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>> ICF-ACC Zertifikatsdemo <<

ICF-ACC Prüfungsressourcen: Associate Certified Coach & ICF-ACC Reale Fragen

Die ICF ICF-ACC Zertifizierungsprüfung ist heutzutage in der konkurrenzfähigen IT-Branche immer beliebter geworden. Immer mehr

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ICF ICF-ACC Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.
Thema 2	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.
Thema 3	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.

ICF Associate Certified Coach ICF-ACC Prüfungsfragen mit Lösungen (Q77-Q82):

77. Frage

Which of the following examples best reflects a conflict of interest?

- A. Accepting professional recognition instead of payment because the recognition is greatly valued by the coach
- B. Providing individual coaching to a married couple because they may discuss each other's sessions
- C. Receiving payment from a client's employer for coaching the client because the employer may try to influence the coach
- D. Coaching a peer while competing with them for the same work because that may interfere with the coach's objectivity**

Antwort: D

Begründung:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as "a situation in which a coach has a private or personal interest sufficient to appear to influence the objective exercise of their professional duties." Objectivity and impartiality are critical to maintaining trust and integrity in the coaching relationship (ICF Competency 2: "Embodies a Coaching Mindset"). Let's evaluate the options:

* A. Receiving payment from a client's employer for coaching the client because the employer may try to influence the coach: While this could raise concerns about influence, it's not inherently a conflict unless the coach's objectivity is compromised (e.g., prioritizing the employer's agenda over the client's). ICF allows third-party payment if disclosed and agreed upon (ICF Code of Ethics, Section 1.2).

* B. Accepting professional recognition instead of payment because the recognition is greatly valued by the coach: This is a personal preference, not a conflict, as it doesn't inherently affect the coach's ability to serve the client objectively.

* C. Providing individual coaching to a married couple because they may discuss each other's sessions: This involves confidentiality risks (ICF Code of Ethics, Section 4), but it's not a conflict of interest unless the coach has a personal stake in their relationship. ICF permits this if boundaries are clear and agreed upon.

* D. Coaching a peer while competing with them for the same work because that may interfere with the coach's objectivity: This is a clear conflict of interest. Competing with the client creates a personal interest (e.g., career advancement) that could bias the coach's actions, undermining ICF's requirement for impartiality (ICF Code of Ethics, Section 3.2: "I will disclose any conflict of interest"). Option D best reflects a conflict of interest, as it directly threatens the coach's objectivity, a cornerstone of ICF ethics.

78. Frage

How should a coach proceed if the coach has concerns about a client's mental health but does not believe the client is in immediate danger?

- A. Share the concerns with the clients closet family member.
- B. Call emergency services as a precaution.
- C. Consult with a therapist to discuss the client's behavior.
- D. Recommend that the client end coaching to focus on their mental health.

Antwort: A

Begründung:

The ICF Code of Ethics (Section 2.5) requires coaches to "refer clients to other professionals when appropriate," such as when mental health concerns arise outside coaching's scope (ICF Coaching Boundaries). If there's no immediate danger, the coach continues within their role while suggesting support. The options provided seem misaligned, so I'll interpret based on ICF standards: A . Call emergency services as a precaution: This is unnecessary without immediate danger (ICF Code of Ethics, Section 4.3), overstepping the situation described.

B . Consult with a therapist to discuss the client's behavior: This breaches confidentiality without client consent (ICF Code of Ethics, Section 4) and exceeds the coach's role.

C . Share the concerns with the client's closest family member: This also breaches confidentiality unless harm is imminent (ICF Code of Ethics, Section 4.3), making it incorrect here.

D . Recommend that the client end coaching to focus on their mental health: Ending coaching isn't required; the coach can continue within scope while referring out (ICF Definition of Coaching).

79. Frage

Which is essential to specify in a coaching agreement?

- A. The client's profession
- B. A list of professional development resources
- C. How and when sessions will be scheduled
- D. The coach's qualifications

Antwort: C

Begründung:

The ICF Code of Ethics (Section 1.1) requires coaches to "create an agreement/contract regarding the roles, responsibilities, and rights of all parties involved" before coaching begins. ICF Competency 3 ("Establishes and Maintains Agreements") further emphasizes clarity on logistics, such as session scheduling, to ensure mutual understanding and a structured process. Let's evaluate the options:

A . A list of professional development resources: While resources might be helpful, they are not essential to the coaching agreement per ICF standards, which focus on the relationship and process, not supplementary materials.

B . How and when sessions will be scheduled: This is critical to specify, as it establishes the practical framework for the coaching relationship (e.g., frequency, duration, method), aligning with ICF's requirement for clear expectations (ICF Code of Ethics, Section 1.2).

C . The client's profession: This may inform coaching context but isn't essential to the agreement, which focuses on roles and process, not personal details (ICF Competency 3).

D . The coach's qualifications: While transparency about qualifications is ethical (ICF Code of Ethics, Section 2.1), it's not a mandatory component of the agreement unless requested by the client.

Option B is essential, as it directly supports the ICF's emphasis on a clear, operational coaching agreement.

80. Frage

In which situation should a coach recommend that a client speak with a therapist?

- A. The client says their frequent and intense mood swings are disrupting their life
- B. The coach notices the client often seems distracted during sessions
- C. The coach feels like their guidance has not been helping the client's professional development
- D. The client explains that they have been feeling nervous about an upcoming change at work

Antwort: A

Begründung:

The ICF Code of Ethics (Section 2.5) mandates referral when client needs fall outside coaching's scope, such as mental health conditions (ICF Coaching Boundaries). Mood swings disrupting life suggest a clinical issue. Let's review:

A . The coach feels like their guidance has not been helping the client's professional development: This may require coaching adjustments, not therapy (Competency 8).

B . The coach notices the client often seems distracted during sessions: Distraction alone doesn't indicate therapy unless tied to mental health (Competency 6).

C . The client says their frequent and intense mood swings are disrupting their life: This suggests a potential disorder (e.g., bipolar), requiring therapeutic intervention (Section 2.5).

D . The client explains that they have been feeling nervous about an upcoming change at work: Situational nervousness is coachable (Competency 7), not requiring therapy.

Option C justifies a therapy recommendation, per ICF ethics and boundaries.

81. Frage

Which adjectives best reflect the competency Embodies a Coaching Mindset?

- **A. Open curious. and flexible**
- B. Focused, task-oriented and professional
- C. Decisive, agreeable and observant
- D. Careful, prepared and purposeful

Antwort: A

Begründung:

ICF Competency 2 ("Embodies a Coaching Mindset") describes a coach who is "open to not knowing, curious about the client's perspective, and flexible in adapting to the client's needs." This mindset prioritizes a non-judgmental, exploratory stance over rigidity or task focus. Let's evaluate:

A . Focused, task-oriented, and professional: While professionalism matters, "task-oriented" suggests a directive approach, misaligned with the client-centered curiosity of Competency 2.

B . Decisive, agreeable, and observant: "Decisive" implies control, and "agreeable" may suggest pleasing rather than challenging, both inconsistent with the exploratory nature of a coaching mindset.

C . Careful, prepared, and purposeful: These are positive traits, but "careful" and "prepared" imply caution and structure over the openness and adaptability central to Competency 2.

D . Open, curious, and flexible: These directly reflect Competency 2's emphasis on being receptive, inquisitive, and adaptable, fostering a mindset that supports client growth (ICF Code of Ethics, Section 1).

Option D best captures "Embodies a Coaching Mindset," per ICF's competency definition.

82. Frage

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