

CCE CPCE - Quiz Questions with Answers

1. Professional Counseling Orientation and Ethical Practice

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1.

Generally speaking, how quickly has the counseling profession responded to multicultural concerns?

Slowly, but with eventual clarity

Indifferently, with much work still to be done

Rigorously, with a track record of decades

There has been little specific attention to multiculturalism

Correct answer: Slowly, but with eventual clarity

The counseling profession has been slow, historically, to respond to the need to address multiculturalism as a professional initiative. Concern about the lack of such attention in the 1980s led to revision of the ACA Code of Ethics in 2005, which put a central focus on the issue. Subsequent revisions to the Code, particularly in 2014, have added clarity and fullness to the treatment of multicultural issues.

2.

What testing privileges do counselors receive upon licensure?

Specific privileges vary by state jurisdiction

Privileges to administer all but intelligence testing

Broad privileges to administer virtually any standardized test

No specific testing privileges are granted upon licensure

Correct answer: Specific privileges vary by state jurisdiction

As with so many other aspects of the counseling profession, there is a high degree of variability in the specifics of which tests, if any, are permissible for licensee counselors to administer. Some states specify, others leave the issue vague, and still others are very strict. It will be up to the individual counselor to know the local statutes and licensee privileges well, in the awareness that such things are open to change.

3.

What is "freedom of choice" legislation with respect to the counseling profession?

Legislation that demands counselor equity

Legislation that gives counselors rights to practice in neighboring jurisdictions

Legislation that allows counselors equal access to continuing education

Legislation that allows counselor reciprocity

Correct answer: Legislation that demands counselor equity

Historically, counselors have not always been treated with equity by third-party payors in terms of being available as a choice for those seeking mental health treatment. Legislation to put equal access to counselors alongside other mental health professionals as a choice for those seeking mental health treatment is called freedom of choice legislation.

The issue is not so much jurisdictional as it is an acknowledgment on the part of third-party payors.

4.

What is the purpose of administrative supervision?

To ensure adequate job performance

To increase clinical skills

To foster greater supervisee well-being

Correct answer: To ensure adequate job performance

There are many types of supervision. Clinical supervision is generally aimed at helping supervisees increase their clinical skills. Administrative supervision is more focused on helping supervisees perform their jobs adequately to a defined standard.

Supportive supervision, though it goes by many names and can be included in other types, is generally about helping supervisees achieve greater well-being.

5.

What is it called when counselors act out of their own needs with respect to clients?

Countertransference

Transference

Normal practice

Ethical compromise

Correct answer: Countertransference

The notion of countertransference dates from nearly the beginning of psychology as a science in practice. The idea is that both counselors and clients bring needs to the situation that are not overt. For instance, a counselor may have a strong desire to "save" people and may act in ways that compromise a client's self-efficacy. Countertransference is the general term for when counselors bring such needs into the counseling relationship.

Transference refers to the way in which clients bring their own issues into the counseling relationship. Though many kinds of ethical compromise are possible in counseling relationships, countertransference is the more specific way to refer to the phenomenon of counselors seeking their own need fulfillment with clients.

6.

Should a counselor provide court evaluations for clients they are counseling?

It should be avoided when possible

There is no ethical issue at hand

Not unless there is a further dual relationship

Correct answer: It should be avoided when possible

Though it does not happen often, it is sometimes the case that counselors are assigned to evaluate clients for a court proceeding, such as competency or mental fitness in some specific respect, while at the same time having that client as a counseling assignment. The ethical problem is that the goals for these two types of counseling assignments are inherently different from each other, with different goals and modalities. Thus, such a situation should be avoided when possible.

7.

When is it permitted to terminate a client relationship for nonpayment?

After the client has been given a chance to make arrangements

As soon as the client shows they cannot afford a session

It is not permitted to terminate a client relationship for nonpayment

Only after referral to a different counselor

Correct answer: After the client has been given a chance to make arrangements

Counselors have a right to be compensated for their work. Though specific jurisdictions may differ on the details, a counselor may terminate a client relationship for nonpayment after the client has been given notification that the process is underway and has been given a chance to make alternate payment arrangements.

Counselors should avoid the appearance of abandoning their clients instantly when a financial issue is present. Though there may be times when a referral is in order, in general, this is not done for reasons of nonpayment.

8.

Which of the following is the role of CACREP?

Setting national standards for counselors in education

Auditing the performance of professional counselors

Discipline of master's level counseling professionals

Correct answer: Setting national standards for counselors in education

CACREP (Council for Accreditation of Counseling and Related Educational Programs) was begun in the 1960s as a way to regularize and establish national standards for the accreditation of master's and doctorate-level programs in counseling.

This body does not audit professional performance or discipline professionals in the counseling professions; such would be the role of state behavioral licensing boards.

9.

Which of the following is true regarding credentialing for counselors?

There is wide variability among credentialing requirements

There is a recent, uniform standard established for such credentialing

There is variability at the federal level among credentialing requirements

Correct answer: There is wide variability among credentialing requirements

Generally speaking, credentialing requirements for counselors are a matter of state law as defined in statutes regarding state-level behavioral sciences credentialing. One major, long-standing issue in most behavioral science professions is the wide variability among such state standards. Though reciprocity agreements do exist, there is still no uniform standard of credentialing for these professions.

10.

Is it appropriate to tell a terminating client details about the therapist they are referred to?

Yes, in most circumstances

No, under no circumstances

No, as this is against the ACA Code of Ethics

Yes, in all circumstances

Correct answer: Yes, in most circumstances

Termination can be a challenging and stressful time for clients, who may see the process as risking their therapeutic gains. It's important to broker this transition carefully, with as much comfort and information offered to the client as possible. Clients should be able to know a little about the receiving therapist before the transition, given the receiving therapist's approval. Ideally, the receiving therapist is involved during the process.

11.

What is the difference in terms of participation between counseling consultation versus counseling supervision?

Counseling supervision involves at least two parties, while consultation involves at least three

Counseling supervision involves at least three parties, while consultation involves at least two

Counseling supervision and counseling consultation involve no minimum personnel

Correct answer: Counseling supervision involves at least two parties, while consultation involves at least three

There is a difference between counseling supervision, which is meant to help a trainee counselor become a better counselor, and counseling consultation, which seeks to provide insight and support on a given client case. In the case of supervision, there are generally two parties concerned; the trainee and the supervisor. In counseling consultation, there are at least three parties concerned; the client, the consultant, and the consultee (usually the counselor serving the client in question).

12.

Which of the following is the best way to advocate for the counseling profession?

Provide competent services within the scope of practice

Seek out opportunities to defend the profession against misinformation

Engage in public discourse about the primacy of the counseling profession

Correct answer: Provide competent services within the scope of practice

Every member of a profession should advocate for their profession; in this regard, counseling is no different. Ethically, however, the best way to advocate for the counseling profession is to provide competent services within the scope of practice of the counseling profession. In this way, the profession's reputation is established and defended through performance rather than vocal advocacy.

Defending the profession in some way may sometimes be necessary, but the most stable and professional way to advocate for the profession of counseling is to perform the profession well.

13.

What is the guidance of the ACA with respect to informed consent for mandated clients?

Informed consent must be obtained

There is no need for informed consent

The issue is settled by the court orders involved

Correct answer: Informed consent must be obtained

Though jurisdictional requirements vary, the guidance of the ACA is clear with respect to the services provided to mandated clients. The ACA stipulates that informed consent must be obtained from these mandated clients in most ways similar to non-mandated clients, including consent for services and release of information.

Obviously, this puts the counselor in a bind with respect to court orders that may be the source of such mandation; the best course of action is to adhere to the agency policy or court provisions from local jurisdictions that will no doubt address the issue in its full complexity.

14.

