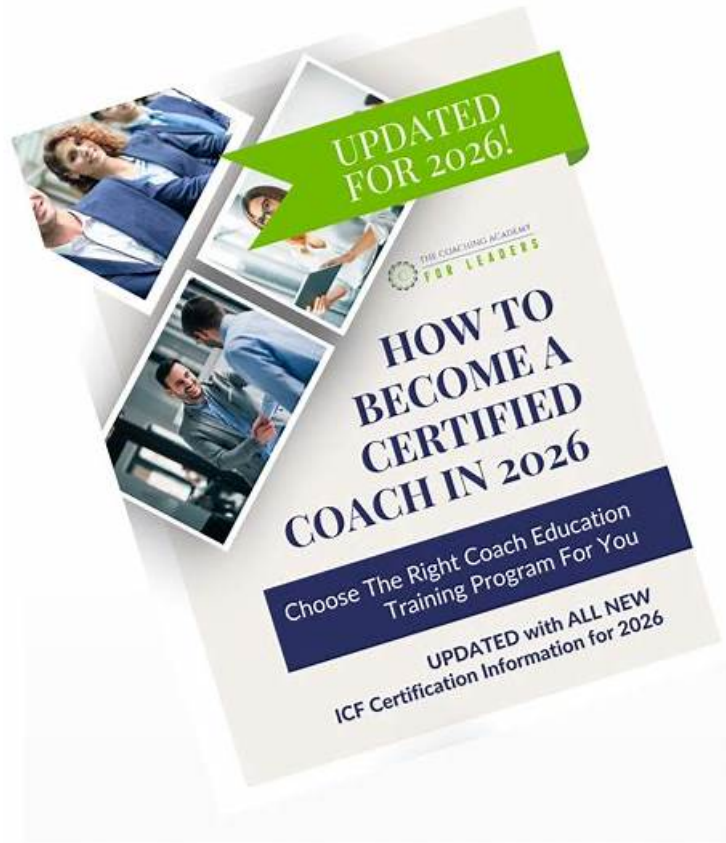


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ICF Associate Certified Coach Sample Questions (Q82-Q87):

NEW QUESTION # 82

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

- A. Distributing a survey to assess the client's level of satisfaction with the coaching progress
- B. Emphasizing some negative outcomes that could occur if the client does not reach their goals
- 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 # 83

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

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.

References: ICF Core Competencies (2.2, 8.3); ICF Code of Ethics (2.2); ICF Definition of Coaching.

NEW QUESTION # 84

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

- A. Ask the client how this new insight could impact his/her behavior towards the colleague.
- B. Suggest that this insight could be very useful in changing the client's behavior toward the colleague.
- C. Ask them how they would feel if they were the colleague being treated in this way.
- D. 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.

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Option A is the worst because it imposes judgment ("unacceptable") and directs the client ("need to change"), violating Competency 4.1 (safe, non-judgmental environment) and Competency 2.2 (partnership). It also breaches Ethics Section 2.2 (avoiding personal bias) and the ICF Definition of Coaching, which emphasizes facilitating, not dictating.

Option B invites perspective but isn't harmful. Option C (best, see Question 11) empowers the client. Option D suggests rather than collaborates but isn't judgmental. A most severely undermines the coaching process.

NEW QUESTION # 85

Which coaching approach most likely fosters an environment of trust and safety?

- A. Exploring multiple perspectives about a client's issue
- B. Thinking ahead to anticipate what problems the client is likely to experience
- C. Helping the client learn to prioritize goals that the coach considers as successful
- D. Evaluating the coach's own performance based on whether or not the client meets their goals

Answer: A

Explanation:

ICF Competency 5 ("Cultivates Trust and Safety") involves creating an environment where clients feel supported and respected, often through open exploration (Competency 7: "Evokes Awareness"). Let's assess:

A . Helping the client learn to prioritize goals that the coach considers as successful: This is coach-driven, undermining trust and autonomy (ICF Code of Ethics, Section 1).

B . Exploring multiple perspectives about a client's issue: This fosters safety by valuing the client's input and broadening understanding (Competency 5), building trust.

C . Thinking ahead to anticipate what problems the client is likely to experience: This shifts focus to the coach's agenda, not trust-building (Competency 2).

D . Evaluating the coach's own performance based on whether or not the client meets their goals: This prioritizes coach outcomes over client safety (Section 1).

Option B most fosters trust and safety, per ICF's competency framework.

NEW QUESTION # 86

Which best reflects a plan of action that is likely to be successful?

- A. Take longer lunch breaks when they have the time
- B. Put more effort into their work so the boss is impressed
- C. Complete a report two weeks ahead of schedule
- D. Try as hard as they can to become a top executive

Answer: C

Explanation:

ICF Competency 8 ("Facilitates Client Growth") emphasizes creating actionable, specific, and measurable plans to support client success. A successful action plan aligns with the client's goals and is realistic and time-bound (ICF Definition of Coaching). Let's evaluate:

A . Try as hard as they can to become a top executive: This is vague, lacks specificity, and isn't time-bound, making success hard to measure or achieve (Competency 8).

B . Complete a report two weeks ahead of schedule: This is specific, measurable, achievable, and time-bound, reflecting an effective action plan per ICF standards for facilitating growth.

C . Take longer lunch breaks when they have the time: This lacks purpose or alignment with professional goals and isn't a clear plan for success (ICF Code of Ethics, Section 1).

D . Put more effort into their work so the boss is impressed: This is vague and subjective, missing the clarity and structure ICF action plans require.

Option B best reflects a successful plan, per ICF's focus on actionable outcomes.

NEW QUESTION # 87

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