

2026 ICF Updated ICF-ACC: Associate Certified Coach Test Question



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ICF Associate Certified Coach Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which best reflects a plan of action that is likely to be successful?

- A. Put more effort into their work so the boss is impressed
- B. Try as hard as they can to become a top executive
- C. Take longer lunch breaks when they have the time
- D. Complete a report two weeks ahead of schedule

Answer: D

Explanation:

ICF Competency 8 ("Facilitates Client Growth") emphasizes creating actionable, specific, and measurable plans to support client success. A successful action plan aligns with the client's goals and is realistic and time-bound (ICF Definition of Coaching). Let's evaluate:

A . Try as hard as they can to become a top executive: This is vague, lacks specificity, and isn't time-bound, making success hard to measure or achieve (Competency 8).

B . Complete a report two weeks ahead of schedule: This is specific, measurable, achievable, and time-bound, reflecting an effective action plan per ICF standards for facilitating growth.

C . Take longer lunch breaks when they have the time: This lacks purpose or alignment with professional goals and isn't a clear plan

for success (ICF Code of Ethics, Section 1).

D . Put more effort into their work so the boss is impressed: This is vague and subjective, missing the clarity and structure ICF action plans require.

Option B best reflects a successful plan, per ICF's focus on actionable outcomes.

NEW QUESTION # 13

Which is important for coaches to do when working with clients?

- A. Manage client behaviors
- **B. Support client success**
- C. Analyze client emotions
- D. Understand client mental health

Answer: B

Explanation:

The ICF Definition of Coaching centers on "partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential," making client success the coach's primary focus. ICF Competency 8 ('Facilitates Client Growth') underscores supporting clients in achieving their goals. Let's review:

- * A. Analyze client emotions: While understanding emotions aids coaching (Competency 6), analyzing them risks crossing into therapy (ICF Coaching Boundaries), and it's not the core focus.
- * B. Manage client behaviors: Coaches facilitate, not manage, client actions (ICF Code of Ethics, Section 1), preserving autonomy rather than controlling behavior.
- * C. Support client success: This encapsulates ICF's mission and competencies (e.g., Competency 5: "Cultivates Trust and Safety," Competency 8), focusing on empowering clients to succeed.
- * D. Understand client mental health: This exceeds coaching's scope, which avoids diagnosing or treating mental health (ICF Code of Ethics, Section 2.5), requiring referral instead.

Option C is most important, reflecting ICF's foundational commitment to client success.

NEW QUESTION # 14

Nearing the end of a coaching session, the client has a very clear idea of the plan that he/she would like to implement. To help the client identify if they have all the support that they need in moving forward, the best response is:

- A. Offer to email the client daily until they have implemented the project.
- B. Ask the client who will be their support.
- **C. Help the client in assessing whether they have any areas that might need more support or still need to be addressed.**
- D. Remind the client that two horses pull more weight than one, and they need someone to help them implement their plan.

Answer: C

Explanation:

Option D aligns with Competency 8.2, "Partners to design goals, actions, and accountability measures," by collaboratively assessing support needs, fostering autonomy (Competency 8.3) and adhering to Ethics Section 1.1 (client-driven process).

Option A oversteps boundaries (Ethics Section 2.1). Option B assumes external support without exploration.

Option C imposes a metaphor and directive, missing partnership (Competency 2.2). D best ensures the client's plan is robust.

References: ICF Core Competencies (2.2, 8.2, 8.3); ICF Code of Ethics (1.1, 2.1).

NEW QUESTION # 15

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. Give the client an exercise to write down a list of good possible outcomes.
- 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. Remind your client that if this action succeeds, life will be much better.**

Answer: D

Explanation:

Comprehensive and Detailed 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.

NEW QUESTION # 16

After making initial progress between sessions, your client is now at a point where they are stuck and feel like they are moving backwards. The worst response is:

- A. Ask the client questions about what this is helping them understand or learn about themselves, their process, or the situation.
- **B. Remind the client that they will fail long term if they don't have better support.**
- C. After hearing the situation, kindly suggest what the client might be learning about being stuck.
- D. Tell the client that they need to stick to their decision and try harder.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Option C is the worst because it uses fear-based language ("will fail") and assumes a need for support, violating Competency 4.1 (safe, non-judgmental environment) and Ethics Section 2.2 (avoiding bias). It undermines partnership (Competency 2.2) and the ICF Definition of Coaching by imposing the coach's narrative.

Option A directs but isn't as threatening. Option B (best, see Question 21) empowers. Option D suggests but remains gentle. C most severely disrupts trust and autonomy.

NEW QUESTION # 17

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