Which of the following is the main problem with exit interviews as evaluations of counseling?

Clients may attempt to please the counselor

Clients are rarely honest in their feedback

Clients do not wish to perform exit interviews

Clients have poor memories of what has happened in counseling

Correct answer: Clients may attempt to please the counselor

Clients tend to have fairly accurate memory of their course of treatment in counseling, and most seem to be happy to perform an exit interview for the therapist. Here, the problem is not honesty per se, but that, especially in cases where the counseling has been a positive experience, the client may feel motivated to please the therapist with positive feedback rather than give the kind of feedback that counselors might find more useful.

15.

Which of the following is not a mandate of HIPAA with respect to client documentation?

Provide informed consent documentation at the end of an episode of care

Keep informed consent documentation for six years

An actual client signature on informed consent documentation

Correct answer: Provide informed consent documentation at the end of an episode of care

The Health Insurance Portability and Accountability Act of 2003 stipulated many provisions that are designed to help clients gain more control over their private health information. Some of the most important such provisions are those related to informed consent, meaning that clients should provide written consent for any services they provide, indicating they understand what is to be provided. This informed consent documentation takes place at the beginning of an episode of care, before services are provided; the informed consent should be kept for six years, and the client must provide a signature for the informed consent to be valid.

16.

Which of the following best captures the meaning of immediacy as it relates to a counseling session?

Sharing an issue as it comes into the counselor's mind

Quickly establishing a crisis plan

Addressing issues raised by the client in the here and now

Correct answer: Sharing an issue as it comes into the counselor's mind

Immediacy in the counseling profession sometimes takes place during a session when a counselor feels the need to address an issue or circumstance without waiting. Though it has various therapeutic uses, its most likely use is to call attention to something that cannot wait, i.e., a client's obvious deep distress or apparent intoxication.

Establishing crisis plans and issues raised by the client in the here and now may both need to be handled in an immediate sense; however, this is not what immediacy means in session.

17.

Which of the following best describes the goal of counseling?

Creating a situation where counseling is no longer needed

Prolonging the counseling relationship to the client's satisfaction

Educating clients about their illness

Correct answer: Creating a situation where counseling is no longer needed

One way to look at the goal of counseling is to create a situation where the client is self-sufficient enough to no longer need counseling, at least for the issue that they presented with in a given episode of care.

This is not always the level to which clients wish the counseling relationship to continue, and is much more than simply educating the client about their illness, though this is desirable.

18.

What is the ethical obligation of counselors when clients prematurely terminate?

An attempt to communicate with and support the client in their choice

Counselors have no real ethical obligation in these scenarios

An insistence on a termination meeting to support the client

Counselors should not allow premature termination by clients

Correct answer: An attempt to communicate with and support the client in their choice

Anywhere from a third to more than half of clients prematurely terminate counseling services. This is a valid choice on behalf of the client in many cases, and the counselor is in no position to stop it realistically. However, the counselor is under an ethical obligation to find out more about such a decision and meet with the client if the client will permit it.

Though no formal termination meeting is necessary, it may be possible to persuade the client that adhering to the chosen plan of treatment is in their best interest, or at least understand why the termination has been decided upon.

19.

What is the point of a duty to warn?

To alert specific people who might be in danger

To alert the public in general in a given area

The obligation to warn a client about consequences

The obligation to warn law enforcement about a client

Correct answer: To alert specific people who might be in danger

A duty to warn is a specific action taken by a mental health professional or other such mandated reporter who comes into knowledge that a patient in their care has a specific and believable plan to harm another. In this case, the ethical obligation is to warn that person, though jurisdictional norms and specifics will vary.

The notion of a duty to warn does not address the public or law enforcement at large. Warning a client about the consequences of a specific course of action would likely fall into the normal tasks of counseling that client.

20.

What is the main diversity consideration with respect to technology?

Availability

Infrastructure

Training

Correct answer: Availability

The use of technology in counseling is affected by many complications, including many related to diversity. Among the considerations of technology in diverse communities, such as the possible lack of infrastructure and the need for training in its use, by far, the biggest consideration has to do with the basic availability of hardware, which is highly uneven in its distribution; less educated, Blacks and Hispanics tend to lack this hardware more than other population segments.

21.

According to the ethics of the profession, who is counseling for?

Everyone

Persons with mental illness

Persons in acute crisis

Correct answer: Everyone

According to the ethics of the counseling profession, counseling is for everyone, not just those who have an identifiable mental illness or those who are in an acute crisis involving risk. This is due to the fact that virtually everyone has areas of improvement that can be identified and acted upon that will improve their functional lives, teach about personal strengths and liabilities, and help prevent crises.

22.

What is the current expectation for counselors of clients who are facing end-of-life decisions?

Counselors are expected to be competent to help with these decisions

Counselors need not address end-of-life decisions contrary to their values

Counselors are not required to understand the whole range of end-of-life choices

Counselors are expected to facilitate and perform hospice-style services

Correct answer: Counselors are expected to be competent to help with these decisions

Previously, the ACA Code of Ethics allowed for counselors to be able to refer clients who expressed an interest in end-of-life decisions that they did not approve of according to their values. The current expectation is that counselors are expected to be competent to help with these decisions, provided that the decision is legal in the state where the counselor is operating.

Though many counselors work in hospice care, there is no expectation that counselors who are not currently working in hospice should perform hospice services per se.

23.

How is diligence best defined with reference to counseling?

Putting the client first

Being competent to treat clients

Being honest with clients

Prioritizing self-care

Correct answer: Putting the client first

Diligence in the counseling arena is best understood as putting the client first. For example, a diligent counselor will do everything they can to serve a particular client to the best of their ability and be ready to go above and beyond to serve every client in their care.

Competence is more related to ability, and honesty is a core ethic of the profession, but diligence is more related to client-centered care. Prioritizing self-care is important, but diligence refers to serving clients.

24.

Which of the following is the best example of respect for autonomy?

Encouraging self-determination

Advising against excess

Telling the truth

Keeping one's word in difficult circumstances

Correct answer: Encouraging self-determination

The ACA Code of Ethics is the ethical guide for counselors, and it details several principles that are essential to responsible practice in the profession. One of these is respect for autonomy, which is, in other words, the encouragement of self-determination on the part of the client. There are specific, limited circumstances in which this self-determination may be suspended but, as an overall principle, counselors should always strive to help their clients strive for their own power and agency.

Advising against excess is valuable but not an explicit ethical principle in the ACA Code, and telling the truth and keeping one's word in difficult circumstances are examples of another ACA value, that of veracity.

25.

When clients are mandated, which of the following is a special ethical task for the counselor?

Ask about the nature of the mandation

Remind the client of their requirements

Discharge the client for bad behavior

Have the client sign a waiver of rights

Correct answer: Ask about the nature of the mandation

In most cases, clients who are mandated to receive treatment will be fully aware of their need to comply with the various rules and reporting that are part of the mandation plan. The counselor must be ready to remind the client of these to their best understanding as necessary, but from a treatment and ethics point of view, it is more important to ask the client about the nature of their mandation. This has the chance of forming an alliance with the client as the counselor can then pose themselves as helping the client meet their obligations, but, in ethical terms, can also educate the counselor about how best to advocate for that client given the circumstances.

26.

How should you handle disagreements with other professionals based on their different roles, such as psychiatrist, psychologist, and so on?

Ethically, you must respect approaches that are different from your own

You are ethically obligated to argue for the primacy of counseling

Ethically, you should defer to the expertise of psychiatrists

Correct answer: Ethically, you must respect approaches that are different from your own

As a counselor, it is almost guaranteed that you will encounter perspectives that are different from your own. Oftentimes, these perspectives will be based on another profession's specific perspectives, such as those of psychiatry or social work. Your ethical obligation is not necessarily to defer to other professions, as all professions have a valuable role in team contexts, nor is it to argue on behalf of your own profession. The ethical mandate is about respect for the professions and expertise of others.

