

# Verified ICF-ACC Answers & ICF-ACC Test Pattern

**ICF Classifying, Function and Disability**  
**3 2024/2025 Exam Questions with**  
**Detailed Verified Answers (100% Correct**  
**Answers) | Already Graded A+**

ICF (International Classification of Functioning, Disability and Health) -

☐ANSWER ✓✓It provides a unified and standard language for the description of health and health-related statues.

disabled and not disabled - ☐ANSWER ✓✓Its not just the presence or absence of disease that makes the distinction between what?

1. Health condition
2. Environmental factors
3. Activities
4. Participation
5. Body functions and structures - ☐ANSWER ✓✓5 things you look at for OT cases?

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## ICF ICF-ACC Exam Syllabus Topics:

| Topic   | Details  |
|---------|--|
| Topic 1 | <ul style="list-style-type: none"><li>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.</li></ul>  |
| Topic 2 | <ul style="list-style-type: none"><li>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.</li></ul>   |
| Topic 3 | <ul style="list-style-type: none"><li>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.</li></ul> |

## ICF Associate Certified Coach Sample Questions (Q81-Q86):

### NEW QUESTION # 81

Which challenge is best addressed through coaching rather than therapy?

- A. Feelings of anxiety or panic surrounding work-related tasks
- B. Struggling to get promoted despite working at a company for five years
- C. Inability to concentrate or complete tasks at work over several months
- D. Recurring thoughts of self-harm over the past two weeks

**Answer: B**

Explanation:

The ICF defines coaching as a process focused on "partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential" (ICF Definition of Coaching). Coaching operates within specific boundaries, emphasizing future-oriented, goal-directed support rather than addressing mental health conditions or deep psychological issues, which fall under therapy (ICF Coaching Boundaries). Let's analyze each option:

A . Inability to concentrate or complete tasks at work over several months: This suggests a persistent cognitive or emotional issue, potentially linked to conditions like ADHD or depression, which require therapeutic intervention beyond coaching's scope (ICF Code of Ethics, Section 2.5: "I will refer clients to other professionals when appropriate").

B . Recurring thoughts of self-harm over the past two weeks: This is a serious mental health concern requiring immediate therapeutic or psychiatric support, not coaching (ICF Coaching Boundaries explicitly exclude mental health treatment).

C . Feelings of anxiety or panic surrounding work-related tasks: While coaching can address performance-related stress, ongoing anxiety or panic suggests a clinical issue better suited for therapy (ICF Code of Ethics, Section 2.5).

D . Struggling to get promoted despite working at a company for five years: This is a professional development challenge focused on goals, skills, or strategies-ideal for coaching. It aligns with ICF Competency 8 ("Facilitates Client Growth") by supporting the client in identifying barriers and creating action plans to achieve career aspirations.

Thus, option D is best addressed through coaching, as it fits within ICF's ethical scope and competency framework for enhancing potential without crossing into therapeutic territory.

### NEW QUESTION # 82

Your client has identified a concrete action that they want to implement. To help them understand better what some possible results or learnings could come from this proposed action, the worst response is:

- A. Remind your client that if this action succeeds, life will be much better.

- B. Ask your client to share some thoughts, remind them to think optimistically, and not focus on potential problems.
- C. Ask questions around possible consequences or results of the implementation of this action.
- D. Give the client an exercise to write down a list of good possible outcomes.

**Answer: A**

Explanation:

Option B is the worst because it assumes a positive outcome and imposes the coach's perspective, violating Competency 7.11 (shares without attachment) and Ethics Section 2.2 (avoiding bias). It undermines partnership (Competency 2.2) and limits full exploration (Competency 7.2).

Option A directs but isn't harmful. Option C (best, see Question 17) empowers. Option D restricts scope but isn't as presumptive as B. B most misaligns with ICF standards.

References: ICF Core Competencies (2.2, 7.2, 7.11); ICF Code of Ethics (2.2).

