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NCE/NBCC Exam Questions and Answers 100% Pass

Freud's stages - ✓✓Oral
Anal
Phallic
Latency
Genital
Erickson's stages - ✓✓trust vs mistrust
autonomy vs shame and doubt
initiative vs guilt
industry vs inferiority
identity vs role confusion
intimacy vs isolation
generativity vs stagnation
integrity vs despair
Freud focused on - ✓✓Sexuality (Psychosexual)
Erickson focuses on - ✓✓Social relationships (Psychosocial)

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NBCC National Counselor Examination Sample Questions (Q13-Q18):

NEW QUESTION # 13

Within group counseling, the formation of subgroups as a reaction to initial intragroup conflict:

- A. Should be prevented by the counselor.
- B. Serves as an indicator of counseling effectiveness.
- **C. Is a phenomenon to be expected.**
- D. Indicates need for change in leadership style.

Answer: C

Explanation:

Counselors are expected to understand group development processes and respond therapeutically rather than pathologizing normal group phenomena.

During the transition stage of group development, members often experience:

- * Anxiety and uncertainty
- * Testing of the leader
- * Conflict and disagreement
- * Possible formation of subgroups as members seek safety and alignment

The formation of subgroups in response to early intragroup conflict is a common and expected phenomenon in group counseling, not automatically a sign of poor leadership or failure.

- * B. Should be prevented by the counselor - trying to suppress all subgrouping can interfere with authentic expression and working through conflict.
- * C. Indicates need for change in leadership style - subgroup formation alone does not automatically mean the leader is ineffective.
- * D. Indicator of counseling effectiveness - subgrouping is developmental, not inherently a sign of success or failure.

Recognizing this as an expected part of group development (A) allows the counselor to facilitate movement toward cohesion and productive work rather than overreacting to normal dynamics.

NEW QUESTION # 14

Counselor A has noticed that Counselor B often speaks about clients in public spaces, makes no effort to conceal the clients' identities, and often includes very personal details about the clients' circumstances.

According to the American Counseling Association Code of Ethics, what should Counselor A do first?

- A. Report Counselor B to the American Counseling Association (ACA).
- B. Immediately contact the director of the center and report an ethical violation.
- C. Contact the state regulatory board for mental health counselors.
- **D. Speak privately to express ethical concerns and suggest how to best maintain privacy.**

Answer: D

Explanation:

In the Professional Counseling Orientation and Ethical Practice core area, counselors are taught to follow ethical procedures when addressing suspected ethical violations by colleagues, consistent with codes such as the ACA Code of Ethics. These standards state that when a counselor believes that another professional has violated an ethical standard, they should:

- * First attempt an informal resolution, when appropriate,
- * Approach the colleague directly, in a respectful, private manner,
- * Discuss the concern and encourage corrective action.

Only when informal resolution is not appropriate, not effective, or the violation is severe or poses immediate harm are more formal actions (e.g., reporting to supervisors, licensing boards, or professional organizations) recommended. In this situation, Counselor B's behavior appears to violate confidentiality, but there is no indication that a direct, private conversation would be unsafe or impossible.

Therefore, in line with CACREP-aligned ethics instruction, Counselor A should first attempt to address the concern informally by speaking privately with Counselor B, making B the correct answer.

NEW QUESTION # 15

An adult helps a child notice their feelings by engaging in dialogue about the effects of the child's misbehavior on others. This is a form of which of the following disciplines?

- A. Intermittent reinforcement
- B. Deductive approach
- C. **Inductive approach**
- D. Operant conditioning

Answer: C

Explanation:

The scenario describes an adult who, instead of punishing the child in a purely behavioristic way, talks with the child about how their behavior affects others and helps the child recognize their own feelings and others' feelings. This is characteristic of an inductive discipline approach, which emphasizes:

- * Helping the child understand the consequences of their actions on other people.
- * Developing empathy, moral reasoning, and internalized values.
- * Encouraging the child to take responsibility and regulate behavior from within.

Option B, the inductive approach, matches this style. It is often contrasted with more power-assertive or purely consequence-based methods.

Why the other options are incorrect:

- * A. Operant conditioning focuses on behavior change through reinforcement and punishment, typically without explicit emphasis on the child's understanding of others' feelings.
- * C. Deductive approach generally refers to reasoning from general principles to specific cases and is not the standard term used to describe this kind of discipline strategy.
- * D. Intermittent reinforcement refers to a schedule in which behaviors are reinforced only some of the time, a concept from learning theory that does not describe the empathetic, discussion-based process in the scenario.

This fits with NBCC Counselor Work Behavior Areas under clinical focus with children and families, where counselors are expected to understand and, when appropriate, teach or model developmentally sensitive discipline practices that foster empathy, prosocial behavior, and internalized self-control.

NEW QUESTION # 16

Group leaders facilitating groups in residential treatment facilities can expect which of the following?

- A. **Groups to be open with inconsistent attendance.**
- B. Treatment team members to specify the goals for the group.
- C. Group membership to be consistent and stable until termination.
- D. Use of screening to select appropriate group members.

Answer: A

Explanation:

In many residential treatment settings, groups are typically:

- * Open-ended, with clients entering and leaving treatment at different times.
- * Characterized by fluctuating membership and inconsistent attendance due to admissions, discharges, medical issues, or program requirements.

Therefore, leaders can expect open groups with inconsistent attendance (D).

Why the others are less accurate in this context:

- * A. Treatment team members to specify the goals for the group - although treatment teams may offer input, group leaders are generally responsible for defining and managing group goals within the program structure.
- * B. Use of screening - in residential facilities, group membership is often driven by who is currently admitted, so there is typically limited ability to screen out members.
- * C. Consistent and stable membership - this is more typical of closed groups, not residential settings with rolling admissions and discharges.

NBCC Counselor Work Behavior Areas expect counselors to understand how setting characteristics (like residential care) shape group structure, membership, and how leaders plan and intervene.

NEW QUESTION # 17

According to cultural relativism, what is normal?

- A. Incongruence between behaviors and ideals
- B. **Adherence to contextual values**
- C. Conformity to social expectations
- D. Ideal state of self-actualization

Answer: B

Explanation:

In clinical work, counselors must understand how definitions of "normal" and "abnormal" can vary across cultures and theoretical perspectives.

Cultural relativism holds that:

- * There is no single universal standard of normality.
- * Behavior is understood in the context of the values, norms, and expectations of a particular culture or context.
- * What is considered healthy or deviant depends on culturally shaped value systems.

Thus, "normal" under cultural relativism is best captured by:

- * D. Adherence to contextual values - that is, behavior is normal when it fits the values and norms of the specific cultural context in which the person lives.

Why the others are not correct under cultural relativism

- * A. Conformity to social expectations - close, but too general; it doesn't explicitly reference the cultural-contextual framework that relativism emphasizes.
- * B. Ideal state of self-actualization - reflects more of a humanistic view, not cultural relativism.
- * C. Incongruence between behaviors and ideals - describes distress or conflict, not a definition of normality.

Counselors are expected to incorporate this understanding when assessing behavior and distress across diverse populations, avoiding imposing one culture's standards on another.

NEW QUESTION # 18

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