27.

How has the ACA responded to issues regarding technology in counseling?

With specific Code of Ethics sections regarding technology

With amendments to existing Code of Ethics provisions

The matter is left to state behavioral science boards

Correct answer: With specific Code of Ethics sections regarding technology

The issue of technology in its many new forms that impact counseling, such as social networking and technology-assisted counseling, resulted in the American Counseling Association making a new section in the Code of Ethics regarding these areas. This was less an amendment to existing issues than a new section regarding these issues. Though state behavioral science boards can provide guidance, the ACA authored a new section of the Code for this purpose.

28.

Is self-care an ethical principle of the counseling profession, as reflected in the ACA Code of Ethics?

No, but it has been suggested for addition

Yes, as of the last edition of the Code

No, but it is reflected in state board requirements

Correct answer: No, but it has been suggested for addition

The principle of self-care, though it is not currently one of the ethical principles enumerated in the ACA Code of Ethics, has been suggested for addition due to its increasing importance for professionals working in a busy and challenging field.

The matter is usually not addressed in state board requirements, which mostly have to do with requirements for credentialing in local jurisdictions.

29.

If a parent demands to know counseling information from a session involving the child, what should you do first?

Check in with the child

Reveal the information immediately

Refuse to reveal the information

Correct answer: Check in with the child

It will sometimes happen that a parent will want information from counseling sessions involving their children. Ethically, there is a conflict, as the child deserves confidentiality and the parent may have a legal right to the information. The first thing to do is not to reveal the information or refuse to reveal it, but to check in with the child in question to see if they approve the release of the information.

30.

What is the most powerful type of credentialing?

Licensure

Registration

Education

Certification

Correct answer: Licensure

The overall picture of credentialing in all its forms can be confusing, as each of the 50 states has its own idiosyncratic rules surrounding the topic. However, in general, one can say that licensure is the most powerful type of credentialing, as a political process defines acceptable minimum standards in license form.

Registration is simply the presence of a professional with respect to a government, and certification is used to justify a title in a profession. Education is a gateway to credentialing, but rarely provides credentials in its own right.

31.

What is the ethical obligation of counselors with regard to vacations or illness with respect to their clients?

Inform clients and make arrangements

There is no ethical obligation per se

Inform clients about possible gaps in service

Correct answer: Inform clients and make arrangements

When a counselor takes a client on, they also take on the ethical responsibility of letting that client know when the counselor's services will not be available due to illness, vacation, or any other reason. Ideally, arrangements would be made for service provision before such a gap takes place.

32.

Which of the following is true regarding competition between social work, counseling, and psychological professions?

Counseling competes with social work and psychology in certain areas

There is no competition between social work and psychology

The scopes of service with social work and psychology do not overlap

Correct answer: Counseling competes with social work and psychology in certain areas

One of the complications of working in the counseling profession at the current time is that there is competition in certain areas with psychology and social work, as there is overlap in functional areas among these fields in the areas of assessment and treatment, among others. This results in an economic advantage to social workers and psychologists, who can claim that they are more qualified than counselors in these areas.

33.

What is the proper stance toward egoism in the counseling profession?

Egoism has a certain place in one's own professional development

Egoism should be eliminated as much as possible in the counseling profession

Egoism should be celebrated as a core virtue of the counseling profession

Correct answer: Egoism has a certain place in one's own professional development

Egoism refers to the value of one's own self-interest and is usually opposed to altruism, which is the value of one's interest in serving others. Though, for the most part, the client should be considered first according to the ethics of the profession, it would be a mistake to suggest that egoism has no place in the service of clients or in one's own professional development as a counselor. Egoism can instill a sense of pride in one's work, can guide one to realistically assess the value of one's own performance, and provide value in other areas as well.

34.

Why are issues of sexism often overlooked in the counseling literature?

There is a perception that equity has been achieved

Counseling literature is mostly produced by men

The profession is more interested in clinical issues per se

Most counselors are men and do not pursue this kind of research

Correct answer: There is a perception that equity has been achieved

Though other issues of multicultural sensitivity are often discussed in the counseling literature, there is comparatively little such literature that directly addresses issues of sexism and gender. This is not due to a lack of interest by the profession or due to a preponderance of men in the profession (in fact, the vast majority of master's level counselors are female). It is more a function of the perception that a level of equity has been achieved in the profession in light of overwhelming female representation.

35.

Which of the following is the best restatement of nonmaleficence?

To do no deliberate harm

To solicit client input

To adhere to ethical rules

To correct past wrongs

Correct answer: To do no deliberate harm

The ACA Code of Ethics outlines several values that are foundational to practice in the profession of counseling. One of these is nonmaleficence, which, simply put, is the way in which counselors prioritize doing no harm to those they serve.

Soliciting client input, adhering to ethical rules in general, and correcting past wrongs are all valuable and ethical, but nonmaleficence specifically refers to not doing harm to those we serve.

36.

Should counselors be prepared to lie for their clients in court?

No, under no circumstances

Yes, in all circumstances

Only if the issue involves a threat to life

Only to protect a client's confidentiality

Correct answer: No, under no circumstances

If a counselor lies in court, presumably they have taken an oath to tell the truth. Violating this oath is perjury, which is always considered a very serious crime.

Though it is important for counselors to advocate for their clients as much as possible, this does not extend to lying in a court of law.

37.

When is it permissible to use an experimental technique with a client?

With full informed consent, detailing the risks and verifying understanding

With the normal array of informed consent procedures

It is never permissible to use experimental techniques with clients

After due appeal to the local behavioral sciences board

Correct answer: With full informed consent, detailing the risks and verifying understanding

It is sometimes permissible to use unestablished, experimental techniques with clients. Though no formal appeal to a behavioral sciences board is generally necessary, the burden is on the counselor, not only of ultimate responsibility for the impact of such techniques, but that the client knows exactly what they are getting into. Thus, more than a full informed consent will be necessary in such cases that details risks and verifies understanding.

38.

Do clients lose control of their information when they die?

It is a matter of state jurisdiction

Clients cannot assert privilege if they die

No, and it is a matter of federal law

Clients still have wide-ranging rights after their decease

Correct answer: It is a matter of state jurisdiction

Though one would expect that most rights accruing to a person would end upon their demise, the control of that person's private information remains at issue. Ultimately, it is a matter of state jurisdiction, with different states stipulating different rights about the deceased's information and who can assert privilege on their behalf, if it is allowed.

Except in the broadest sense (i.e., HIPAA), federal law does not adjudicate these concerns.

39.

Which of the following are the two poles of client functioning, according to the wellness model?

Dysfunctional and Self-Actualizing

Illness and Wellness

Pathological and Functional

Correct answer: Dysfunctional and Self-Actualizing

According to the Wellness Model, counselors serve clients along a continuum, defined on the one end as completely dysfunctional, and on the other as perfectly self-actualized. In the awareness that clients are never truly at one point or the other, the counselor attempts to help the client move more toward functional and self-actualized existence, as opposed to dysfunctional and pathological existence.

40.

When should counselors assert privilege on behalf of their clients?

When the client is unable to do so in a timely way

Only the client is able to assert privilege

When the court issues a subpoena

When the counselor feels the client needs advocacy

Correct answer: When the client is unable to do so in a timely way

There will be times when client information is demanded by a court or other legal body. On these occasions, given the fact that everyone is entitled to the privacy of their information, clients can assert the privilege of their own information if asked. Given that there are certain time limits involved, the counselor would be expected to assert this privilege on behalf of the client if the client is unable to do so in a timely way for whatever reason.