### NEW QUESTION # 83

Which situation most clearly represents a potential conflict of interest for a coach?

- A. Suggesting that a client take a learning course developed by a respected psychologist
- B. Recommending a psychological assessment that will result in financial gain for a former colleague
- C. Offering a business card to a former classmate who may benefit from coaching
- **D. Advising a client to purchase a training program for which the coach will receive financial compensation**

**Answer: D**

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as a situation where a coach's personal interest could influence their professional objectivity. Financial gain tied to recommendations is a clear example (Section 3.2 requires disclosure). Let's analyze:

A . Offering a business card to a former classmate who may benefit from coaching: This is marketing, not a conflict unless personal gain overrides client needs, which isn't implied.

B . Recommending a psychological assessment that will result in financial gain for a former colleague: This benefits a third party, not the coach directly, so it's less clearly a conflict under ICF's definition.

C . Advising a client to purchase a training program for which the coach will receive financial compensation: This directly ties the coach's financial interest to their advice, creating a potential conflict (Section 3.1).

D . Suggesting that a client take a learning course developed by a respected psychologist: Without personal gain, this is a neutral recommendation, not a conflict.

Option C most clearly represents a conflict of interest, per ICF ethics.

### NEW QUESTION # 84

Which reflects an ethical violation that would fall under a coach's responsibilities related to practice and performance?

- A. Providing coaching to some clients and consultation to others
- **B. Failing to alert involved parties when there is a conflict of interest**
- C. Breaking confidentiality when a client is threatening to harm themselves
- D. Meeting with a sponsor to discuss their role in the coaching process

**Answer: B**

Explanation:

The ICF Code of Ethics (Section 2, "Responsibility to Practice and Performance") includes obligations to maintain professional integrity, such as disclosing conflicts of interest (Section 3.2: "I will disclose to my clients any conflict of interest"). Failing to do so violates this responsibility. Let's evaluate:

A . Providing coaching to some clients and consultation to others: This is permissible if roles are clear and agreed upon (ICF Code of Ethics, Section 1.2), not an ethical violation.

B . Breaking confidentiality when a client is threatening to harm themselves: This is allowed under Section 4.3 ("to prevent serious harm"), not a violation.

C . Meeting with a sponsor to discuss their role in the coaching process: This is ethical if disclosed in the agreement (Section 1.2), not a violation.

D . Failing to alert involved parties when there is a conflict of interest: This breaches Section 3.2, undermining the coach's

responsibility to practice with transparency and integrity.

Option D reflects an ethical violation under "Responsibility to Practice and Performance."

### NEW QUESTION # 85

Which action, if taken by a coach at the end of a session, would most likely help a client continue to make progress?

- A. Distributing a survey to assess the client's level of satisfaction with the coaching progress
- B. Sharing literature relevant to the client's goals for them to review before the next coaching session.
- C. Emphasizing some negative outcomes that could occur if the client does not reach their goals
- **D. Working with the client to develop an action plan that acknowledges support and resource barriers**

**Answer: D**

Explanation:

ICF Competency 8 ("Facilitates Client Growth") focuses on "transforming learning into action" through specific, realistic plans that support ongoing progress. Addressing barriers ensures sustainability (ICF Definition of Coaching). Let's evaluate:

\* A. Distributing a survey to assess the client's level of satisfaction with the coaching progress: This evaluates the process but doesn't directly drive progress (Competency 8).

\* B. Working with the client to develop an action plan that acknowledges support and resource barriers: This aligns with Competency 8, empowering the client with a tailored, actionable strategy for continued growth.

\* C. Emphasizing some negative outcomes that could occur if the client does not reach their goals:

Fear-based motivation contradicts ICF's positive, client-led approach (Competency 5).

\* D. Sharing literature relevant to the client's goals for them to review before the next coaching session: This supports learning but lacks the actionable focus of a plan (Competency 8).

Option B most likely helps the client progress, per ICF's growth-focused framework.

### NEW QUESTION # 86

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