ICF-ACC Practice Questions

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Question 1

Question Type: MultipleChoice

When a coach maintains client confidentiality. Which lCF ethical standard are they honoring?

Options:

A- Responsibility to clients
B- Responsibility to society
C- Responsibility to professionalism
D- Responsibility

Answer:

A

Explanation:

The ICF Code of Ethics organizes standards under headings like 'Responsibility to Clients' (Section 1). Confidentiality is explicitly addressed in Section 4 ('Confidentiality/Privacy'), which falls under this responsibility, ensuring client trust and autonomy. Let's assess:

A . Responsibility to clients: Section 4.1 requires coaches to 'maintain the strictest levels of confidentiality,' directly tying this to client responsibility.

B . Responsibility to society: This (Section 5) focuses on broader impact, not confidentiality.

C . Responsibility to professionalism: This (Section 3) addresses conflicts of interest, not privacy.

D . Responsibility: This is incomplete; ICF uses specific categories, and confidentiality aligns with clients.

Option A is the ethical standard honored, per ICF's structure.

Question 2

Question Type: MultipleChoice

Which reflects a challenge best addressed through coaching rather than psychotherapy?

Options:

A- Eliminating obsessive thoughts
B- Committing to eating healthier foods
C- Reducing feelings of sadness
D- Managing an intense fear of flying

Answer:

B

Explanation:

ICF coaching focuses on goal-setting and personal growth (ICF Definition of Coaching), not treating mental health conditions (ICF Coaching Boundaries). Let's assess:

A . Eliminating obsessive thoughts: This suggests a clinical issue (e.g., OCD), requiring psychotherapy, not coaching (Section 2.5).

B . Committing to eating healthier foods: This is a behavioral goal within coaching's scope, supporting lifestyle changes (Competency 8).

C . Reducing feelings of sadness: Persistent sadness may indicate depression, a therapeutic need beyond coaching (ICF Coaching Boundaries).

D . Managing an intense fear of flying: This phobia typically requires therapy, not coaching, due to its psychological depth (Section 2.5).

Option B is best addressed through coaching, per ICF's focus and boundaries.

Question 3

Question Type: MultipleChoice

Your client is a very creative person who thinks in pictures and learns visually. You, as a coach, are not naturally visual. In order to encourage and facilitate your client's learning, the worst response is:

Options:

A- Tell your client that you are not able to work with them, as you are not a visual and creative person, therefore not a good coaching match.
B- Bring a whiteboard into the coaching session where you and the client can use the space to

draw pictures, connections, or add any visual aids that might encourage your client's learning.
C- Let your client know that to solve problems it is more important to be rational and to approach the problem from a more sensible point of view.
D- Ask the client about what they know about their preferred learning style and enquire whether using a whiteboard would be a good idea.

Answer:

C

Explanation:

The worst response is C because it dismisses the client's unique learning style and imposes the coach's perspective, violating ICF Core Competency 7, 'Evokes Awareness' (7.1), which requires leveraging the client's strengths, not redirecting them to align with the coach's preferences. It also contradicts Competency 4.1, which calls for creating a safe environment tailored to the client's needs, and the ICF Code of Ethics, Section 1, 'Responsibility to Clients' (1.1 -- Respecting client individuality).

Option A, while not ideal, reflects a boundary-setting choice, though it lacks adaptability. Option B shows effort to accommodate, even if presumptive. Option D is the best, as it partners with the client (Competency 2.2). By contrast, C shuts down the client's process, making it the least aligned with ICF standards.

Question 4

Question Type: MultipleChoice

A coach who demonstrates mastery of Listens Actively is likely to

Options:

A- share their perspective on what the client may find useful.
B- ask questions to clarify what the client is sharing
C- invite the client to challenge their own assumptions
D- partner with the client to design goals

Answer:

B

Explanation:

ICF Competency 6 ('Listens Actively') involves 'focusing fully on what the client is saying and not saying, understanding the meaning in context, and demonstrating that the client is fully heard.' Mastery of this competency emphasizes clarifying and reflecting the client's communication. Let's review:

A . Share their perspective on what the client may find useful: This leans toward advising, which aligns more with Competency 8 ('Facilitates Client Growth'), not active listening.

B . Ask questions to clarify what the client is sharing: This directly reflects Competency 6 by deepening understanding and showing attentiveness through inquiry, a hallmark of active listening mastery.

C . Invite the client to challenge their own assumptions: This aligns with Competency 7 ('Evokes Awareness'), not primarily listening.

D . Partner with the client to design goals: This fits Competency 3 or 8, not the listening focus of Competency 6.

Option B best demonstrates mastery of 'Listens Actively,' per ICF's competency framework.