When a subpoena is issued, there will be little choice but to comply with the request. In these and all other cases involving court proceedings, the advice of legal counsel should be sought.

41.

How is the medical model different from the wellness model?

The medical model examines psychopathology first

The wellness model examines psychopathology first

The wellness model is not concerned with psychopathology

The medical model is not concerned with psychopathology

Correct answer: The medical model examines psychopathology first

The counseling profession is differentiated from other helping professions in that it is focused on what is known as the wellness model. The wellness model does not consider psychopathology first, as do professions such as social work and psychiatry; instead, it starts with the assumption that people exist on a continuum of well-being that can be improved meaningfully through the work of counseling. Diagnosis may be necessary, but the existence of a diagnosis is not the a priori assumption of the counseling field.

42.

Which of the following is not one of the philosophical positions underlying the counseling profession?

Rationalism

Essentialism

Progressivism

Correct answer: Rationalism

Rationalism, the philosophical belief that reason should be more important than belief or dogma, is not one of the recognized philosophical positions underlying the counseling profession.

Essentialism (the belief that humans are rational by nature), progressivism (the belief that pragmatic solutions work), and existentialism (a belief in the meaning of individual experience) are all philosophical positions underlying the counseling profession.

43.

Which of the following is the statement most congruent with the developmental perspective?

Many of the major problems people face are part of normal life

Psychopathology is a false construct that ignores development

Development forces human beings into psychopathology

Normal life is inherently psychopathological in character

Correct answer: Many of the major problems people face are part of normal life

The counseling profession is differentiated from others in the helping sphere in that it takes a developmental perspective on the human condition. In this perspective, many of the major problems people face are part of normal life; as we progress through the stages of human development, we face an expected set of barriers and situations that can become vivid enough in individual experience to warrant clinical attention.

This is not to say that development forces human beings into psychopathology, as the transitions can hopefully be managed without diagnosis. Nor does it rule out psychopathology as a concept; the developmental perspective attempts to see many issues clients face as normal.

44.

Can a generalist counselor function as a marriage and family therapist?

Yes, with the proper training

No, the disciplines are entirely separate

Yes, in most circumstances

Correct answer: Yes, with the proper training

It is difficult to say where exactly the difference begins between the scope of generalist counseling, which will most likely often drift into issues concerning marriage and family, and the scope of the marriage and family therapist per se. Needless to say, there is much overlap, though the specialization of marriage and family therapy is useful in addressing its primary issues of concern.

In most cases, the disciplines are not considered completely separate, and generalist counselors with adequate preparation can function in this regard.

45.

What does it mean to say that counselors enter a fiduciary relationship with clients?

That there is a formal bond of trust established

That there is an exchange of goods or services

That there is an identifiable financial relationship

That the relationship can be ended at any time

Correct answer: That there is a formal bond of trust established

A fiduciary relationship is one in which the client is formally establishing a bond of trust with the counselor.

Though this often entails a payment, the notion of fiduciary responsibility is not inherently financial, nor does it deal with the beginning or ending of the formal relationship. The status of having this kind of relationship imposes certain ethical obligations on the counselor.

46.

Is the process of counseling consistent across counseling professions?

Yes, the process of counseling has common elements across professions

No, the process of counseling relies on different elements, depending on the profession

Yes, except in the case of acute mental health

Correct answer: Yes, the process of counseling has common elements across professions

The process of counseling across professions shares the common elements of relationship, communication, conceptualization, and intervention skills. This is true in the case of acute mental health as well.

47.

How is a utilization review most likely to impact a counselor's practice?

By limiting the amount of sessions a client can have

By mandating the client switch counselors

Utilization reviews generally do not impact counselor practice

By flagging the counselor for ethical concerns

Correct answer: By limiting the amount of sessions a client can have

Utilization review is a process in which a managed care company decides how many sessions a given problem can be allotted. The implication for counselors is that they must always have utilization review in mind when planning treatment for clients, as utilization review may impact the amount of sessions available for a client in the counselor's care.

Utilization review would not usually have much to do with ethical issues per se and is mostly concerned with payment for services.

48.

How is informed consent to be handled among supervisors, supervisees, and clients?

Clients should know they are being treated by a supervisee

Clients' informed consent is usually a matter of agency policy

Clients' informed consent is included within supervisory agreements

Correct answer: Clients should know they are being treated by a supervisee

Though the issue may be explained in agency policy and/or included in supervisory agreements, the issue of informed consent in supervision does extend to individual client engagements. Clients have a right to know they are being treated by a supervisee, and informed consent to this effect should be gained.

49.

Which of the following is not a barrier to counseling services based on socioeconomic status (SES)?

Low SES individuals tend to exit services earlier

Low SES individuals are treated by less experienced clinicians

Low SES individuals tend to be assigned more severe treatments

Correct answer: Low SES individuals tend to exit services earlier

Low SES individuals do not necessarily exit services earlier, though this would, to some degree, be their choice.

Low SES individuals are subject to a variety of barriers based on class alone, such as being treated by less experienced clinicians and being assigned more severe treatments, among others.

50.

Which of the following is the most accurate statement regarding the developmental perspective?

Most client problems reflect normal developmental processes

Client problems begin with developmental issues and expand to other areas

Client problems are an artifact of early developmental stressors

Correct answer: Most client problems reflect normal developmental processes

According to the developmental perspective, most client problems reflect normal developmental processes rather than psychopathology. In effect, this means that people are not automatically sick when they find themselves in need of counseling, only in need of help through normative psychosocial stages.

Though it is true that client problems often grow greater from a core developmental problem and that some of these developmental problems create long-term issues if they occur early in development, most client problems throughout the lifespan are developmental in nature and normal in character.

51.

Should a counselor evaluate a client for court purposes if they have previously counseled them?

No, as it poses ethical complications

Yes, as there is no ethical conflict

No, as there are transference issues

Yes, counselors must overcome their countertransference issues

Correct answer: No, as it poses ethical complications

It is important for counselors to maintain the highest level of impartiality when performing evaluations on clients who have been court-ordered to receive those evaluations.

Though issues of transference or countertransference may or may not be present, the most important ethical issue to hand is that of impartiality in performing an evaluation on a client that one already knows.

52.

Are counselors allowed to use experimental techniques with clients?

Yes, with adequate training and informed consent

No, under no circumstances

Yes, after approval by a state board

Correct answer: Yes, with adequate training and informed consent

It is the counselor's responsibility to receive any training necessary in order to provide counseling in any experimental form, in addition to informing the client that they will receive experimental treatment and gain their approval of being treated in this way before proceeding.

Approval by a state board may or may not be necessary according to local jurisdictional requirements.

53.

What is the role of education with respect to professional competence?

Education is the first step toward competence

Education defines competence

Education is the last stage in establishing competence

Education has no relationship to competence

Correct answer: Education is the first step toward competence

Competence as a professional counselor depends on many factors, of which education is one of the first steps. However, education is not sufficient to establish competence, as educational experiences are highly variable and, in themselves, rarely have competence as an expressly stated goal. Without some education, competence would be difficult to establish, as all professional counselors have had some degree of relevant educational background.

54.

What is the most common academic level of preparation for working counselors?

Master's degree

Bachelor's degree

Doctorate degree

Correct answer: Master's degree

Most working counselors are prepared academically at the master's level, with the specific discipline being variable, and the credentialing process at the state level covering any academic gaps.

Bachelor's level counselors are not unknown, but most working counselors proceed to the master's level before practicing. There are doctorate level counselors, but the discipline of the doctorate usually involves a different credentialing than counseling.

55.

What is the proper perspective of counselors toward spirituality?

