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NBCC NCE 2020 Content Questions And Answers.

Establish Group Rules -

Establish group expectations -

Establish group termination criteria -

Monitor relationship -

Insurance payment, fees, and insurance benefits -

HMO: managed care organization that allows members to access health care at a lower cost than many standard insurance plans. Can only see a provider in HMO network, and must often receive a referral from primary care physician. benefit for counselors: receive stable influx of clients and ensured payment if they follow the organizations regulations. criticism: must give organization a diagnosis which may infringe on client confidentiality. Time limited and must follow specific guidelines for treatment modalities.

Bartering: refrain from bartering unless it is fair, suggested by the client, and an admissible convention in the community

Review client records -

Disability accommodations -

ICRC's, certified rehabilitation counselors seek to help individuals with disabilities work through personal and vocational issues they may encounter as a result of their impairment. May involve connecting clients with community resources, such as healthcare and occupational training. Certified through the Commission on Rehabilitation Counselor Certification (CRCC)

The American Rehabilitation Counseling Association (ARCA) is a division of the ACA and the professional organization of rehabilitation counselors

Rehabilitation act of 1973: prohibits discrimination against persons with disabilities in federally sponsored programs

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NBCC National Counselor Examination Sample Questions (Q169-Q174):

NEW QUESTION # 169

Which of the following does not breach ethical counseling practice standards?

- A. Disclosing counseling notes and records of sessions without the client's permission
- B. Charging fees that are much higher than those of other service providers in the area
- C. Using counseling techniques for which the counselor has no previous training
- D. Imposing the counselor's personal values on the client

Answer: B

Explanation:

This question falls under Professional Counseling Orientation and Ethical Practice, especially ethical standards, professional responsibility, and client rights.

* Option A - Using techniques without prior trainingEthical standards require counselors to practice within the boundaries of their competence, which is based on education, training, supervised experience, and appropriate professional experience. Using counseling techniques for which the counselor has no prior training or competence violates these standards and may place clients at risk.

This breaches ethical practice.

* Option B - Imposing personal valuesCounselors are expected to avoid imposing their own values, attitudes, beliefs, or behaviors on clients, especially when such imposition may interfere with the counseling process or clients' autonomy. Ethically, counselors must respect the dignity and autonomy of clients and support their ability to make their own decisions. Imposing the counselor's personal values is clearly unethical.

* Option C - Charging higher fees than others in the areaEthical codes state that counselors must establish fees that are consistent with accepted professional practices, explain fees and billing to clients in advance, and avoid exploitation of clients. However, it is not an ethical requirement that a counselor's fees match or be similar to other providers' fees in the area.A counselor may charge higher fees if:

* The fees are clearly disclosed to the client beforehand,

* The client agrees voluntarily, and

* The fee structure is not exploitative or fraudulent. Therefore, simply charging higher fees than others does not, by itself, constitute an ethical violation, making C the correct answer.

* Option D - Disclosing notes and records without permissionEthical standards emphasize confidentiality as a core duty. Counselors must not disclose client information, counseling notes, or records without the client's informed consent, except under specific legal or ethical exceptions (e.g., risk of harm, court order, etc.). Disclosing records without permission generally breaches confidentiality and ethical practice.

Because A, B, and D all represent clear ethical violations, while C describes something that is not inherently unethical when done transparently and non-exploitatively, the only option that does not breach ethical counseling practice standards is C.

NEW QUESTION # 170

Group leaders have a responsibility to manage and contain their anxiety because

- A. Their anxiety can increase that of members.
- B. Group members have this expectation of group leaders.
- C. These are ethical and professional standards.
- D. Doing so will improve group cohesion and effectiveness.

Answer: A

Explanation:

In the Group Counseling and Group Work core area, CACREP emphasizes the importance of group leadership skills, including self-awareness, emotional regulation, and the impact of the leader on group dynamics.

A central principle is that affect in groups is contagious:

* When leaders are visibly anxious and do not manage or contain that anxiety, members often mirror or absorb it, leading to increased tension, defensiveness, or withdrawal.

* Effective leaders are aware of their own emotional reactions and manage them so the group environment remains safe, stable, and facilitative of growth.

