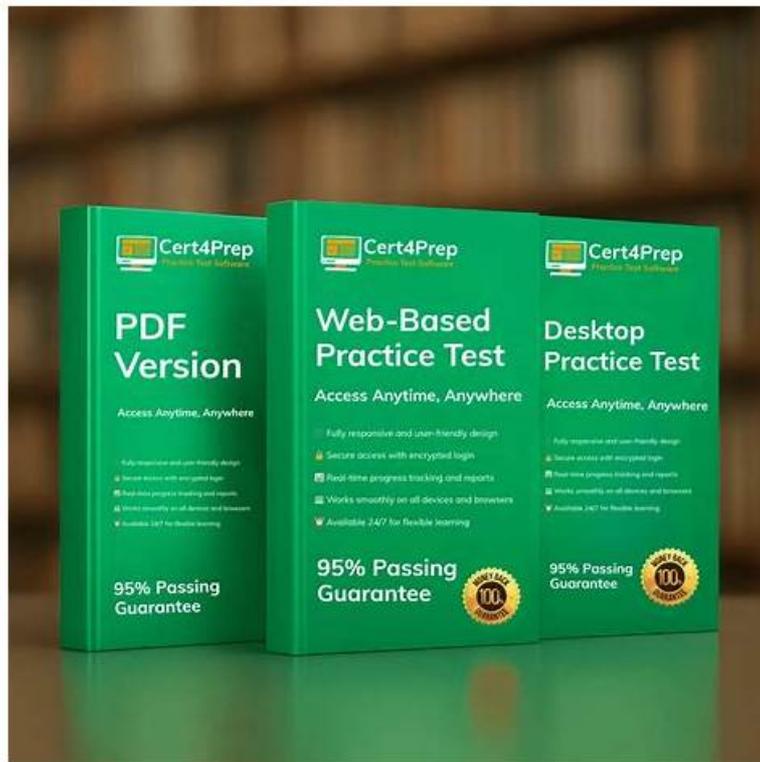# ICF-ACC Test Tutorials | ICF-ACC Valid Study Guide

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ICF Associate Certified Coach Sample Questions (Q81-Q86):

NEW QUESTION # 81
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 best response is:

- A. Remind your client that if this action succeeds, life will be much better.

- B. Ask questions around possible consequences or results of the implementation of this action.
- C. Ask your client to share some thoughts, remind them to think optimistically, and not focus on potential problems.
- D. Give the client an exercise to write down a list of good possible outcomes.

Answer: B

Explanation:
Comprehensive and Detailed Explanation:
Option C aligns with Competency 7, "Evokes Awareness" (7.2 - Explores possibilities), by using open-ended questions to deepen the client's understanding without bias, supporting partnership (Competency 2.2) and Ethics Section 1.1 (client-led exploration). Option A directs the client, missing collaboration. Option B assumes a positive outcome, breaching Competency 7.11 (no attachment). Option D limits exploration by enforcing optimism (Ethics Section 2.2). C best facilitates unbiased reflection.

NEW QUESTION # 82
A sponsor hires a coach to work with a director. The director asks the coach to provide coaching to address a personal issue under a separate contract. What should the coach do as an ethical responsibility?

- A. Accept to deliver the same type of coaching between the two contracts
- B. Decline the request for the personal coaching contract due to the limits of confidentiality
- C. Ensure that the sponsor does not pay for the director's personal coaching
- D. Clarify the implications of both contracts to avoid possible conflicts of interest

Answer: D

Explanation:
The ICF Code of Ethics (Section 1.2) requires coaches to "clarify roles and responsibilities" in multi-party agreements, and Section 3.2 mandates disclosing conflicts of interest. Dual contracts (sponsor and personal) risk overlapping interests or confidentiality issues (Section 4). Let's assess:
A . Clarify the implications of both contracts to avoid possible conflicts of interest: This ensures transparency and alignment (Competency 3), addressing potential conflicts ethically.
B . Accept to deliver the same type of coaching between the two contracts: This ignores potential conflicts or confidentiality breaches between sponsor and personal goals.
C . Ensure that the sponsor does not pay for the director's personal coaching: Payment source is secondary; the ethical issue is role clarity and conflicts, not just funding.
D . Decline the request for the personal coaching contract due to the limits of confidentiality: Declining isn't required if boundaries are clear; ICF allows multiple roles with disclosure (Section 1.2).
Option A fulfills the coach's ethical responsibility, per ICF standards.