Meet the client where they are

Counselors should steer clear of such issues

Refer to a specialist in spiritual counseling

Inform the client of the counselor's belief system

Correct answer: Meet the client where they are

Clients often have special concerns about spirituality that counselors must be in a position to address. Even if the eventuality is a referral to a specialist in the area, a counselor must be able to deal with almost any concern a client has at some level. Most people have some sort of spiritual framework, and the counselor should meet the client where they are in this regard, not imposing their own beliefs but being willing to engage with the client as much as possible.

56.

What is the nature of the class bias in counseling, according to the research?

There is a middle-class bias among counselors

There is an upper-class bias among counselors

There is no discernible class bias among counselors

There is a lower-class bias among counselors

Correct answer: There is a middle-class bias among counselors

It is imperative that counselors, as a first step toward better cultural awareness, understand their own origins and the bias of the profession in this regard. For the most part, the research shows that counselors are overwhelmingly from the middle class of socioeconomic status, regardless of other categories of difference. When counselors treat clients, they no doubt operate out of their own systemic biases, some of which are based on class.

57.

Which of the following is true regarding the content of master's programs possessed by those who acquire counseling credentials?

They can be widely variable

They are accredited by counseling organizations

They must contain a certain number of credits devoted to psychology

Correct answer: They can be widely variable

One of the many areas of confusion in the counseling profession is that those who become licensed counselors can come from so many backgrounds. Many counselors have their most senior academic preparation at the master's level. However, there is no accreditation process by counseling organizations per se with regard to many master's programs that eventually produce counselors, such as divinity or education.

There is no mandate that a counselor, as a matter of their academic program, should have had any specific preparation in psychology; however, licensing and accreditation bodies will require adequate preparation in this regard before licensure can be granted.

58.

Generally speaking, what should counselors do who suspect their client is a victim of illegal discrimination?

Help the client make a decision about reporting

Take action on behalf of the client

Provide the client with information

Consult with the ACA on the individual case

Correct answer: Help the client make a decision about reporting

Clients may become victims of illegal discrimination, or be perceived to be so. When this takes place, the best course of action is not only to educate the client about the law and their options, but to help the client decide what action, if any, to take.

It would be disempowering to take action on behalf of the client, who is entitled to make their own decision about the issue. The ACA does not provide guidance on individual ethical matters.

59.

How is certification different from registration?

Registration is signing up; certification is recognition of title

Certification is signing up; registration is recognition of title

The terms are interchangeable in most contexts

Counselors may be certified, but usually do not have to register

Correct answer: Registration is signing up; certification is recognition of title

There is wide variability in the terms, practices, and processes regarding certification, as this is practiced somewhat differently in every state. For the most part, registration is when a counselor must register with the relevant state entity in order to practice in that jurisdiction, and certification deals with the recognition of a title as needing qualification in order to be claimed. The requirements in these areas are set by state entities.

60.

At which stage of ethical problem solving should clients be engaged?

Throughout the process

At the outset of the process

When a decision has been reached

Correct answer: Throughout the process

It is in keeping with the best ethical principles to involve clients throughout the ethical problem-solving process, should that ethical problem involve them directly.

It is not enough to inform them that such a problem-solving process is underway, and it is not sufficient to simply inform them that a decision has been reached on an ethical matter concerning them. The relevant principle is self-determination, attempting to maximize the client's ability to participate.

61.

What is the best way to avoid dependent client relationships?

Foster independence and risk-taking in clients

Inform clients of strict boundaries

Warn clients of this possibility at the outset of treatment

Correct answer: Foster independence and risk-taking in clients

It is the nature of the counseling relationship that sometimes clients will develop an unhealthy, dependent bond with their counselor. As this is a function of the success of the counseling relationship to a degree, it cannot be prevented by guidance at the outset of treatment. Nor is it likely to be helped much by informing the clients of the boundaries of the profession.

The best way to help clients with this issue is to use the counseling relationship itself to foster the client's independence toward taking appropriate risks.

62.

In general, what characterizes the forces that seek to keep licensure requirements for counselors high?

They come from outside the counseling profession

They come from inside the counseling profession

They come from state governments

They come from the federal government

Correct answer: They come from outside the counseling profession

Unfortunately, competition and market forces have much to do with the lobbying that takes place at the state level with respect to licensure requirements for counselors. In most cases, the impetus for keeping counselor licensure requirements high comes from outside the profession, in fact from other helping professions that would see more accredited counselors as potential competition in the behavioral health market.

These lobbying forces can make themselves known at any level of government.

63.

How might a collectivist culture background in a client affect the counselor's ethics around self-efficacy and autonomy?

It may call for a value adjustment

It does not change anything

It calls for a consultation with an ethics board

The counselor must change their value system

Correct answer: It may call for a value adjustment

Part of being culturally aware and sensitive is the fact that such sensitivity may call upon the counselor to adjust their values. A good example is the conflict between the desire for a client to have autonomy and self-efficacy, which is a highly Western value, and the more collectivist values of many other cultures around the world.

In these cases, it would not be expected that the counselor would change their whole value system to meet the client's, but they would be expected to keep the collectivist cultural background of the client in view and adjust the application of the ethical value in the given circumstance.

2. Social and Cultural Diversity

2. Social and Cultural Diversity

64.

According to research, which of the following is the major concern regarding diversity in crisis counseling?

Imposition of values

Lack of crisis recognition

Communication difficulty

Correct answer: Imposition of values

According to Myer (2001), the major concern in multicultural crisis counseling is the imposition of counselor values on clients. This might result in a lack of open and frank communication, which is essential in this phase of treatment.

Though communication difficulties are significant to crisis counseling, and it is possible for a lack of cultural awareness to affect the recognition of what a crisis is to a given population, staying value-neutral and focused on the concrete tasks of crisis counseling is a more pressing concern.

65.

What is the "Glossary of Cultural Concepts of Distress"?

An appendix to the DSM-5

An assessment tool published by the ACA

A reference work for psychologists

An advocacy document authored by the NASW

Correct answer: An appendix to the DSM-5

There are a variety of mental health diagnoses and indices of distress that seem culture-bound. Acknowledging that clinicians should be armed with the best information to provide culturally relevant care, the DSM-5 now contains a section, the Glossary of Cultural Concepts of Distress, that describes unique cultural factors and means of expression of mental disorders.

The Glossary is intended for any practitioner using the DSM-5 and is not a product of the ACA or NASW.

66.

What can an employer ask about, according to the ADA?

How well a candidate can perform a job

The nature of a candidate's disability

How long a candidate's disability has existed

Whether a candidate expects their disability to improve

Correct answer: How well a candidate can perform a job

The Americans with Disabilities Act (1990) protects disabled persons in various ways. One of these ways is that employers are not allowed to ask about a job candidate's disability, its nature, how long it has existed, or whether it is expected to improve.

An employer's questions must be related to job performance and qualification as reflected in how well a given candidate can perform a given job.

67.

Which of the following is true regarding diverse clients and diagnoses?

Minority groups are diagnosed more severely

Minority groups are diagnosed with more symptoms

Minority groups are underdiagnosed

Correct answer: Minority groups are diagnosed more severely

According to research, minority groups are diagnosed more severely than non-minority groups, given the same symptoms. African Americans, for instance, are more likely to be diagnosed with schizophrenia and childhood disorders than Americans of European extraction.

Minority groups are not necessarily diagnosed with more symptoms; the symptomology they present, however, tends to be addressed as more severe.

68.

If a person is deemed legally incompetent, is informed consent necessary?

No, but assent is necessary

Yes, in all circumstances

No, in no circumstances

Correct answer: No, but assent is necessary

The ACA Code of Ethics makes clear that, in cases where a person has been deemed legally incompetent, it is still the responsibility of those dealing with that person to obtain assent for whatever might otherwise involve informed consent, such as treatment or participation in various activities. Consent can be given by a legal representative for such persons, but the ACA stipulates that assent—meaning agreement of the individual—should be obtained as well.

