psychological depth (Section 2.5).

Option B is best addressed through coaching, per ICF's focus and boundaries.

NEW QUESTION # 32

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

Answer: A

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.

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