While:

- * Ethical and professional standards (option A) do require competence and self-monitoring, the primary reason in group dynamics terms is the direct effect on members.
- * Option C (improving cohesion and effectiveness) is a positive outcome but is more general and indirect.
- * Option D (member expectations) may be true, but expectations alone are not the main professional rationale.

The most direct and group-dynamics-based reason is B. Their anxiety can increase that of members.

NEW QUESTION # 171

What is the prominent activity in career construction counseling?

- A. Documenting experience
- B. **Identifying life themes**
- C. Analyzing temperament
- D. Practicing interview skills

Answer: B

Explanation:

Career construction counseling (Savickas) is a narrative, meaning-based approach to career development.

Its central activity is helping clients tell, explore, and organize their life stories in a way that reveals recurring life themes and preferred ways of being in the world. These themes then guide career choices and roles that feel coherent and meaningful.

Thus, option C. Identifying life themes is correct, as it captures the core narrative task of career construction counseling.

- * A. Analyzing temperament fits more with trait-based or psychometric approaches.
- * B. Documenting experience may occur, but it is secondary to making sense of those experiences through themes.
- * D. Practicing interview skills is a useful career skill-building task but is not the central activity of career construction counseling.

NBCC Counselor Work Behavior Areas expect counselors to understand major career theories and approaches, including narrative and constructivist models that emphasize life themes, meaning-making, and storytelling in career development.

NEW QUESTION # 172

What is the definition of transference?

- A. **Transference denotes when the client looks at the counselor as a parental figure.**
- B. Transference denotes when a client wants to work with a counselor who shares their culture.
- C. Transference denotes when the client develops strong emotions about the counselor.
- D. Transference denotes when the client desires a counselor with the same diagnosis they have.

Answer: A

Explanation:

Transference is a core relationship phenomenon in counseling in which a client unconsciously redirects feelings, expectations, and patterns from important early relationships (often parents or caregivers) onto the counselor. A common form of this is when the client begins to relate to the counselor as if the counselor were a parental figure-idealized, critical, abandoning, overprotective, or nurturing in ways that mirror their early experiences.

- * This makes B the best answer: it captures the classic understanding of transference as the client viewing and reacting to the counselor in a parental role.
- * A (wanting a counselor who shares their culture) is a preference about counselor characteristics and is more related to cultural competence and matching, not transference.
- * C (developing strong emotions) is too broad; clients can have strong feelings without it being transference. Transference specifically involves repetition of earlier relational patterns.
- * D (wanting a counselor with the same diagnosis) is again a preference for perceived similarity, not an unconscious displacement of past relationship dynamics.

Recognizing and working with transference appropriately is part of the counselor's core counseling attributes (self-awareness, relationship skills, and understanding of interpersonal processes) as outlined in professional counselor work behaviors.

NEW QUESTION # 173

When working with ethnically and culturally diverse populations, it would be helpful for the counselor to

- A. Focus on global concepts and ideas.
- **B. Seek supervision and training on multicultural issues.**
- C. Disclose any lack of knowledge or awareness to the client.
- D. Work to assimilate clients who are culturally dissimilar.

Answer: B

Explanation:

The Social and Cultural Diversity core area requires counselors to:

- * Develop multicultural counseling competence,
- * Recognize their limitations and biases, and
- * Engage in ongoing professional development specifically in multicultural issues.

Ethical and training standards emphasize that when counselors recognize gaps in their cultural knowledge or skills, they should:

- * Seek supervision, consultation, or training to improve their competence with those populations.

Looking at the options:

- * A. Focus on global concepts and ideas. This can make counseling more abstract and may overlook specific cultural contexts and lived experiences.
- * B. Disclose any lack of knowledge or awareness to the client. Limited, thoughtful self-disclosure may sometimes be appropriate, but it is not, by itself, sufficient or the most helpful global strategy.
- * C. Seek supervision and training on multicultural issues. This aligns directly with CACREP's expectation of ongoing multicultural competence development and is the best answer.
- * D. Work to assimilate clients who are culturally dissimilar. This is contrary to multicultural principles; counselors should honor and respect clients' cultural identities, not pressure them to assimilate.

Therefore, the most appropriate and CACREP-consistent action is C (seek supervision and training on multicultural issues).

NEW QUESTION # 174

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