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NBCC National Counselor Examination Sample Questions (Q60-Q65):

NEW QUESTION # 60

A client prefers ideas, words, and symbols. How would this individual be classified according to Holland's career theory?

- A. Enterprising
- B. Social
- C. Realistic
- **D. Investigative**

Answer: D

Explanation:

In the Career Development core area, counselors must understand major theories of career choice, including Holland's RIASEC model. Holland proposed six personality-environment types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional

- * Investigative types prefer working with ideas, symbols, and abstract concepts, and enjoy activities that involve thinking, analyzing, and problem-solving (often in scientific, mathematical, or theoretical areas). This matches the description in the question.
- * Social types (A) prefer working with people, helping, teaching, or serving.

* Realistic types (B) prefer working with things, tools, machines, or hands-on activities.

* Enterprising types (C) prefer persuading, leading, or selling, often in business or leadership settings.

Because the stem emphasizes a preference for ideas, words, and symbols rather than people, things, or persuasion, the classification that best fits Holland's model is Investigative (Option D).

NEW QUESTION # 61

A counseling researcher must examine the contemporary history, differential mortality, pretesting procedures, statistical regression, and other variables in order to determine which type of validity of an experimental design?

- A. Internal
- B. External
- C. Content
- D. Construct

Answer: A

Explanation:

In the Professional Practice and Ethics domain, counselors are expected to understand basic research concepts so they can evaluate the quality of studies and apply findings responsibly. When a researcher examines factors such as:

- * History (events occurring between pretest and posttest),
- * Differential mortality (attrition of participants from groups),
- * Pretesting procedures (testing effects),
- * Statistical regression (regression toward the mean),

they are evaluating threats to internal validity.

Internal validity (Option C) refers to the degree to which changes in the dependent variable can confidently be attributed to the independent variable, rather than to extraneous or confounding factors. Examining these threats is central to determining how well the experimental design supports cause-and-effect conclusions.

Why the other options are incorrect:

- * A. Content validity - Concerns whether a measure adequately samples the domain of content it is supposed to cover (e.g., whether a test of math skills adequately represents the math curriculum), not the design's vulnerability to history or mortality threats.
- * B. External validity - Involves the generalizability of findings to other populations, settings, and times, not the internal threats listed.
- * D. Construct validity - Refers to whether a test or procedure actually measures the theoretical construct it purports to measure, not the impact of history, testing effects, or attrition on experimental outcomes.

NBCC-aligned counselor work behaviors emphasize that ethically responsible practitioners must be able to critically evaluate research methods, including recognition of internal validity threats, to determine how much confidence to place in study results they might use to inform practice.

NEW QUESTION # 62

Piaget's studies of the cognitive growth of children are an example of which of the following types of research?

- A. Correlational
- B. Causal-comparative
- C. Descriptive
- D. Historical

Answer: C

Explanation:

Counselors are expected to understand major developmental theories and the research methods that support them. Piaget's classic work on children's cognitive development relied primarily on systematic observation and description of how children think at different ages. He observed children's responses to tasks and carefully recorded how their thinking changed over time, building a stage model from these observations rather than from statistical tests of relationships between variables.

This type of work is best classified as descriptive research, which focuses on portraying characteristics or developmental patterns of individuals or groups without manipulating variables or inferring cause-and-effect relationships.

By contrast:

- * Correlational research (B) studies the degree of relationship between variables (e.g., how two measured variables co-vary).
- * Causal-comparative research (C) compares existing groups to look for possible causes after the fact (ex post facto).
- * Historical research (D) analyzes past events using records and documents.

Knowledge of how foundational theories like Piaget's were developed supports the counselor's ability to critically understand human

development-an important Area of Clinical Focus in professional counseling practice.

NEW QUESTION # 63

An observer's subjective description that provides a narrative of a client's behavior in a given situation or event is

- A. an anecdotal report.
- B. a cumulative folder.
- C. a rating scale.
- D. a checklist.

Answer: A

Explanation:

In the Assessment and Testing core area, counselors are required to understand different types of observational and documentation methods used to gather data about client behavior:

* An anecdotal report (or anecdotal record) is a narrative, descriptive account of a specific incident or event, written in the observer's own words. It is inherently subjective and focuses on describing what the client did or said in a particular context. This matches the stem exactly, so Option D is correct.

* A rating scale (Option A) involves assigning numerical or descriptive ratings (e.g., "never," "sometimes," "often") to specific behaviors or traits; it is not a narrative description.

* A checklist (Option B) is a list of behaviors or characteristics where the observer simply marks whether each behavior was observed; it is not a written narrative.

* A cumulative folder (Option C) is a collection of records and documents (e.g., grades, test scores, reports) that summarize a student's or client's history over time; it is not a single narrative observation.

Thus, the term that best fits a subjective, narrative description of behavior in a specific situation is anecdotal report (D).

NEW QUESTION # 64

Career development theories are helpful to the counselor because they

- A. Reduce complexity and guide the selection of helping strategies
- B. Increase job satisfaction and employment productivity
- C. Indicate the occupation that the client will most likely select
- D. Indicate the type of counselor needed for a specific client

Answer: A

Explanation:

Career development theories (e.g., trait-factor, developmental, social-cognitive, constructivist) are tools that help counselors organize information about clients and their career concerns. They reduce the complexity of career issues by offering frameworks for understanding interests, abilities, values, developmental tasks, and contextual influences. This enables the counselor to select appropriate helping strategies, interventions, and assessments-making Option C correct.

* Option A (increase job satisfaction and productivity) may be an indirect, long-term outcome of effective career counseling but is not the direct reason theories are useful to the counselor.

* Option B implies theories "predict" a specific occupation; in reality, theories guide exploration rather than dictate a single occupational choice.

* Option D suggests theories tell us what type of counselor is needed; career theories focus on client development and decision-making, not counselor classification.

NBCC Counselor Work Behavior Areas state that counselors should use theoretical models in their clinical focus to structure case conceptualization and intervention planning, and career development theories are precisely such frameworks in the career counseling domain.

NEW QUESTION # 65

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