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### ICF Associate Certified Coach Sample Questions (Q39-Q44):

#### NEW QUESTION # 39

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

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

**Answer: B**

#### NEW QUESTION # 40

At which point in the coaching process should the coach explain the rules around confidentiality?

- A. By the end of the first session
- B. After assessment are completed
- **C. Before the coaching begins**
- D. Before scheduling a second session

**Answer: C**

Explanation:

The ICF Code of Ethics (Section 4.1) requires coaches to "explain and ensure that, prior to or at the initial meeting, my coaching client(s) understand the nature and limits of confidentiality." This must occur before coaching starts (Competency 3). Let's analyze:

- \* A. Before the coaching begins: This aligns with Section 4.1 and Competency 3, ensuring clarity upfront.
- \* B. By the end of the first session: This is too late; clients need to know limits before sharing (Section 4.2).
- \* C. After assessments are completed: This delays critical disclosure, risking trust (Section 4).
- \* D. Before scheduling a second session: This is after coaching begins, missing the ethical timing (Section 1.2).

Option A is the correct point, per ICF's ethical standards.

#### NEW QUESTION # 41

Which challenge is best addressed through coaching rather than therapy?

- A. Feelings of anxiety or panic surrounding work-related tasks
- **B. Struggling to get promoted despite working at a company for five years**
- C. Recurring thoughts of self-harm over the past two weeks
- D. Inability to concentrate or complete tasks at work over several months

**Answer: B**

Explanation:

The ICF defines coaching as a process focused on "partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential" (ICF Definition of Coaching). Coaching operates within specific boundaries, emphasizing future-oriented, goal-directed support rather than addressing mental health conditions or deep psychological issues, which fall under therapy (ICF Coaching Boundaries). Let's analyze each option:

- A . Inability to concentrate or complete tasks at work over several months: This suggests a persistent cognitive or emotional issue, potentially linked to conditions like ADHD or depression, which require therapeutic intervention beyond coaching's scope (ICF Code of Ethics, Section 2.5: "I will refer clients to other professionals when appropriate").
  - B . Recurring thoughts of self-harm over the past two weeks: This is a serious mental health concern requiring immediate therapeutic or psychiatric support, not coaching (ICF Coaching Boundaries explicitly exclude mental health treatment).
  - C . Feelings of anxiety or panic surrounding work-related tasks: While coaching can address performance-related stress, ongoing anxiety or panic suggests a clinical issue better suited for therapy (ICF Code of Ethics, Section 2.5).
  - D . Struggling to get promoted despite working at a company for five years: This is a professional development challenge focused on goals, skills, or strategies-ideal for coaching. It aligns with ICF Competency 8 ("Facilitates Client Growth") by supporting the client in identifying barriers and creating action plans to achieve career aspirations.
- Thus, option D is best addressed through coaching, as it fits within ICF's ethical scope and competency framework for enhancing potential without crossing into therapeutic territory.

#### NEW QUESTION # 42

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 worst 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. Remind the client that they will fail long term if they don't have better support.**
- D. Ask the client questions about what this is helping them understand or learn about themselves, their process, or the situation.

**Answer: C**

#### Explanation:

Option C is the worst because it uses fear-based language ("will fail") and assumes a need for support, violating Competency 4.1 (safe, non-judgmental environment) and Ethics Section 2.2 (avoiding bias). It undermines partnership (Competency 2.2) and the ICF Definition of Coaching by imposing the coach's narrative.

Option A directs but isn't as threatening. Option B (best, see Question 21) empowers. Option D suggests but remains gentle. C most severely disrupts trust and autonomy.

References: ICF Core Competencies (2.2, 4.1); ICF Code of Ethics (2.2); ICF Definition of Coaching.

#### NEW QUESTION # 43

Nearing the end of a session, your client is still not quite sure what to do about a specific situation. You have the feeling that a similar experience that you have had in the past might be useful for the client. The best response is:

- A. Share your story and list the possible options your client can try.
- B. Tell the client that you have had a similar experience and you know exactly what they should do.
- **C. Share with the client that you have had a similar experience and enquire if the client would like to hear and see if anything in there may or may not be useful.**
- D. Ask the client if you can tell them a story, and then ask them to share what is relevant in the story.

#### Answer: C

#### Explanation:

##### Comprehensive and Detailed Explanation:

Option D adheres to Competency 7.11, "Shares observations, insights, and feelings without attachment," by offering the experience as an option while preserving client autonomy (Competency 8.3). It aligns with Ethics Section 2.2 (non-imposition) and the ICF Definition of Coaching (facilitating, not directing).

Option A is directive, violating Competency 2.2. Option B seeks permission but assumes relevance. Option C shares without consent and suggests solutions, bypassing partnership. D best respects the client's choice and process.

#### NEW QUESTION # 44

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