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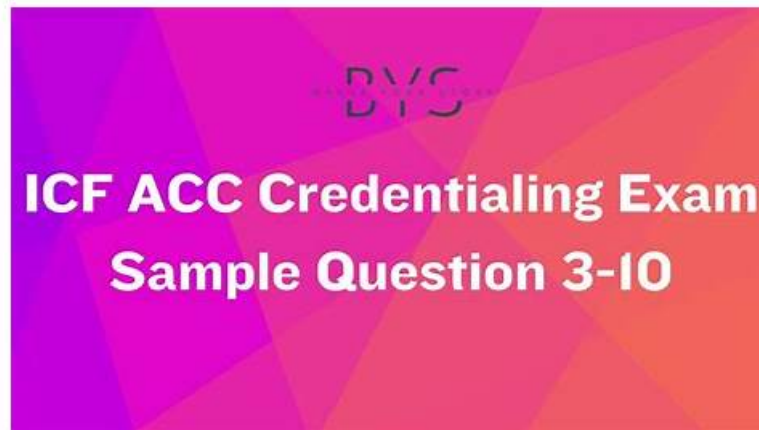
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ICF Associate Certified Coach Sample Questions (Q74-Q79):

NEW QUESTION # 74
A coach is approached by a company with a request to provide coaching services to an employee If the coach and potential client meet and determine they would like to work together, what is the next step?

- A. Begin the coaching process
- B. Identify the company's goals
- C. Develop an evaluation plan
- D. Draft a coaching agreement

Answer: D

Explanation:
ICF Competency 3 ("Establishes and Maintains Agreements") requires a formal agreement before coaching begins, outlining roles, responsibilities, and logistics (ICF Code of Ethics, Section 1.1). This step follows mutual interest and precedes coaching. Let's

analyze:

A . Begin the coaching process: Starting without an agreement violates ICF ethics and competency standards.

B . Draft a coaching agreement: This is the next step, ensuring clarity and consent, especially with a third-party (company) involved (ICF Code of Ethics, Section 1.2).

C . Identify the company's goals: This may inform the process but follows agreement drafting, which focuses on the client's goals (Competency 3).

D . Develop an evaluation plan: This occurs later, after goals are set (Competency 8).

Option B is the correct next step, per ICF's agreement requirements.

NEW QUESTION # 75

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 choose the direction of the session in advance based on what worked with previous clients
- C. Coaches strive to stay ahead of the conversation by thinking and analyzing different options
- D. Coaches measure their performance by how well the client meets a set of objectives.

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 # 76

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. Remind your client that if this action succeeds, life will be much better.
- B. Give the client an exercise to write down a list of good possible outcomes.
- C. Ask questions around possible consequences or results of the implementation of this action.
- D. Ask your client to share some thoughts, remind them to think optimistically, and not focus on potential problems.

Answer: A

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.

References: ICF Core Competencies (2.2, 7.2, 7.11); ICF Code of Ethics (2.2).

NEW QUESTION # 77

Which type of listening involves attending to the client's words body language and tone at the same time?

- A. Active
- B. Attentive

- C. Basic
- D. Explorative

Answer: A

Explanation:
ICF Competency 6 ("Listens Actively") involves "focusing fully on what the client is saying and not saying, understanding the meaning in context," including verbal and non-verbal cues like tone and body language. Let's evaluate:
A . Basic: This implies minimal engagement, not attending to multiple cues (below Competency 6).
B . Attentive: This suggests focus but lacks the depth of interpreting body language and tone (less than Competency 6).
C . Active: This matches Competency 6, encompassing words, tone, and body language simultaneously.
D . Explorative: This aligns more with questioning (Competency 7), not listening.
Option C is the type of listening described, per ICF's definition of active listening.

NEW QUESTION # 78
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. Remind the client that coaching is forward-looking.
- B. Ask the client if she always is this negative about herself.
- C. Tell the client that you like her a lot and that she should not be so negative.
- 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: C

Explanation:
Comprehensive and Detailed 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.

NEW QUESTION # 79
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