Question 5

Question Type: MultipleChoice

The client asks you to call them every day to make sure they do their homework. The worst response is:

Options:

A- Reject that demand---you are not the client's nanny.
B- Call them---you are a service provider after all.
C- Tell the client that this will cost extra.
D- Help the client think about ways he/she could remind him/herself.

Answer:

C

Explanation:

Option C is the worst because it shifts the coaching relationship into a transactional exchange,

undermining Competency 2.2 (partnership) and Ethics Section 2.1 (maintaining professional boundaries). It fails to address autonomy (Competency 8.3) or facilitate growth, contradicting the ICF Definition of Coaching.

Option A is blunt but sets a boundary. Option B risks dependency but meets the request. Option D (best, see Question 15) empowers the client. C most severely misaligns with coaching principles.

Question 6

Question Type: MultipleChoice

Which best reflects the meaning of the term "conflict of interest" as it relates to the ICF Code of Ethics?

Options:

A- The client has so many interests that it becomes a challenge to identify dear coaching goals
B- The coach and the client cannot agree on what will serve as the client's best interest during the coi
C- The coach serves one of their own interests that works against one of the client's interests
D- The interests expressed by the client have the potential to work against the coach's plan for the session

Answer:

C

Explanation:

The ICF Code of Ethics (Section 3.1) defines a conflict of interest as 'a situation in which a coach has a private or personal interest sufficient to appear to influence the objective exercise of their professional duties.' It's about the coach's competing interests, not the client's. Let's analyze:

A . The client has so many interests that it becomes a challenge to identify clear coaching goals: This is a coaching challenge, not a conflict of interest per ICF's definition.

B . The coach and the client cannot agree on what will serve as the client's best interest during the coi: (Assuming 'coi' is 'coaching') This is a disagreement, not a conflict of interest involving the coach's personal gain.

C . The coach serves one of their own interests that works against one of the client's interests:

This matches Section 3.1, where a coach's personal agenda (e.g., financial gain) undermines client needs, requiring disclosure (Section 3.2).

D . The interests expressed by the client have the potential to work against the coach's plan for the session: This is a misalignment of goals, not a conflict of interest tied to the coach's personal benefit.

Option C best reflects ICF's definition of a conflict of interest.

Question 7

Question Type: MultipleChoice

Your client has shared that he/she is experiencing a similar problem in different areas of his/her life, in the workplace and in their personal life. As you are discussing this with your client, you begin to think that there might be a pattern emerging. The best response is:

Options:

A- Notice the pattern and ask the client if exploring what the connecting factors might be could be a useful next step.
B- Notice the pattern and suggest that the client change something in order to break the pattern.
C- Notice the pattern and let your client know that they are deliberately sabotaging themselves by not changing this pattern.
D- Notice the pattern and offer your client your wisdom in overcoming their difficulty.

Answer:

A

Explanation:

Option A aligns with ICF Core Competency 7, 'Evokes Awareness' (7.2 -- Helps the client gain clarity through exploration), by inviting the client to explore the pattern collaboratively without judgment or assumption. This reflects the ICF Code of Ethics, Section 2, 'Responsibility to Professionalism' (2.2 -- Avoiding imposing personal biases), and Competency 2.2, which emphasizes partnership.

Option B assumes a solution, bypassing client autonomy (Competency 8.3). Option C judges the client, violating Competency 4.1 and Ethics Section 1.1 (non-judgmental stance). Option D shifts to a consulting role, contradicting the ICF Definition of Coaching, which focuses on facilitating client-led discovery, not providing answers. A is the best as it empowers the client to reflect and

decide.

Question 8

Question Type: MultipleChoice

Which best reflects a plan of action that is likely to be successful?

Options:

A- Try as hard as they can to become a top executive
B- Complete a report two weeks ahead of schedule
C- Take longer lunch breaks when they have the time
D- Put more effort into their work so the boss is impressed

Answer:

B

Explanation:

ICF Competency 8 ('Facilitates Client Growth') emphasizes creating actionable, specific, and measurable plans to support client success. A successful action plan aligns with the client's goals and is realistic and time-bound (ICF Definition of Coaching). Let's evaluate:

A . Try as hard as they can to become a top executive: This is vague, lacks specificity, and isn't time-bound, making success hard to measure or achieve (Competency 8).

B . Complete a report two weeks ahead of schedule: This is specific, measurable, achievable, and time-bound, reflecting an effective action plan per ICF standards for facilitating growth.

C . Take longer lunch breaks when they have the time: This lacks purpose or alignment with professional goals and isn't a clear plan for success (ICF Code of Ethics, Section 1).

D . Put more effort into their work so the boss is impressed: This is vague and subjective, missing the clarity and structure ICF action plans require.

Option B best reflects a successful plan, per ICF's focus on actionable outcomes.

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