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ICF Associate Certified Coach Sample Questions (Q71-Q76):

NEW QUESTION # 71
Which is a key element of ICPs Evokes Awareness competency?

- A. Acknowledge what is hard for the client
- B. Share observations to create new learning for the client
- C. Support the client by showing empathy
- D. Agree with the client on their overall goals.

Answer: B

Explanation:
ICF Competency 7 ("Evokes Awareness") involves "providing observations, asking questions, and challenging the client to increase awareness and insight." Sharing observations is a key element to spark new learning. Let's evaluate:
A . Support the client by showing empathy: This aligns with Competency 5 ("Cultivates Trust and Safety"), not evoking awareness.
B . Agree with the client on their overall goals: This fits Competency 3 ("Establishes Agreements"), not Competency 7.
C . Share observations to create new learning for the client: This directly reflects Competency 7's focus on offering perspectives to enhance client insight.
D . Acknowledge what is hard for the client: This supports empathy (Competency 5), not the proactive awareness-evoking of Competency 7.
Option C is a key element of "Evokes Awareness," per ICF's competency definition.

NEW QUESTION # 72
Your client is a very creative person who thinks in pictures and learns visually. You, as a coach, are not naturally visual. In order to encourage and facilitate your client's learning, the worst response is:

- A. Ask the client about what they know about their preferred learning style and enquire whether using a whiteboard would be a good idea.
- B. Bring a whiteboard into the coaching session where you and the client can use the space to draw pictures, connections, or add any visual aids that might encourage your client's learning.
- C. Tell your client that you are not able to work with them, as you are not a visual and creative person, therefore not a good coaching match.
- D. Let your client know that to solve problems it is more important to be rational and to approach the problem from a more sensible point of view.

Answer: D

Explanation:
The worst response is C because it dismisses the client's unique learning style and imposes the coach's perspective, violating ICF Core Competency 7, "Evokes Awareness" (7.1), which requires leveraging the client's strengths, not redirecting them to align with the coach's preferences. It also contradicts Competency
4.1, which calls for creating a safe environment tailored to the client's needs, and the ICF Code of Ethics, Section 1, "Responsibility to Clients" (1.1 - Respecting client individuality).
Option A, while not ideal, reflects a boundary-setting choice, though it lacks adaptability. Option B shows effort to accommodate, even if presumptive. Option D is the best, as it partners with the client (Competency
2.2). By contrast, C shuts down the client's process, making it the least aligned with ICF standards.
References: ICF Core Competencies (4.1, 7.1); ICF Code of Ethics (Section 1.1).

NEW QUESTION # 73
If a company sponsors a coach to work with an employee, which party is responsible for ensuring the employee knows what situations would require the coach to breach confidentiality?

- A. The employee's supervisor
- B. The coach
- C. The employee

- D. The company attorneys

Answer: B

Explanation:
The ICF Code of Ethics (Section 4.1) mandates that coaches "explain and ensure that, prior to or at the initial meeting, my coaching client(s) understand the nature and limits of confidentiality." In a sponsored arrangement, the coach retains this responsibility (Competency 3). Let's analyze:
A . The employee: The client isn't responsible for defining confidentiality; this is the coach's duty (Section 4.2).
B . The coach: The coach must clarify confidentiality, including sponsor-related exceptions, in the agreement (Section 1.2), making them responsible.
C . The employee's supervisor: The supervisor may have a role in logistics, but not in explaining coaching ethics (Section 4).
D . The company attorneys: Legal input may inform policy, but the coach directly communicates ethical standards to the client (Competency 3).
Option B reflects the coach's responsibility, per ICF standards.

NEW QUESTION # 74

Your client is frustrated that she is frustrated. She should have been over this mishap in her work a long time ago. She is talking very negatively about herself: "Why can't I get over this..." The best response is:

- A. Tell the client that you like her a lot and that she should not be so negative.
- B. Remind the client that coaching is forward-looking.
- C. Ask the client if she always is this negative about herself.
- D. Invite a reframe and say that sometimes people become frustrated when something is really important to them-might this be the case here?

Answer: D

Explanation:
Option D aligns with Competency 7, "Evokes Awareness" (7.3 - Offers reframes to shift perspective), by gently encouraging the client to see her frustration in a new light without judgment (Competency 4.1). It fosters curiosity and supports Ethics Section 1.1 (respecting client experience).
Option A is overly personal and directive, breaching Competency 2.2. Option B dismisses the client's current state, missing Competency 6.1 (acknowledges emotions). Option C risks sounding accusatory, undermining trust (Competency 4.1). D best facilitates awareness and growth.
References: ICF Core Competencies (2.2, 4.1, 6.1, 7.3); ICF Code of Ethics (1.1).

NEW QUESTION # 75

After establishing a goal which is likely to be the best step for the client and coach to lake next?

- A. Identify the obstacles that would lead the client to change their goal
- B. Develop a plan for keeping the goal confidential until it is achieved
- C. Reflect on what the client has done to help or hinder them in achieving their goal
- D. Select an approach the coach recommends to achieving their goal

Answer: C

Explanation:
After establishing a goal, the ICF coaching process emphasizes evoking awareness and facilitating growth (ICF Core Competencies 7 and 8). Reflecting on past actions aligns with this by helping the client gain insight into their strengths, patterns, and obstacles-key steps in creating an effective plan. Let's break down the options:
A . Identify the obstacles that would lead the client to change their goal: While identifying obstacles is valuable, suggesting the client might "change their goal" prematurely contradicts ICF's focus on client autonomy and commitment to the agreed goal (ICF Competency 3). This step is less immediate than reflection.
B . Select an approach the coach recommends to achieving their goal: Coaches do not "recommend" solutions; they facilitate the client's own strategies (ICF Code of Ethics, Section 2.3: "I will not give my clients advice unless specifically agreed upon"). This option misaligns with ICF's client-led approach.
C . Reflect on what the client has done to help or hinder them in achieving their goal: This step aligns with Competency 7 ("Evokes Awareness"), where the coach uses powerful questioning to help the client assess their current reality and past efforts. It builds a

foundation for action planning (Competency 8), respecting the client's autonomy and fostering self-discovery.

D . Develop a plan for keeping the goal confidential until it is achieved: Confidentiality pertains to the coach-client relationship (ICF Code of Ethics, Section 4), not the goal itself. This is irrelevant to the coaching process and not a typical next step.

Option C is the best next step, as it reflects ICF's emphasis on awareness and growth as immediate follow-ups to goal-setting, per its competencies and ethical framework.

NEW QUESTION # 76

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