69.

In terms of counseling, what is the difference between spirituality and religion?

Spirituality is more personal, religion is more communal

Spirituality is more communal, religion is more personal

The terms are used interchangeably

Correct answer: Spirituality is more personal, religion is more communal

Issues of spirituality and religion are highly important in the field of counseling, as are the cultural sensitivity issues that manifest in relationship to them. Generally, religion is used to describe a more organized, communal spiritual practice, while spirituality tends to refer to an individual's choices regarding this same subject matter. Though the terms should not be used interchangeably, it is not uncommon for a religious person to have a private spirituality that differs from the tenets of their chosen faith.

70.

What is a "null environment" in considerations of cultural diversity?

An environment where there is no encouragement or discouragement

An environment where adequate stimulation is lacking

An environment that lacks cultural diversity but is not overtly discriminatory

An environment where scholastic improvement is not possible

Correct answer: An environment where there is no encouragement or discouragement

A null environment (Betz, 2005) is one that is considered to be neither an encouraging nor discouraging environment for its participants.

Usually applied to the world of education, this concept has little to do with environmental stimulation, the availability of cultural diversity, or the presence of discrimination, but is a gauge of how much encouragement a participant receives.

Though it is not concerned with scholastic improvement per se, a null environment is considered to be inadequate in addressing the needs of some diverse categories that can benefit from encouragement in the educational realm.

71.

Which of the following subgroups of disabled persons is the most unemployed?

Psychiatric disability

Females with disability

Asians with disability

Immigrants with disability

Correct answer: Psychiatric disability

Persons with psychiatric disability, regardless of other classifications, are the most unemployed of any subclass of disabled persons. Up to 90% of persons with psychiatric disability are unemployed, far outpacing other groups and subclassifications.

72.

Which of the following is false with regard to the federal minimum wage?

It has been calculated to be a living wage

State-assigned minimum wage sometimes takes precedence

It applies to workers who earn tips

Society depends on people working minimum-wage jobs

Correct answer: It has been calculated to be a living wage

The federal minimum wage is now set at 7.25/hour, though certain states have established higher minimum wages that take precedence. Though the federal minimum wage continues to climb, it does not address the concerns of all of those who are using it as a living wage; for instance, it cannot support a family or, in many cases, even the individual earning the wage.

The federal minimum wage also applies to those who earn tips, though their wage is set lower to account for this. The concern is that society depends on the vast number of those who serve in various roles in our society who earn minimum wage, such as cashiers, custodial staff, and many in healthcare.

73.

What does the Standards for Multicultural Assessment (2012) indicate about advocacy?

Clinicians are directed to engage in advocacy

Clinicians are offered the option to engage in advocacy

Clinicians are encouraged to discuss advocacy with clients

Clinicians are encouraged to discuss advocacy with other clinicians

Correct answer: Clinicians are directed to engage in advocacy

Though discussion of advocacy with other professionals is desirable, and discussion of advocacy issues with clients important in practice, the specific guidance of the Standards for Multicultural Assessment (2012) explicitly directs clinicians to engage in advocacy on behalf of their clients. Most often, this is anticipated to take place in the context of advocating for culturally relevant assessments and clearing away barriers to appropriate assessment and care.

74.

Which of the following is the most concerning result of counselor insensitivity to issues of diversity?

Gaps in competence

Further social injustice and oppression

Reimbursement issues

Correct answer: Gaps in competence

Counselors have an ethical mandate to address issues of diversity in practice. As research indicates, harm can occur when such issues are not treated with due importance and focus. In essence, cultural insensitivity results in gaps in competence in serving such clients, which might result in actual harm.

Individual counselors likely do not add much to the scales of social injustice and oppression through individual insensitivity. Though this is a concern, the issue of lack of competence is more immediate and impactful to clients. Reimbursement may or may not be affected by this insensitivity, but competence in serving clients appropriately should be the focus of all counseling practice.

75.

With which of the following are concerns about physical contact with clients most concerned?

Legal considerations

Ethical considerations

Diversity considerations

Correct answer: Legal considerations

Though various concerns present themselves when considering the issue of physical contact with clients, it seems that the current concern with this issue is more driven by legal considerations than any other. The practice of touching clients in any way at all seems loaded with many kinds of legal risks, as the standard of acceptable touch seems highly variable among professionals.

76.

What is the overall pattern of wealth inequity in the United States?

The gap between the wealthy and everyone else is increasing

The wealth gap between classes is very slowly decreasing

The wealth gap between middle and lower classes is decreasing

The wealthy are becoming less wealthy, though large gaps exist

Correct answer: The gap between the wealthy and everyone else is increasing

For some time, the overall wealth gap between the wealthy and everyone else in the United States has been increasing. The net worth of middle-income families decreased by 20% and lower-income families lost 45% during the period from 2001 to 2016, while the wealthy increased their wealth by approximately 33% during the same period.

77.

Which of the following accurately describes the two sometimes conflicting components of culture?

Group versus individual

Self versus other

Race versus ethnicity

Correct answer: Group versus individual

Culture can be said to contain two distinct components that sometimes come into conflict; that of the group, with all of its norms and rules, and that of the individual, which is likely in a state of constant identitarian movement in relation to numerous factors within the wider culture. This tension results in much wider categories of difference than one might expect if one simply examines the major groups in a society.

Though race, ethnicity, and self are all part of this tension, the central issue remains the dialogue between the individual and the wider culture.

78.

Are women treated differently in psychiatric contexts than men?

Yes, they are diagnosed and prescribed medication differently

There is no research to support this conclusion

Yes, they are diagnosed differently but prescribed medication equally

Correct answer: Yes, they are diagnosed and prescribed medication differently

Research indicates that women are treated differently in current psychiatric culture than men. The result is that women tend to receive more prescriptions than do men, especially with regard to psychotropic medication. They are also diagnosed differently, as their symptoms are evaluated differently than those of men. Feminist researchers tend to identify some of this symptomology as non-pathological and a reaction to male oppression.

79.

What is the major concern with sexual contact with current or former clients?

A concern about harm to the client

A concern about diversity and inclusion

A concern about ethical decision-making

Correct answer: A concern about harm to the client

The prohibition of sexual contact with current or former clients far predates the ACA Code of Ethics or even the Hippocratic Oath, as Remly and Herlihy (2020) point out. Though there are a variety of concerns with this practice, the most important is related to the power differential between client and counselor so that clients are not exploited sexually in the therapeutic mode where they can lack power and agency.

Though it is an ethical concern, and there is an implicit diversity concern about women in particular, the main and overarching concern is about harm to clients.

80.

How available is legal aid to those who need it?

Legal aid is available to a small proportion of those who need it

Legal aid is available to all who need it, though there may be delays

The availability of legal aid has drastically improved in the past ten years

Legal aid is not available to those who commit violent crimes

Correct answer: Legal aid is available to a small proportion of those who need it

There is major class inequity in the justice system. Legal aid, seen as the recourse for those who cannot afford attorneys when they are in need (including those who commit violent crimes), tends to be underfunded. Legal aid is therefore available only to a small proportion of those who need it, including the delays in securing such aid, which are also part of the overall problem.

This problem has not improved recently.

81.

Which of the following is the fundamental aim of cultural identity theory?

Expanding awareness of one's own cultural identity

Addressing historical grievances

Ensuring an awareness of otherness

Correct answer: Expanding awareness of one's own cultural identity

Cultural identity theory is based on the expansion of the awareness of one's own cultural identity.

Although historical grievances and otherness are important concepts in a cultural awareness journey, cultural identity theory deals mostly with the discovery and knowledge about one's own cultural place. More recently, cultural identity theory has expanded to include identities such as that of veteran, disabled person, and cancer survivors, among others.

