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## ICF ICF-ACC Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## ICF Associate Certified Coach Sample Questions (Q85-Q90):

### NEW QUESTION # 85

If a coach believes that a client is at immediate risk for self-harm, what is the first step they should take?

- A. Call emergency response services
- B. Talk with the client's family about getting help
- C. Try counseling the client
- D. Discuss with a mental health professional

### Answer: A

Explanation:

The ICF Code of Ethics (Section 4.3) permits breaching confidentiality "to prevent serious harm" when a client poses an immediate risk, such as self-harm. Coaching boundaries exclude mental health crises (ICF Definition of Coaching), requiring urgent action. Let's evaluate:

A . Try counseling the client: Counseling exceeds coaching's scope (ICF Coaching Boundaries), and delays critical intervention in an emergency.

B . Call emergency response services: This is the first step for immediate risk, aligning with ethical and legal obligations to prioritize safety (Section 4.3).

C . Talk with the client's family about getting help: This breaches confidentiality without imminent danger justification and isn't the fastest response (Section 4).

D . Discuss with a mental health professional: Consulting delays action; emergency services are needed first (Section 2.5).

Option B is the first step, per ICF ethics and boundaries.

### NEW QUESTION # 86

Your client shares that finally, after many months, they are making progress in an area that has been difficult for them. The best response is:

- A. Listen to the client share, and after a few wows, reflect back to the client some of the path they have walked over the past few months, sharing what you respect and admire in the client.
- B. Ask the client why they did not make this progress sooner, as they had a good plan in place, and should've resolved the issue already.
- C. Slam the desk, shouting "YES YES YES" and fist pump the air in celebration of your client and your good work.
- D. Remind the client that this change has come only because of the coaching and the help that the coach has been giving.

### Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Option D aligns with Competency 6, "Listens Actively" (6.1 - Reflects client's experience), and Competency 4.1 (creates a safe, supportive environment), by honoring the client's journey and reinforcing their agency. It adheres to Ethics Section 1.1 (respecting client achievements) and avoids taking credit, per Ethics Section 2.2.

Option A may overwhelm or shift focus to the coach. Option B criticizes, undermining trust (Competency 4.1). Option C claims credit, violating Competency 2.2 (partnership). D best celebrates the client's progress collaboratively.

### NEW QUESTION # 87

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

- A. 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.
- B. **Ask the client how this new insight could impact his/her behavior towards the colleague.**
- C. Suggest that this insight could be very useful in changing the client's behavior toward the colleague.
- D. Ask them how they would feel if they were the colleague being treated in this way.

#### Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Option C aligns with ICF Core Competency 8, "Facilitates Client Growth" (8.1 - Works with the client to integrate new awareness into behaviors), by encouraging the client to explore the practical implications of their insight. This fosters autonomy (Competency 8.3) and partnership (Competency 2.2), while respecting the client's experience per Ethics Section 1.1.

Option A judges the client, violating Competency 4.1 (non-judgmental stance) and Ethics Section 2.2 (avoiding bias). Option B shifts focus to empathy, which may be useful but doesn't directly integrate the insight (Competency 8.1). Option D suggests rather than partners, missing full collaboration. C best supports client-led growth.

### NEW QUESTION # 88

Which is considered a conflict of interest for a coach?

- A. **Providing coaching services to employees at a company the coach owns**
- B. Putting a client's interests ahead of the coach's own business interests
- C. Providing coaching to part of an organization rather than coaching across the entire organization
- D. Encouraging the interests of a department over the interests of the entire company

#### Answer: A

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as a situation where a coach's "personal interest appears to influence the objective exercise of their professional duties." Ownership creates a personal stake that could bias coaching. Let's evaluate:

A . Providing coaching services to employees at a company the coach owns: This is a conflict, as the coach's business interests may conflict with employee needs (Section 3.2 requires disclosure).

B . Providing coaching to part of an organization rather than coaching across the entire organization: This is a scope decision, not a conflict of interest.

C . Encouraging the interests of a department over the interests of the entire company: This may be unethical but isn't a personal conflict of interest for the coach.

D . Putting a client's interests ahead of the coach's own business interests: This aligns with ethics, not a conflict (Section 1).

Option A is a conflict of interest, per ICF's definition.

### NEW QUESTION # 89

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

#### Answer: D

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.

References: ICF Core Competencies (2.2, 8.3); ICF Code of Ethics (2.2); ICF Definition of Coaching.

## NEW QUESTION # 90

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