

ICF-ACC Learning Material: Associate Certified Coach & ICF-ACC Practice Test



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ICF ICF-ACC Exam Syllabus Topics:

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

ICF ICF-ACC Exam Dumps [2026] - Effective Preparation Material

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ICF Associate Certified Coach Sample Questions (Q77-Q82):

NEW QUESTION # 77

What is the first step a coach should take after discovering another coach has misrepresented their level of training to a client?

- A. Discuss the issue with a supervising coach
- B. Report the misconduct to ICF
- C. Speak with the coach's client about the misinformation
- **D. Communicate with the coach about their possible ethical violation**

Answer: D

Explanation:

The ICF Code of Ethics (Section 5.1) encourages coaches to "resolve conflicts or potential ethical violations directly with those involved when feasible" before escalating to formal reporting. Misrepresenting training violates Section 2.1 ("I will accurately represent my qualifications"), and the first step is typically a professional conversation to address it. Let's analyze:

A . Discuss the issue with a supervising coach: This assumes a supervisory structure that may not exist, and it bypasses direct resolution, which ICF prioritizes.

B . Communicate with the coach about their possible ethical violation: This aligns with ICF's ethical process of addressing concerns collegially first, fostering accountability while respecting due process (ICF Code of Ethics, Section 5).

C . Speak with the coach's client about the misinformation: This breaches confidentiality and professionalism (ICF Code of Ethics, Section 4) and oversteps the coach's role.

D . Report the misconduct to ICF: Reporting is appropriate if direct resolution fails or the violation is severe, but it's not the first step per ICF's Ethical Conduct Review Policy.

Option B is the correct first step, reflecting ICF's ethical approach to resolving potential violations.

NEW QUESTION # 78

Which question most likely helps a client generate insight during a coaching session?

- A. Are there risks with this plan that you are not considering?
- **B. How would your life change if you made that choice?**
- C. Have you considered checking with your boss before you act on this
- D. Do you want to stay with organization after investing so much?

Answer: B

Explanation:

ICF Competency 7 ("Evokes Awareness") emphasizes "asking powerful questions that help the client gain insight, explore perspectives, and discover new possibilities." Effective questions are open-ended, future-focused, and provoke deep reflection, aligning with the ICF's client-centered approach (ICF Code of Ethics, Section 1). Let's evaluate:

A . Are there risks with this plan that you are not considering?: This is specific and risk-focused, prompting evaluation rather than broad insight. It's useful but less generative than exploring life impact.

B . How would your life change if you made that choice?: This open-ended, future-oriented question invites the client to explore consequences and personal meaning, directly aligning with Competency 7's aim to evoke awareness and insight.

C . Do you want to stay with the organization after investing so much?: This closed question limits exploration to a yes/no response and focuses on past investment rather than future potential, reducing insight generation.

D . Have you considered checking with your boss before you act on this?: This is directive and practical (ICF Code of Ethics, Section 2.3), steering the client toward an action rather than fostering self-discovery.

Option B most effectively generates insight, per ICF's emphasis on powerful, reflective questioning.

NEW QUESTION # 79

At the end of the session, the client states that they are quite happy with their new awareness and are ready to leave. The worst response is:

- A. Are happy for the client and let them go.
- **B. Tell the client that a coaching session is not finished until they have an action plan.**
- C. Ask what they would like to work on next time.
- D. Ask the client whether it might be helpful to explore some actions and accountability measures.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Option C is the worst because it imposes the coach's agenda ("not finished until..."), undermining client autonomy (Competency 8.3) and partnership (Competency 2.2). It violates Ethics Section 2.2 (avoiding bias) and contradicts the ICF Definition of Coaching, which prioritizes client-driven outcomes over rigid structures.

Option A (best, see Question 13) invites collaboration. Option B lacks depth but respects the client. Option D shifts focus prematurely. C most severely disrupts the coaching dynamic.

NEW QUESTION # 80

During the coaching session, a client has a new and very clear insight about the way that they have been treating a colleague. The worst response is:

- A. Suggest that this insight could be very useful in changing the client's behavior toward the colleague.
- B. Ask them how they would feel if they were the colleague being treated in this way.
- C. Ask the client how this new insight could impact his/her behavior towards the colleague.
- **D. Tell them that the way they have been treating the colleague is unacceptable, and they need to change if they want to be a better person.**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Option A is the worst because it imposes judgment ("unacceptable") and directs the client ("need to change"), violating Competency 4.1 (safe, non-judgmental environment) and Competency 2.2 (partnership). It also breaches Ethics Section 2.2 (avoiding personal bias) and the ICF Definition of Coaching, which emphasizes facilitating, not dictating.

Option B invites perspective but isn't harmful. Option C (best, see Question 11) empowers the client. Option D suggests rather than collaborates but isn't judgmental. A most severely undermines the coaching process.

NEW QUESTION # 81

After establishing a goal which is likely to be the best step for the client and coach to take next?

- **A. Reflect on what the client has done to help or hinder them in achieving their goal**
- B. Select an approach the coach recommends to achieving their goal
- C. Develop a plan for keeping the goal confidential until it is achieved
- D. Identify the obstacles that would lead the client to change their goal

Answer: A

Explanation:

After establishing a goal, the ICF coaching process emphasizes evoking awareness and facilitating growth (ICF Core Competencies 7 and 8). Reflecting on past actions aligns with this by helping the client gain insight into their strengths, patterns, and obstacles-key steps in creating an effective plan. Let's break down the options:

A. Identify the obstacles that would lead the client to change their goal: While identifying obstacles is valuable, suggesting the client might "change their goal" prematurely contradicts ICF's focus on client autonomy and commitment to the agreed goal (ICF Competency 3). This step is less immediate than reflection.

B. Select an approach the coach recommends to achieving their goal: Coaches do not "recommend" solutions; they facilitate the client's own strategies (ICF Code of Ethics, Section 2.3: "I will not give my clients advice unless specifically agreed upon"). This option misaligns with ICF's client-led approach.

C. Reflect on what the client has done to help or hinder them in achieving their goal: This step aligns with Competency 7 ("Evokes