82.

What is meant by bracketing in the counseling profession?

The effort to confine one's beliefs that may conflict with serving clients

The effort to discourage clients from discussing values that may conflict with the counselor's values

The effort to discuss one's personal values in sidebars with clients

Correct answer: The effort to confine one's beliefs that may conflict with serving clients

There is a serious and emergent issue of counselors who find that their belief systems, whether religious or otherwise, conflict in some way with serving clients who present in ways that conflict with those beliefs. The most common example is those of certain faiths who find themselves in conflict with serving LGBTQQI individuals. The idea of bracketing is meant to help counselors confine their belief system within counseling relationships so that their belief system is sublimated to the service of clients.

Bracketing is not about discouraging client discussion in any way, nor is it meant to encourage a discussion of those belief systems; it is an effort to put aside those beliefs in serving clients.

83.

What does "encounter" mean with respect to cultural awareness theory?

A situation in which one must confront cultural difference

A voluntary switch in one's cultural perspective

A recovery of a lost cultural identity through practice

Correct answer: A situation in which one must confront cultural difference

The model of cultural/racial identity proposed by Cross (1971) remains influential in discussions about diversity and cultural awareness. This model has four stages. The first, preencounter, is a state in which there is little awareness of difference. The second, encounter, begins when there is a confrontation or friction of cultural difference. The third, immersion/emersion, deals with how the individual deals with those issues of difference, and the fourth, internalization, has to do with the solidifying of a culturally integrated self-concept.

84.

How should counselors deal with clients who experience cultural and/or gender issues?

Ask the client directly about their experience

Implement plans to address these issues

Help clients connect to relevant community networks

Approach client's family members for information

Correct answer: Ask the client directly about their experience

The experience of different people with respect to cultural and/or gender issues is highly idiosyncratic. Though, from the counselor's point of view, a client may be experiencing substantial such issues and there may be a desire to address them, it is the client's experience that is the most important in this regard. It is by asking the client directly about their experience that a proper plan of action can be undertaken.

85.

Which of the following is the best source of information about issues of difference?

Clients of difference

Seminars for providers

One's own background and experience

Correct answer: Clients of difference

Part of the commitment to social diversity on the part of counselors has to do with acquiring a knowledge base about issues of difference; these are whatever issue makes the client exceptional or part of a diverse population. By far, the best source of such information are clients who manifest the difference in question, whether this be an issue of ethnicity, sexuality, economics, or some other.

Seminars can be helpful, and one is always relying to some degree on one's own background and experience, but it is the client experience that is most instructive in this regard.

86.

Which of the following groups is most susceptible to abuse and/or neglect?

The elderly

Minor children

Teenage children

Correct answer: The elderly

Numerically, the elderly are by far the group most susceptible to abuse and/or neglect. This is due to many factors, such as their vulnerability to harm, the relative silence on the part of nursing homes and other caregivers in reporting such abuse and/or neglect, and their growing prevalence as a class in the overall world population.

Though children of either minor or teenage years are definitely vulnerable as well, they are not present in the numbers that older people are.

87.

Which of the following is true regarding older adults and counseling services?

Older adults tend to underutilize mental health services

Older adults tend to overutilize mental health services

Older adults generally do not access mental health services

Correct answer: Older adults tend to underutilize mental health services

Older adults as a population tend to underutilize mental health services in a variety of ways. They seem to be less likely to seek out such services on their own, do not stay in services once enrolled, and, in other respects, are reluctant to engage with the idea that they may have a mental health diagnosis. The reasons for this are both generational and cultural, with stigma about mental health issues still lingering in this population.

88.

What is content bias?

Cultural deficits in the subject matter of assessments

Bias in assessments that make them too difficult

Bias in assessments that make them too easy

Cultural concerns about the length of assessments

Correct answer: Cultural deficits in the subject matter of assessments

Relatively recently, analyzing the structure and content of assessments in terms of culture has become more common. It seems that there is a major concern about the relevance of subject matter within questions to those from cultures who do not match the culture of the test authors. For example, a client may or may not find a question about the acceleration of motor vehicles from point A to point B relevant within their cultural framework. The concern is not difficulty or length, but relevance to culture.

89.

What possible ethical problem is there with promoting client independence and autonomy?

Not all cultures value independence and autonomy at the same level

Some cultures do not wish these concepts to be discussed openly

Every culture values independence and autonomy differently

Correct answer: Not all cultures value independence and autonomy at the same level

Though not every culture values such concepts as independence and autonomy differently, not all value them at the same level. For some cultures, the individual's independence and autonomy are sublimated to the needs of the group, and in such cases, a stress on independence and autonomy might actually be harmful.

It is always allowed to find out more information about a client's cultural needs and discuss them openly in order to honor these needs appropriately.

90.

How is cultural diversity relevant to behavioral modeling strategies?

Clients tend to learn better from those like themselves in general

Clients are neutral about the perceived characteristics of their behavioral model

Clients tend to learn social skills better from those like themselves

Clients develop bias about their behavioral models during the process

Correct answer: Clients tend to learn better from those like themselves in general

Though bias is no doubt present to some extent in all human beings about other human beings, its impact on behavioral modeling strategies is concrete and specific. When implementing modeling strategies, such as those that demonstrate social or other skills, clients tend to learn better from those they perceive to be more culturally similar to themselves.

This is true of skill acquisition in general and is not limited to the learning of social skills.

91.

Which of the following most accurately reflects the guidance of the ACA on end-of-life options in counseling?

Counselors are expected to be competent to provide counseling in this area

Counselors are not expected to be competent to provide counseling in this area if their beliefs conflict

There is no explicit guidance from the ACA on this issue

Correct answer: Counselors are expected to be competent to provide counseling in this area

There are many areas in which counselors may be expected to provide counseling in an area that can conflict with personal belief systems. One of these is end-of-life counseling. It is now a legal and available option in the United States to pursue such options as hospice; thus, counselors are expected to be competent to provide counseling in this area, regardless of their belief systems, according to the ACA.

92.

Which of the following is the best way to manage cultural issues in clinical contexts?

In clinically relevant ways

Through agency communications

With sensitivity training

Correct answer: In clinically relevant ways

Issues of culture often arise within the clinical treatment context, with awareness of and respect to these issues becoming more prevalent in the past. Though such approaches as revising agency communications and sensitivity training can be effective in raising awareness and inspiring better practice, in a clinical context, the best way to manage cultural issues is through attention to culture in clinically relevant ways. For example, being aware that barter is acceptable in many cultures, or that there are more and less demonstrative communication styles, are helpful in crystallizing cultural relevance for clinicians.

93.

Which of the following is the way in which socioeconomic status (SES) affects clients most?

SES affects all aspects of a client's life

SES has the biggest impact on quality of life considerations

SES has the biggest impact on mental health

Correct answer: SES affects all aspects of a client's life

Socioeconomic status, by providing the essential background against which clients live their lives, affects all aspects of a client's life. Though less discussed than other issues of diversity, the issue of SES may be more impactful than any other. Along with issues related to overall quality of life and mental health, SES (in particular low SES) is related to problems in access to services, stigma, environments of violence, and various kinds of trauma.

94.

How does universal design help control cultural bias in testing?

By addressing possible bias in instrument design

By retrofitting existing instruments to fit cultural concerns

By creating instruments for each specific cultural area of concern

By scoring assessments differently for different cultural groups

Correct answer: By addressing possible bias in instrument design

The discussion about how best to address long-standing issues of concern due to cultural gaps in testing sometimes involves the consideration of universal design. Universal design principles for assessments suggest a way of designing a testing instrument that lacks significant bias from the beginning, rather than retrofitting an existing such design to fit emerging cultural concerns.

95.

