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## ICF Associate Certified Coach Sample Questions (Q17-Q22):

### NEW QUESTION # 17

The client asks you to call them every day to make sure they do their homework. The best response is:

- A. Call them-you are a service provider after all.
- B. Help the client think about ways he/she could remind him/herself.
- C. Reject that demand-you are not the client's nanny.
- D. Tell the client that this will cost extra.

**Answer: B**

Explanation:

Option D aligns with Competency 8.3, "Supports client autonomy in the design of goals, actions, and methods of accountability," by empowering the client to create their own system, fostering independence per Ethics Section 1.1. It reflects partnership (Competency 2.2) and the ICF Definition of Coaching (client-led process).

Option A dismisses the request rudely, breaching Competency 4.1. Option B oversteps boundaries, risking dependency (Ethics Section 2.1). Option C turns it transactional, missing the coaching focus. D best supports long-term growth.

References: ICF Core Competencies (2.2, 4.1, 8.3); ICF Code of Ethics (1.1, 2.1); ICF Definition of Coaching.

### NEW QUESTION # 18

Which behavior best reflects the coaching competency Establishes and Maintains Agreements?

- A. Manages their emotions to remain present with the client
- B. Acknowledges and respects the client's unique insights in the coaching process
- C. Develops an ongoing reflective practice to enhance one's coaching
- **D. Partners with the client to determine client-coach compatibility**

**Answer: D**

### NEW QUESTION # 19

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 best response is:

- A. 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.
- **B. Ask the client about what they know about their preferred learning style and enquire whether using a whiteboard would be a good idea.**
- 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. 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.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation:

The ICF Core Competency 4, "Cultivates Trust and Safety," emphasizes adapting to the client's needs to create a supportive environment (ICF Core Competencies, 4.1). Additionally, Competency 6, "Listens Actively," requires coaches to be attuned to the client's way of processing information (6.2). Option D aligns with these principles by demonstrating curiosity and partnership. Asking the client about their preferred learning style respects their autonomy and ensures the coach does not assume what works best, which is a key aspect of the ICF Code of Ethics, Section 4, "Responsibility to Practice and Performance" (4.1 - Adapting to client needs).

Option A violates the ethical principle of non-discrimination and fails to adapt to the client's needs, potentially undermining trust.

Option B assumes the whiteboard is the solution without client input, which does not fully partner with the client (Competency 2.2 - Partnership). Option C dismisses the client's visual learning style, contradicting Competency 7, "Evokes Awareness," which encourages leveraging the client's strengths (7.1). Thus, D is the best response as it fosters collaboration and tailors the approach to the client's preferences.

### NEW QUESTION # 20

When a coach maintains client confidentiality. Which ICF ethical standard are they honoring?

- A. Responsibility to society
- **B. Responsibility to clients**
- C. Responsibility
- D. Responsibility to professionalism

**Answer: B**

Explanation:

The ICF Code of Ethics organizes standards under headings like "Responsibility to Clients" (Section 1). Confidentiality is explicitly addressed in Section 4 ("Confidentiality/Privacy"), which falls under this responsibility, ensuring client trust and autonomy. Let's assess:

- A . Responsibility to clients: Section 4.1 requires coaches to "maintain the strictest levels of confidentiality," directly tying this to client responsibility.
  - B . Responsibility to society: This (Section 5) focuses on broader impact, not confidentiality.
  - C . Responsibility to professionalism: This (Section 3) addresses conflicts of interest, not privacy.
  - D . Responsibility: This is incomplete; ICF uses specific categories, and confidentiality aligns with clients.
- Option A is the ethical standard honored, per ICF's structure.

### NEW QUESTION # 21

A sponsor hires a coach to work with a director. The director asks the coach to provide coaching to address a personal issue under a separate contract. What should the coach do as an ethical responsibility?

- A. Accept to deliver the same type of coaching between the two contracts
- B. Ensure that the sponsor does not pay for the director's personal coaching
- C. Decline the request for the personal coaching contract due to the limits of confidentiality
- **D. Clarify the implications of both contracts to avoid possible conflicts of interest**

**Answer: D**

Explanation:

The ICF Code of Ethics (Section 1.2) requires coaches to "clarify roles and responsibilities" in multi-party agreements, and Section 3.2 mandates disclosing conflicts of interest. Dual contracts (sponsor and personal) risk overlapping interests or confidentiality issues (Section 4). Let's assess:

- \* A. Clarify the implications of both contracts to avoid possible conflicts of interest: This ensures transparency and alignment (Competency 3), addressing potential conflicts ethically.
  - \* B. Accept to deliver the same type of coaching between the two contracts: This ignores potential conflicts or confidentiality breaches between sponsor and personal goals.
  - \* C. Ensure that the sponsor does not pay for the director's personal coaching: Payment source is secondary; the ethical issue is role clarity and conflicts, not just funding.
  - \* D. Decline the request for the personal coaching contract due to the limits of confidentiality: Declining isn't required if boundaries are clear; ICF allows multiple roles with disclosure (Section 1.2).
- Option A fulfills the coach's ethical responsibility, per ICF standards.

### NEW QUESTION # 22

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