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## NBCC National Counselor Examination Sample Questions (Q46-Q51):

### NEW QUESTION # 46

Which of the following types of data is considered to have the greatest impact when collecting career counseling program data for accountability purposes?

- A. Outcome
- B. Input
- C. Process
- D. Context

**Answer: A**

Explanation:

In accountability and program evaluation, counselors are expected to use data that reflects actual client change to demonstrate effectiveness. Within professional practice, the most powerful and persuasive evidence is outcome data, because it shows:

- \* What changed for clients (e.g., improved career decision-making, job placement, satisfaction with career choice).
- \* The degree to which program goals and client objectives were met.
- \* The impact of services on client functioning and development.

By comparison:

- \* Input data focuses on what resources went into the program (e.g., staff, time, materials).
- \* Context data describes the environment or client population characteristics.

\* Process data shows what was done (activities, number of sessions), but not whether it worked.

NBCC-aligned counselor work behaviors emphasize using results-focused (outcome) data for accountability to stakeholders and for improving services, which is why outcome data has the greatest impact.

#### NEW QUESTION # 47

Which exemplifies an informal observation made by a counselor?

- A. Noticing each time a client stutters during family visitation.
- B. Offering to shake the client's hand at the start of a session.
- C. Determining if a client can act out written instructions as part of an intake.
- D. Asking the client to keep a tally of nonverbal tics.

**Answer: A**

Explanation:

In counseling assessment, informal observation refers to the counselor naturally noticing client behaviors in real situations without using a standardized procedure, rating scale, or structured task.

\* D is the best example: the counselor notices each time a client stutters during family visitation. This is a naturalistic, unstructured observation made during a typical interaction.

Why the others are not informal observations by the counselor:

\* A. Determining if a client can act out written instructions involves setting up a deliberate, structured task, closer to a formal or planned observational assessment.

\* B. Offering a handshake is a counselor behavior, not an observation. While the counselor could observe the client's response, the option itself does not describe an observation.

\* C. Asking the client to keep a tally of nonverbal tics is self-monitoring, where the client-not the counselor-is doing the observing and recording.

The NBCC Counselor Work Behavior Areas emphasize that counselors must be skilled in both formal and informal observational methods as part of Intake, Assessment and Diagnosis, using what they notice in session to inform conceptualization and treatment.

#### NEW QUESTION # 48

An 18-year-old high school student is trying to make a decision about a major in college. The counselor would administer which of the following instruments to give the student the most helpful information?

- A. Self-Directed Search
- B. Adjective Checklist
- C. House-Tree-Person Test
- D. Harvard's Implicit Bias Test

**Answer: A**

Explanation:

The Career Development core area includes knowledge of career assessment instruments that help clients clarify interests, values, and career options, especially for decisions such as choosing a college major.

\* The Self-Directed Search (SDS) is based on Holland's theory (RIASEC) and helps individuals identify their interest patterns and match them with career fields and college majors consistent with those interests. It is specifically designed for career exploration and educational planning, making it highly appropriate for an 18-year-old choosing a major.

\* The House-Tree-Person Test is a projective personality assessment and is not designed for career or major selection.

\* The Adjective Checklist is typically used for personality description or self-perception, not directly for choosing majors or careers.

\* The Harvard Implicit Association Test (IAT) assesses implicit biases or attitudes, not vocational interests or educational choices.

Because the SDS directly links interests to college majors and occupations, the most helpful tool for this student's decision-making is B. Self-Directed Search.

#### NEW QUESTION # 49

What term is used for the act a counselor displays when they set aside personal values to provide services for a diverse client?

- A. Acculturation
- B. Ethical bracketing

- C. Countertransference
- D. Developmental maturation

**Answer: B**

Explanation:

Within the CACREP Core Area of Social and Cultural Diversity, counselors are expected to demonstrate skills that allow them to work effectively with clients from diverse backgrounds. A key competency is the ability to avoid imposing personal values and to maintain an unbiased, respectful stance toward clients' cultural identities, beliefs, and worldviews.

\* Ethical Bracketing (Correct Answer) Ethical bracketing refers to a counselor's intentional process of setting aside personal values, beliefs, or biases in order to provide competent, culturally responsive services. This aligns with ethical expectations that counselors:

\* Maintain value neutrality,

\* Avoid personal value imposition, and

\* Uphold client autonomy, dignity, and cultural uniqueness. Ethical bracketing is specifically encouraged as an important skill when working with diverse populations.

\* Countertransference (Incorrect) This refers to a counselor's emotional reactions toward the client, often based on the counselor's unresolved issues. It is not about intentionally setting aside personal values; instead, it is an internal emotional process that must be managed during therapy.

\* Acculturation (Incorrect) Acculturation refers to the process of adapting to a dominant or new culture, not the counselor's act of setting aside personal values during counseling.

\* Developmental Maturation (Incorrect) This refers to normal growth processes across the lifespan. It has no direct connection to value management in counseling.

Because only ethical bracketing describes consciously setting aside personal values to serve clients without bias, A is the correct answer.

#### NEW QUESTION # 50

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

**Answer: C**

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 # 51

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