NEW QUESTION # 83
Which is typically specified as a responsibility of the coach in a coaching agreement?

- A. Clarifying the conditions under which the coaching goals should change
- B. Determining what information is considered confidential
- C. Describing the services the coach will provide to the client
- D. Specifying how long the coaching relationship will last

Answer: D

Explanation:
The ICF Code of Ethics (Section 1.1) mandates that coaches "create an agreement/contract regarding the roles, responsibilities, and rights of all parties involved" before beginning a coaching relationship. A key responsibility of the coach in this agreement is to clearly outline the nature and scope of services provided, ensuring transparency and alignment with the client's expectations (ICF Competency 3: "Establishes and Maintains Agreements"). Let's evaluate the options:
* A. Describing the services the coach will provide to the client: This is explicitly required by ICF standards. The coaching agreement must detail what coaching entails (e.g., frequency, format, process), distinguishing it from other services like consulting or therapy (ICF Code of Ethics, Section 1.2). This fosters trust and clarity, per Competency 5 ("Cultivates Trust and Safety").
* B. Determining what information is considered confidential: While confidentiality is critical (ICF Code of Ethics, Section 4), it is a mutual understanding shaped by legal and ethical standards, not solely the coach's responsibility to "determine." It's typically addressed jointly in the agreement.

* C. Clarifying the conditions under which the coaching goals should change: Goal-setting is a collaborative process (ICF Competency 3), and while conditions for change may be discussed, this is not typically specified as the coach's unilateral responsibility in the agreement.
* D. Specifying how long the coaching relationship will last: Duration may be included in the agreement, but it's not universally required and often depends on client needs or mutual agreement, making it less fundamental than describing services.
Option A is the most accurate, as it reflects the coach's core responsibility under ICF guidelines to define the coaching services explicitly in the agreement.

NEW QUESTION # 84
A coach believes that a client is trying to work on too many goals in too short a period of time Which approach reflects the best way to address this?

- A. Invite the client to consider how realistic it is to achieve so many goals that quickly
- B. Suggest that the client work to work on the hardest goal until they have more time
- C. Help the client develop a plan to accomplish the goals within the timeframe
- D. Ask the client if they would consider focusing on the hardest goal during coaching

Answer: A

Explanation:
ICF Competency 7 ("Evokes Awareness") and Competency 8 ("Facilitates Client Growth") encourage coaches to help clients assess feasibility and prioritize goals collaboratively, respecting client autonomy (ICF Code of Ethics, Section 1). Let's assess:
A . Invite the client to consider how realistic it is to achieve so many goals that quickly: This reflects Competency 7 by prompting reflection and Competency 8 by guiding toward sustainable progress, maintaining a client-led process.
B . Suggest that the client work on the hardest goal until they have more time: This is directive (ICF Code of Ethics, Section 2.3) and assumes the coach's prioritization, not the client's.
C . Help the client develop a plan to accomplish the goals within the timeframe: This ignores the coach's concern about feasibility, potentially setting the client up for failure, and skips awareness (Competency 7).
D . Ask the client if they would consider focusing on the hardest goal during coaching: While less directive than B, it still narrows focus without first exploring realism, missing the broader awareness step.
Option A is the best approach, aligning with ICF's emphasis on awareness and realistic goal-setting.

NEW QUESTION # 85
In which situation should a coach recommend that a client speak with a therapist?

- A. The client says their frequent and intense mood swings are disrupting their life
- B. The coach notices the client often seems distracted during sessions
- C. The client explains that they have been feeling nervous about an upcoming change at work
- D. The coach feels like their guidance has not been helping the client's professional development

Answer: A

Explanation:
The ICF Code of Ethics (Section 2.5) mandates referral when client needs fall outside coaching's scope, such as mental health conditions (ICF Coaching Boundaries). Mood swings disrupting life suggest a clinical issue. Let's review:
A . The coach feels like their guidance has not been helping the client's professional development: This may require coaching adjustments, not therapy (Competency 8).
B . The coach notices the client often seems distracted during sessions: Distraction alone doesn't indicate therapy unless tied to mental health (Competency 6).
C . The client says their frequent and intense mood swings are disrupting their life: This suggests a potential disorder (e.g., bipolar), requiring therapeutic intervention (Section 2.5).
D . The client explains that they have been feeling nervous about an upcoming change at work: Situational nervousness is coachable (Competency 7), not requiring therapy.
Option C justifies a therapy recommendation, per ICF ethics and boundaries.

NEW QUESTION # 86
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