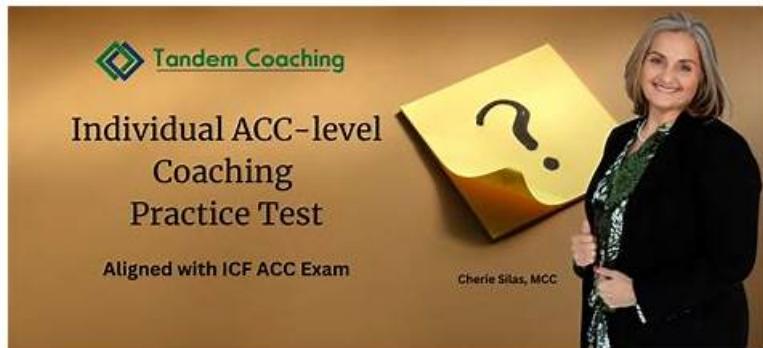


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### ICF Associate Certified Coach Sample Questions (Q74-Q79):

#### NEW QUESTION # 74

At the end of the session, the client states that they are quite happy with their new awareness and are ready to leave. The worst response is:

- A. Tell the client that a coaching session is not finished until they have an action plan.
- B. Are happy for the client and let them go.
- C. Ask the client whether it might be helpful to explore some actions and accountability measures.
- D. Ask what they would like to work on next time.

**Answer: A**

Explanation:

Option C is the worst because it imposes the coach's agenda ("not finished until..."), undermining client autonomy (Competency 8.3) and partnership (Competency 2.2). It violates Ethics Section 2.2 (avoiding bias) and contradicts the ICF Definition of Coaching, which prioritizes client-driven outcomes over rigid structures.

Option A (best, see Question 13) invites collaboration. Option B lacks depth but respects the client. Option D shifts focus

prematurely. C most severely disrupts the coaching dynamic.

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

### NEW QUESTION # 75

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

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 # 76

Which reflects a challenge best addressed through coaching rather than psychotherapy?

- A. Managing an intense fear of flying
- B. Eliminating obsessive thoughts
- C. Reducing feelings of sadness
- D. Committing to eating healthier foods

#### Answer: D

Explanation:

ICF coaching focuses on goal-setting and personal growth (ICF Definition of Coaching), not treating mental health conditions (ICF Coaching Boundaries). Let's assess:

- A . Eliminating obsessive thoughts: This suggests a clinical issue (e.g., OCD), requiring psychotherapy, not coaching (Section 2.5).
- B . Committing to eating healthier foods: This is a behavioral goal within coaching's scope, supporting lifestyle changes (Competency 8).
- C . Reducing feelings of sadness: Persistent sadness may indicate depression, a therapeutic need beyond coaching (ICF Coaching Boundaries).
- D . Managing an intense fear of flying: This phobia typically requires therapy, not coaching, due to its psychological depth (Section 2.5).

Option B is best addressed through coaching, per ICF's focus and boundaries.

### NEW QUESTION # 77

Which is considered a conflict of interest for a coach?

- A. Providing coaching services to employees at a company the coach owns
- B. Providing coaching to part of an organization rather than coaching across the entire organization
- C. Encouraging the interests of a department over the interests of the entire company
- D. Putting a client's interests ahead of the coach's own business interests

#### Answer: A

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as a situation where a coach's "personal interest appears to

influence the objective exercise of their professional duties." Ownership creates a personal stake that could bias coaching. Let's evaluate:

- A . Providing coaching services to employees at a company the coach owns: This is a conflict, as the coach's business interests may conflict with employee needs (Section 3.2 requires disclosure).
- B . Providing coaching to part of an organization rather than coaching across the entire organization: This is a scope decision, not a conflict of interest.
- C . Encouraging the interests of a department over the interests of the entire company: This may be unethical but isn't a personal conflict of interest for the coach.
- D . Putting a client's interests ahead of the coach's own business interests: This aligns with ethics, not a conflict (Section 1).

Option A is a conflict of interest, per ICF's definition.

### **NEW QUESTION # 78**

A coach believes that a client is trying to work on too many goals in too short a period of time. Which approach reflects the best way to address this?

- A. Help the client develop a plan to accomplish the goals within the timeframe
- B. Suggest that the client work to work on the hardest goal until they have more time
- C. Ask the client if they would consider focusing on the hardest goal during coaching
- D. **Invite the client to consider how realistic it is to achieve so many goals that quickly**

**Answer: D**

Explanation:

ICF Competency 7 ("Evokes Awareness") and Competency 8 ("Facilitates Client Growth") encourage coaches to help clients assess feasibility and prioritize goals collaboratively, respecting client autonomy (ICF Code of Ethics, Section 1). Let's assess:

- A . Invite the client to consider how realistic it is to achieve so many goals that quickly: This reflects Competency 7 by prompting reflection and Competency 8 by guiding toward sustainable progress, maintaining a client-led process.
- B . Suggest that the client work on the hardest goal until they have more time: This is directive (ICF Code of Ethics, Section 2.3) and assumes the coach's prioritization, not the client's.
- C . Help the client develop a plan to accomplish the goals within the timeframe: This ignores the coach's concern about feasibility, potentially setting the client up for failure, and skips awareness (Competency 7).
- D . Ask the client if they would consider focusing on the hardest goal during coaching: While less directive than B, it still narrows focus without first exploring realism, missing the broader awareness step.

Option A is the best approach, aligning with ICF's emphasis on awareness and realistic goal-setting.

### **NEW QUESTION # 79**

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