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ICF Associate Certified Coach Sample Questions (Q21-Q26):

NEW QUESTION # 21

During the coaching session, a client has a new and very clear insight about the way that they have been treating a colleague. The best response is:

- A. Suggest that this insight could be very useful in changing the client's behavior toward the colleague.
- **B. Ask the client how this new insight could impact his/her behavior towards the colleague.**
- C. Tell them that the way they have been treating the colleague is unacceptable, and they need to change if they want to be a better person.
- D. Ask them how they would feel if they were the colleague being treated in this way.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Option C aligns with ICF Core Competency 8, "Facilitates Client Growth" (8.1 - Works with the client to integrate new awareness

into behaviors), by encouraging the client to explore the practical implications of their insight. This fosters autonomy (Competency 8.3) and partnership (Competency 2.2), while respecting the client's experience per Ethics Section 1.1. Option A judges the client, violating Competency 4.1 (non-judgmental stance) and Ethics Section 2.2 (avoiding bias). Option B shifts focus to empathy, which may be useful but doesn't directly integrate the insight (Competency 8.1). Option D suggests rather than partners, missing full collaboration. C best supports client-led growth.

NEW QUESTION # 22

A coach who demonstrates mastery of Listens Actively is likely to

- A. ask questions to clarify what the client is sharing
- B. partner with the client to design goals
- C. invite the client to challenge their own assumptions
- D. share their perspective on what the client may find useful.

Answer: A

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 fully heard." Mastery of this competency emphasizes clarifying and reflecting the client's communication. Let's review:

A . Share their perspective on what the client may find useful: This leans toward advising, which aligns more with Competency 8 ("Facilitates Client Growth"), not active listening.

B . Ask questions to clarify what the client is sharing: This directly reflects Competency 6 by deepening understanding and showing attentiveness through inquiry, a hallmark of active listening mastery.

C . Invite the client to challenge their own assumptions: This aligns with Competency 7 ("Evokes Awareness"), not primarily listening.

D . Partner with the client to design goals: This fits Competency 3 or 8, not the listening focus of Competency 6.

Option B best demonstrates mastery of "Listens Actively," per ICF's competency framework.

NEW QUESTION # 23

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. Ask the client who will be their support.
- 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. Help the client in assessing whether they have any areas that might need more support or still need to be addressed.

Answer: D

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.

References: ICF Core Competencies (2.2, 8.2, 8.3); ICF Code of Ethics (1.1, 2.1).

NEW QUESTION # 24

Which action, if taken by a coach at the end of a session, would most likely help a client continue to make progress?

- A. Emphasizing some negative outcomes that could occur if the client does not reach their goals
- B. Distributing a survey to assess the client's level of satisfaction with the coaching progress
- C. Working with the client to develop an action plan that acknowledges support and resource barriers
- D. Sharing literature relevant to the client's goals for them to review before the next coaching session.

Answer: C

Explanation:

ICF Competency 8 ("Facilitates Client Growth") focuses on "transforming learning into action" through specific, realistic plans that support ongoing progress. Addressing barriers ensures sustainability (ICF Definition of Coaching). Let's evaluate:

- * A. Distributing a survey to assess the client's level of satisfaction with the coaching progress: This evaluates the process but doesn't directly drive progress (Competency 8).
 - * B. Working with the client to develop an action plan that acknowledges support and resource barriers: This aligns with Competency 8, empowering the client with a tailored, actionable strategy for continued growth.
 - * C. Emphasizing some negative outcomes that could occur if the client does not reach their goals: Fear-based motivation contradicts ICF's positive, client-led approach (Competency 5).
 - * D. Sharing literature relevant to the client's goals for them to review before the next coaching session: This supports learning but lacks the actionable focus of a plan (Competency 8).
- Option B most likely helps the client progress, per ICF's growth-focused framework.

NEW QUESTION # 25

Which is the most effective way to begin the goal setting process with a client who feels unsure of what they want their coaching goals to be?

- **A. Work with the client to establish the purpose and value of the sessions**
- B. Ask the client for feedback on the first session and how to improve future sessions.
- C. Encourage the client to explore the pool and how things might have turned out differently
- D. Suggest the client ask people who are important to them what goals they should work on

Answer: A

Explanation:

ICF Competency 3 ("Establishes and Maintains Agreements") requires coaches to clarify the coaching purpose and process, especially at the outset, to ensure alignment. For a client unsure of goals, starting with purpose provides direction (ICF Definition of Coaching). Let's review:

- * A. Suggest the client ask people who are important to them what goals they should work on: This undermines client autonomy (ICF Code of Ethics, Section 1) and delays the coach-client exploration process.
 - * B. Work with the client to establish the purpose and value of the sessions: This aligns with Competency 3 and Competency 7 ("Evokes Awareness") by collaboratively grounding the client in why they're coaching, paving the way for goal clarity.
 - * C. Ask the client for feedback on the first session and how to improve future sessions: This is useful later but premature for goal-setting with an unsure client.
 - * D. Encourage the client to explore the pool and how things might have turned out differently: (Assuming "pool" is a typo for "past") This risks a therapeutic focus on history, not coaching's future orientation (ICF Coaching Boundaries).
- Option B is most effective, per ICF's framework for initiating goal-setting with clarity and purpose.

NEW QUESTION # 26

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