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NBCC National Counselor Examination Sample Questions (Q179-Q184):

NEW QUESTION # 179

The measure of central tendency that separates the top half of the scores from the bottom half is the

- A. Semi-interquartile range
- B. Mean
- **C. Median**
- D. Mode

Answer: C

Explanation:

Within the Assessment and Testing core area, counselors are expected to understand and correctly use basic statistical concepts, including measures of central tendency and variability.

* The median is defined as the score that divides a distribution into two equal halves, with 50% of the scores falling above it and 50% below it. This is exactly what the question is asking: the value that separates the top half of the scores from the bottom half.

* The mode is the most frequently occurring score in a distribution and does not necessarily divide the distribution into equal halves.

* The mean is the arithmetic average of the scores and can be influenced by extreme scores; it does not, by definition, guarantee that half the scores are above and half below.

* The semi-interquartile range is a measure of variability (spread), not a measure of central tendency.

It represents half the distance between the first and third quartiles.

Because the median is the statistic that separates the upper 50% of scores from the lower 50%, A (Median) is the correct answer.

NEW QUESTION # 180

An important emphasis of behavior therapy is:

- A. Identifying ineffective moral behavior.
- B. Developing a collaborative counseling relationship.
- C. Promoting a client's personal awareness.
- D. Mapping antecedents and consequences.

Answer: D

Explanation:

Behavior therapy is grounded in learning theory and focuses on observable behavior and the environmental conditions that maintain it. A key procedure is functional analysis, often described in terms of A-B-C:

* A - Antecedents: What happens before the behavior?

* B - Behavior: The specific, observable behavior.

* C - Consequences: What happens after the behavior that might reinforce or punish it?

Option D, mapping antecedents and consequences, directly reflects this core emphasis of behavior therapy—understanding what triggers behaviors and what maintains them, so that interventions can be designed to change environmental contingencies and support new, adaptive behaviors.

* A (collaborative relationship) is important in almost all approaches but is not a unique emphasis of behavior therapy.

* B (personal awareness) aligns more with insight-oriented or humanistic approaches.

* C (moral behavior) does not reflect standard behavior therapy focus, which is on learning processes, not moral judgment.

Mastery of theoretical orientations like behavior therapy fits under Areas of Clinical Focus, where counselors must know how different models conceptualize problems and guide intervention choices.

NEW QUESTION # 181

Which therapeutic approach would utilize outsider witness groups to integrate social resources in supporting client change?

- A. Narrative therapy
- B. Adlerian therapy
- C. Community psychology
- D. Gestalt therapy

Answer: A

Explanation:

The term "outsider witness groups" comes specifically from narrative therapy. In this approach, clients tell and re-author their stories, and selected others (outsider witnesses) listen to these stories and then respond by sharing what moved or resonated with them. This process:

* Brings in social resources and supportive witnesses.

* Strengthens the client's preferred identity and alternative story.

* Helps the client feel seen and supported in a broader community context.

Thus, option D. Narrative therapy is correct.

* Adlerian therapy (A) uses family constellation, early recollections, and encouragement, but not outsider witness groups as a standard technique.

* Gestalt therapy (B) emphasizes experiential awareness, here-and-now work, and empty-chair techniques.

* Community psychology (C) incorporates social systems and resources but does not specifically use

"outsider witness groups" as conceptualized in narrative therapy.

NBCC Counselor Work Behaviors expect counselors to know the distinctive concepts and methods of major counseling theories, including narrative therapy's use of outsider witnesses to support client change.

NEW QUESTION # 182

An applicant for a position in a counseling setting was asked to write a response to a commonly encountered situation for that setting. This is an example of a screening technique known as:

- A. Content analysis
- **B. A work sample**
- C. Role-play
- D. A structured interview

Answer: B

Explanation:

A work sample is a screening or assessment technique in which an applicant is asked to perform a task that closely resembles an actual job duty. In this case, writing a response to a commonly encountered situation in that counseling setting simulates the type of clinical writing, judgment, and communication the job requires.

* Thus, C. A work sample is the correct term.

Why the other options are incorrect:

* A. Structured interview involves a standardized set of interview questions asked face-to-face or virtually, not a written job-task simulation.

* B. Content analysis is a research or evaluation method used to analyze written, verbal, or media material, not the name of a screening tool itself.

* D. Role-play would involve acting out the situation, usually live or via video, rather than writing a response.

Knowledge of different assessment and screening methods, including work samples, fits within Intake, Assessment and Diagnosis competencies, since counselors must understand assessment strategies used in both clinical and organizational contexts.

NEW QUESTION # 183

An organizational risk factor for compassion fatigue in social service agencies is:

- A. Predisposing personal characteristics and issues.
- **B. A culture of silence about stressful events.**
- C. Providing required supervision and training opportunities.
- D. Competition between agencies for resources.

Answer: B

Explanation:

Within professional practice, counselors are expected to recognize how organizational environments can increase or reduce the risk of compassion fatigue, burnout, and impairment. An agency culture that discourages open discussion of stress, emotional impact, client crises, and critical incidents is an organizational risk factor for compassion fatigue.

A culture of silence means staff are less likely to:

* Debrief after difficult cases.

* Seek support or supervision when overwhelmed.

* Normalize and process the emotional toll of their work.

This isolation can increase emotional exhaustion and secondary traumatic stress. Recognizing and addressing such organizational patterns is part of ethical responsibility to maintain counselor wellness and protect client care.

Why the others are incorrect:

* B. Competition between agencies for resources is a systemic or macro-level pressure but is not, by itself, a direct internal organizational risk factor for compassion fatigue.

* C. Predisposing personal characteristics and issues are individual risk factors, not organizational ones.

* D. Providing required supervision and training opportunities is a protective factor, not a risk factor; supportive supervision actually helps reduce compassion fatigue.

This aligns with the NBCC Counselor Work Behavior Areas, which emphasize monitoring the impact of work settings on counselor functioning and advocating for healthy organizational practices.

NEW QUESTION # 184

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