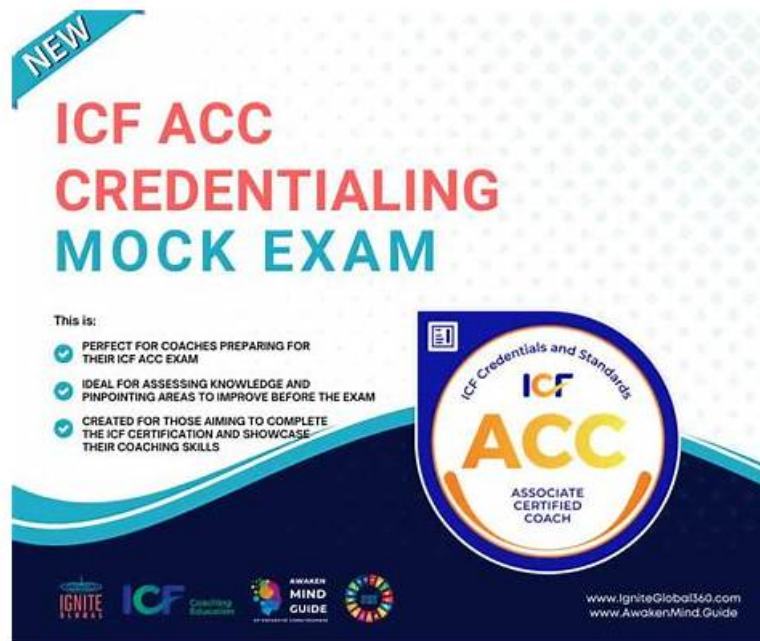


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ICF Associate Certified Coach Sample Questions (Q57-Q62):

NEW QUESTION # 57

Which best describes the coaching approach?

- A. Coaches let clients both drive the coaching and make choices about the tools used during it
- B. Coaches strive to stay ahead of the conversation by thinking and analyzing different options
- C. Coaches measure their performance by how well the client meets a set of objectives.
- D. Coaches choose the direction of the session in advance based on what worked with previous clients

Answer: A

Explanation:

The ICF Definition of Coaching emphasizes a "partnership" where clients are the experts in their lives, and coaches facilitate rather than direct (ICF Code of Ethics, Section 1). Competency 3 ("Establishes and Maintains Agreements") and Competency 8 highlight client autonomy in shaping the process. Let's review:

- A . Coaches choose the direction of the session in advance based on what worked with previous clients: This is coach-driven, contradicting ICF's client-led approach.
- B . Coaches strive to stay ahead of the conversation by thinking and analyzing different options: This focuses on the coach's agenda, not the client's (Competency 2).
- C . Coaches let clients both drive the coaching and make choices about the tools used during it: This reflects ICF's emphasis on client autonomy and partnership (Competency 5, Competency 7).
- D . Coaches measure their performance by how well the client meets a set of objectives: This shifts focus to coach outcomes, not client-driven growth (ICF Code of Ethics, Section 1).

Option C best describes the coaching approach, per ICF standards.

NEW QUESTION # 58

If a company sponsors a coach to work with an employee, which party is responsible for ensuring the employee knows what situations would require the coach to breach confidentiality?

- A. The employee's supervisor
- B. The company attorneys
- C. The employee
- **D. The coach**

Answer: D

Explanation:

The ICF Code of Ethics (Section 4.1) mandates that coaches "explain and ensure that, prior to or at the initial meeting, my coaching client(s) understand the nature and limits of confidentiality." In a sponsored arrangement, the coach retains this responsibility (Competency 3). Let's analyze:

- A . The employee: The client isn't responsible for defining confidentiality; this is the coach's duty (Section 4.2).
- B . The coach: The coach must clarify confidentiality, including sponsor-related exceptions, in the agreement (Section 1.2), making them responsible.
- C . The employee's supervisor: The supervisor may have a role in logistics, but not in explaining coaching ethics (Section 4).
- D . The company attorneys: Legal input may inform policy, but the coach directly communicates ethical standards to the client (Competency 3).

Option B reflects the coach's responsibility, per ICF standards.

NEW QUESTION # 59

Which action likely works best for coaches trying to ensure their behavior stays within ethical bounds?

- **A. Reflect on personal behaviors that could lead to possible ethical breaches**
- B. Ask clients to speak up if anything feels uncomfortable to them during a session.
- C. Learn from other coaches by asking them to share their experiences with ethical breaches
- D. Identify the appropriate contact information for self-reporting ethical breaches to ICF

Answer: A

Explanation:

ICF Competency 2 ("Embodies a Coaching Mindset") includes self-awareness and ongoing reflection to maintain ethical practice (ICF Code of Ethics, Section 2). Proactive self-assessment helps coaches stay within bounds. Let's analyze:

- A . Reflect on personal behaviors that could lead to possible ethical breaches: This aligns with Competency 2, fostering ethical integrity through self-monitoring (Section 2.1).
- B . Ask clients to speak up if anything feels uncomfortable to them during a session: This is reactive and shifts responsibility to the client, not the coach's duty (Section 1).
- C . Learn from other coaches by asking them to share their experiences with ethical breaches: This is informative but less direct than personal reflection for ongoing ethics (Competency 2).
- D . Identify the appropriate contact information for self-reporting ethical breaches to ICF: This is procedural after a breach, not preventive (Section 5).

Option A works best, per ICF's emphasis on self-awareness and ethical responsibility.

NEW QUESTION # 60

Your client is frustrated that she is frustrated. She should have been over this mishap in her work a long time ago. She is talking very negatively about herself: "Why can't I get over this..." The worst response is:

- A. Ask the client if she always is this negative about herself.
- **B. Tell the client that you like her a lot and that she should not be so negative.**
- C. Remind the client that coaching is forward-looking.
- D. Invite a reframe and say that sometimes people become frustrated when something is really important to them-might this be the case here?

Answer: B

Explanation:

Option A is the worst because it introduces the coach's personal feelings ("I like her a lot") and directs the client ("should not be so negative"), violating Competency 2.2 (partnership) and Ethics Section 2.1 (maintaining professional boundaries). It fails to evoke awareness (Competency 7) or respect the client's experience (Ethics 1.1).

Option B is dismissive but forward-focused. Option C may feel judgmental but invites reflection. Option D (best, see Question 7) supports growth. A most egregiously shifts focus to the coach and undermines the process.

References: ICF Core Competencies (2.2, 7); ICF Code of Ethics (1.1, 2.1).

NEW QUESTION # 61

After your client has shared this pattern and has expressed a desire to change and come up with a plan to implement this change, the best response is:

- A. Share with the client what you think the best next step would be.
- B. Discuss the barriers that the client will face in trying to change.
- C. Ask the client exactly what they want to do and when.
- **D. Ask the client how they usually brainstorm or come up with new and fresh ideas.**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Option D aligns with ICF Competency 7, "Evokes Awareness" (7.4 - Helps client explore possibilities), by inviting the client to tap into their creative process, fostering autonomy (Competency 8.3). It respects the client's pace and style, per Ethics Section 1.1, and builds on their strengths.

Option A rushes to action without exploration, potentially pressuring the client (Competency 6.3 - Attuned pacing). Option B imposes the coach's view, violating Competency 2.2. Option C focuses on barriers too early, which could derail momentum (Competency 8.1 - Integrates new learning first). D best supports the client's self-discovery and planning process.

NEW QUESTION # 62

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