

# ICF-ACC Exam Questions: Associate Certified Coach & ICF-ACC Exam Preparation



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## ICF ICF-ACC Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• Domain: Coaching Ethics: This section of the exam measures the skills of Professional Coaches and covers knowledge of professional ethics codes, including understanding what constitutes a conflict of interest. It also evaluates awareness of relevant laws, regulations, and organizational policies related to confidentiality, such as identifying factors that may necessitate breaking confidentiality. This section ensures that coaches adhere to ethical standards and legal requirements.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• Domain: Coaching Competencies, Strategies, and Techniques: This section measures the skills of Life Coaches in applying coaching competencies, strategies, and techniques. It includes knowledge of how to contract with clients, focusing on key elements of a coaching agreement. It also covers the ICF Core Competencies, goal setting, motivation, and a variety of coaching techniques, tools, and resources. This section ensures coaches are equipped to effectively support clients in achieving their goals.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• Domain: Definition and Boundaries of Coaching: This section evaluates the expertise of Coaching Consultants in understanding the definition of coaching and the coaching process. It includes differentiating coaching from related professions like therapy, counseling, mentoring, and consulting. Additionally, it covers knowledge of when and how to make appropriate referrals to mental health professionals and recognizing signs of mental health conditions that may hinder coaching progress. This section ensures coaches maintain clear boundaries and make informed decisions for client well-being.</li> </ul>

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## ICF Associate Certified Coach Sample Questions (Q41-Q46):

### NEW QUESTION # 41

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. 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. 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: A**

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.

References: ICF Core Competencies (2.2, 4.1, 8.1, 8.3); ICF Code of Ethics (1.1, 2.2).

### NEW QUESTION # 42

Which behavior best reflects the coaching competency Establishes and Maintains Agreements?

- A. Acknowledges and respects the client's unique insights in the coaching process
- B. Manages their emotions to remain present with the client
- C. Develops an ongoing reflective practice to enhance one's coaching
- D. Partners with the client to determine client-coach compatibility

**Answer: D**

### NEW QUESTION # 43

Nearing the end of a session, your client is still not quite sure what to do about a specific situation. You have the feeling that a similar experience that you have had in the past might be useful for the client. The worst response is:

- A. Share your story and list the possible options your client can try.
- B. Tell the client that you have had a similar experience and you know exactly what they should do.
- C. Share with the client that you have had a similar experience and enquire if the client would like to hear and see if anything in there may or may not be useful.
- D. Ask the client if you can tell them a story, and then ask them to share what is relevant in the story.

**Answer: B**

Explanation:

Option A is the worst as it imposes the coach's solution, contradicting Competency 2.2 (partnership) and Competency 8.3 (client autonomy). It breaches Ethics Section 2.2 (avoiding bias) and the ICF Definition of Coaching by shifting to a directive stance.

Option B and C are less intrusive but still assume relevance. Option D (best, see Question 9) respects the client. A most severely undermines the coaching process by prioritizing the coach's agenda.

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

### NEW QUESTION # 44

The client asks you to call them every day to make sure they do their homework. The best response is:

- A. Call them-you are a service provider after all.
- B. Reject that demand-you are not the client's nanny.
- C. Tell the client that this will cost extra.
- **D. Help the client think about ways he/she could remind him/herself.**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

Option D aligns with Competency 8.3, "Supports client autonomy in the design of goals, actions, and methods of accountability," by empowering the client to create their own system, fostering independence per Ethics Section 1.1. It reflects partnership (Competency 2.2) and the ICF Definition of Coaching (client-led process).

Option A dismisses the request rudely, breaching Competency 4.1. Option B oversteps boundaries, risking dependency (Ethics Section 2.1). Option C turns it transactional, missing the coaching focus. D best supports long-term growth.

### NEW QUESTION # 45

Which question most likely helps a client generate insight during a coaching session?

- A. Do you want to stay with organization after investing so much?
- B. Are there risks with this plan that you are not considering?
- **C. How would your life change if you made that choice?**
- D. Have you considered checking with your boss before you act on this

**Answer: C**

Explanation:

ICF Competency 7 ("Evokes Awareness") emphasizes "asking powerful questions that help the client gain insight, explore perspectives, and discover new possibilities." Effective questions are open-ended, future-focused, and provoke deep reflection, aligning with the ICF's client-centered approach (ICF Code of Ethics, Section 1). Let's evaluate:

A . Are there risks with this plan that you are not considering?: This is specific and risk-focused, prompting evaluation rather than broad insight. It's useful but less generative than exploring life impact.

B . How would your life change if you made that choice?: This open-ended, future-oriented question invites the client to explore consequences and personal meaning, directly aligning with Competency 7's aim to evoke awareness and insight.

C . Do you want to stay with the organization after investing so much?: This closed question limits exploration to a yes/no response and focuses on past investment rather than future potential, reducing insight generation.

D . Have you considered checking with your boss before you act on this?: This is directive and practical (ICF Code of Ethics, Section 2.3), steering the client toward an action rather than fostering self-discovery.

Option B most effectively generates insight, per ICF's emphasis on powerful, reflective questioning.

### NEW QUESTION # 46

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