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ICF Associate Certified Coach Sample Questions (Q48-Q53):

NEW QUESTION # 48

Which would most likely lead a client to feel they have less power or influence than the coach in the coaching process?

- A. The sponsoring company's willingness to pay for coaching services for the client
- **B. The client's perceptions of the coach as an expert in coaching**
- C. The client's control over the timing of payments to the coach
- D. The coach's tendency to ask more questions than the client

Answer: B

NEW QUESTION # 49

A coach should refer a client to seek help from a non-coaching professional when the client

- A. seeks confidence and clarity during a career change
- B. needs support navigating a transitional period in their life
- **C. requests guidance in determining which employees should lose their jobs**
- D. wants help building better relationships

Answer: C

Explanation:

The ICF Code of Ethics (Section 2.5) mandates referral to other professionals when client needs exceed coaching's scope, which is limited to supporting personal and professional growth, not providing expert advice or managing organizational decisions (ICF Coaching Boundaries). Let's analyze:

A. Needs support navigating a transitional period in their life: This fits coaching's scope (ICF Definition of Coaching), supporting transitions through goal-setting and awareness (Competency 8).

B. Requests guidance in determining which employees should lose their jobs: This requires expertise in HR or management consulting, not coaching, as it involves directive advice and third-party impact, exceeding ICF boundaries (ICF Code of Ethics, Section 2.3). Referral to a consultant or HR professional is appropriate.

C. Wants help building better relationships: This is within coaching's domain, focusing on personal skills and growth (Competency 8), not requiring referral.

D. Seeks confidence and clarity during a career change: This aligns with coaching's purpose of enhancing potential and decision-making (ICF Definition of Coaching), not necessitating referral.

Option B warrants referral, as it falls outside ICF's non-directive, growth-focused scope.

NEW QUESTION # 50

a client who recently moved to a new country told their coach they are struggling to make friends. which action by the coach would most likely evoke awareness?

- A. Say the challenges are likely caused by cultural difference
- B. Suggest concrete steps the client could take to make friends
- **C. Ask what the client believes is at the root of this struggle**
- D. Acknowledge that making friends is difficult and can take time

Answer: C

Explanation:

ICF Competency 7 ("Evokes Awareness") involves "asking questions and providing observations that help the client gain insight and explore new perspectives." This competency prioritizes deepening the client's self-understanding over offering solutions or validation. Let's evaluate:

* A. Ask what the client believes is at the root of this struggle: This powerful question evokes awareness by prompting self-reflection and insight, directly aligning with Competency 7 and the ICF focus on client autonomy (ICF Code of Ethics, Section 1).

* B. Acknowledge that making friends is difficult and can take time: While supportive (Competency

5), this doesn't challenge or deepen awareness, limiting its impact.

* C. Suggest concrete steps the client could take to make friends: This shifts to action planning (Competency 8), not evoking awareness, and risks being directive (ICF Code of Ethics, Section 2.3).

* D. Say the challenges are likely caused by cultural difference: This imposes the coach's assumption, reducing client exploration and contradicting Competency 7's focus on client-driven insight.

Option A best evokes awareness, per ICF's competency framework.

NEW QUESTION # 51

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 best response is:

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

Answer: C

Explanation:

Option B aligns with ICF Core Competency 7, "Evokes Awareness" (7.2 - Helps the client explore and gain clarity), by using questions to deepen the client's understanding of their experience. It supports partnership (Competency 2.2) and respects autonomy (Competency 8.3), adhering to Ethics Section 1.1 (client-led process).

Option A directs the client, violating Competency 2.2 and Ethics Section 2.2 (avoiding bias). Option C instills fear and assumes failure, breaching Competency 4.1 (safe environment). Option D suggests rather than explores, missing full collaboration. B best facilitates self-discovery and growth.

References: ICF Core Competencies (2.2, 4.1, 7.2, 8.3); ICF Code of Ethics (1.1, 2.2).

NEW QUESTION # 52

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

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

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Option A aligns with Competency 8.2, "Partners with the client to design goals, actions, and accountability measures," by inviting the client to consider next steps without forcing them, respecting autonomy (Competency 8.3) and partnership (Competency 2.2). It adheres to Ethics Section 1.1 (client-led process).

Option B ends prematurely, missing growth opportunities (Competency 8). Option C imposes a rule, violating Competency 2.2 and Ethics Section 2.2. Option D shifts focus to the future without integrating current awareness (Competency 8.1). A best balances closure and progress.

NEW QUESTION # 53

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