How is cognitive therapy effective in multicultural populations?

By dealing with the personal worldview of individuals

By teaching specific multicultural information

By addressing individual personality

By creating a flow of multicultural feedback

Correct answer: By dealing with the personal worldview of individuals

In contrast to other therapies that may not be as effective in dealing with multicultural concerns, cognitive behavioral therapy has the advantage of dealing exclusively with the personal worldview of participants as the primary clinical area of focus. Thus, the client is actually able to use their own cultural background and diversity issues as the foundation for changing one's thinking.

Cognitive therapy does not teach specific multicultural information, and though it addresses individual personality, its focus is more on cognitive issues. It is hoped that a multicultural feedback loop would occur, but the main advantage of cognitive therapy in a multicultural context is its focus on the thoughts of an individual.

96.

Why is the existential approach considered especially applicable to diverse clients?

Its themes are universal and relatable

It was developed by diverse counselors

It directly addresses economics

It directly addresses dynamics of power

Correct answer: Its themes are universal and relatable

The existential approach to therapy is considered especially applicable to diverse clients, as it deals in themes that are universal and relatable across cultures, such as responsibility, finding meaning, anxiety, and the explicit encouragement of how social and cultural factors affect life.

The existential perspective rests on the thinking of many theorists, past and present, some of whom could be considered diverse; however, it is the themes of existentialism that are the reason the perspective is considered suitable for diverse clients. Though not addressing economics or power per se, existentialism addresses universal themes that affect all clients.

97.

What is the main reason people in poverty do not seek treatment for mental health?

Their daily life issues predominate

Their mental health crises tend to self-mitigate

They have lower rates of acute mental illness

Their mental health issues are more stable and long-standing

Correct answer: Their daily life issues predominate

People in poverty tend to be focused on the struggle to maintain their lives, which leaves little time or resources for mental health care per se. This is why many persons in poverty who do need such services do not tend to get them.

Poverty actually increases the prevalence and severity of mental illness in most cases, with anxiety, depression, and substance abuse prominent contributors.

98.

Which of the following is consistent with the notion of neurodiversity?

Learning styles vary widely among individuals

Certain diagnoses grant special abilities

Individuals must prove neurodivergence

Neurodiversity is equivalent to a diagnosis of autism

Correct answer: Learning styles vary widely among individuals

The essential point about neurodiversity is that the brains of human beings are widely divergent in many ways, including learning styles.

The neurodiversity movement encompasses far more than autism and can include such varied diagnoses as ADHD or dyslexia, or no diagnosis at all. Individuals are rarely asked to prove exactly how they are neurodivergent, and though some individuals claim special abilities due to a given diagnosis, this is not characteristic of the movement as a whole.

99.

What is "summer melt"?

The way low-income students do not show up for their first college term

The way hot weather seems to increase acute mental illness

The lack of available seasonal employment for low-income workers

The loss of family bonds due to physical separation during certain times of year

Correct answer: The way low-income students do not show up for their first college term

"Summer melt" is a term used to describe the way many low-income students do not show up for their first semester of college in the fall, due to any number of concerns related to their or their family's poverty. Up to 40% of such students are subject to this "summer melt."

The term is not a comment on the seasonal prevalence of unemployment, acute mental health issues, or the loss of family bonds; it is limited to the assessment of low-income students not attending school they have qualified for.

100.

Which of the following is true about drug testing of welfare recipients?

Drug testing of welfare recipients shows a low level of drug use

Drug testing of welfare recipients shows a high level of drug use

Drug testing of welfare recipients is illegal according to federal law

Drug testing of welfare recipients has largely been phased out

Correct answer: Drug testing of welfare recipients shows a low level of drug use

Though once thought to be a way of assessing the misuse of funds by welfare recipients, drug testing of welfare recipients tends to show a lower rate of illicit drug consumption than the general population; from .002% to 8.3% depending on the area, where overall illicit drug use in the general population is around 9.4%. The idea persists and is continuing to be implemented.

101.

Which of the following career development theories is the most relevant to culturally diverse populations?

Life-span perspective

Trait and factor theory

Career decision-making theory

Social cognitive career theory

Correct answer: Life-span perspective

Historically, culturally diverse populations, as they are now understood, have not been the focus of such career development theories as trait and factor theory or career decision-making theory. Social cognitive career theory focuses on self-efficacy and is somewhat better in this respect, but life-span perspective is the career development theory that has tackled these issues most explicitly. This is due to the fact that life-span perspective deals in the opportunities that present themselves to career seekers, or the lack of opportunity they encounter in considering careers.

102.

How should counselors consider self-disclosure in a cultural context?

Counselors should respond within the cultural context

Counselors should self-disclose minimally

Counselors should not self-disclose

The counselor's standard on self-disclosure should not change

Correct answer: Counselors should respond within the cultural context

Self-disclosure is an area that has profound contextual variables related to cultural norms. For example, it might be acceptable for a zero self-disclosure standard in traditionally Western therapeutic environments, but this stance may damage therapeutic rapport in other cultural contexts where the counselor might be expected to share more about themselves. To the extent possible, the best course is likely to be to respond within the cultural context of the client.

103.

Which of the following is the best starting point for a development of cultural awareness?

Self-awareness

Action against oppression

Assessments of dominant culture

Correct answer: Self-awareness

The journey to greater self-awareness is not generally seen to start with dramatic action against perceived oppression; in fact, without the necessary first step of developing a keen self-awareness about culture, such efforts may be misguided. Cultural awareness begins with an honest self-assessment of such items as privilege, class, economics, and other factors.

An assessment of dominant culture is valuable, but the first stage of developing cultural awareness should begin with a self-examination.

104.

Which of the following is the main concern of cultural validity?

Whether a given assessment is valid with non-dominant cultures

Whether counselors are prepared for cultural difference

Whether an organization has implemented diversity protocols

Whether a given assessment accurately captures its desired construct

Correct answer: Whether a given assessment is valid with non-dominant cultures

The concept of cultural validity is a relatively new one, which asks a basic question about instrumentation in the behavioral sciences. If we administer a given assessment to people from a non-dominant culture, is the assessment valid? Does such an assessment take into account the various factors that might skew results from a culturally-informed perspective?

Cultural validity is a concept used to evaluate assessments and has less to do with the preparation of counselors or the implementation of diversity protocols by organizations.

105.

Which of the following is false about cultural empathy?

It calls for deep knowledge of a client's culture

It calls for interest in the culture of a client

It calls for appreciation of cultural differences

It calls for the use of culturally appropriate practice

Correct answer: It calls for deep knowledge of a client's culture

Chung and Bernak (2002) detailed the concept of cultural empathy for counselors, recognizing that traditional definitions of the concept of empathy were inadequate to the emerging need for counselors to have culturally appropriate clinical practice. The concept calls for genuine interest in the culture of the client reflected by questions when necessary, an appreciation of the cultural differences between one's own culture and that of a client, and overall, the inclusion of culturally appropriate practice in serving any client.

106.

How could a positive stereotype of disability be harmful?

By giving a false impression about individuals

By negative comparison with non-disabled people

By putting their benefits at risk

By creating tension among disabled people

Correct answer: By giving a false impression about individuals

Most stereotypes are negative or merely false. However, some positive stereotypes about people do exist. As an example, a positive stereotype about disabled people is that they are all determined and courageous in the face of their difficulty. This is false; people with disabilities have the same range of emotions about their circumstances as anyone else. Though less explicitly damaging than a negative stereotype, this stereotype still does harm in giving a false impression about individuals that could create unsuitable expectations.

107.

Which of the following best describes "affectational orientation"?

One's choice of gender expression

One's choice of affect in interpersonal interactions

One's choice of affective diagnosis

Correct answer: One's choice of gender expression

Though jargon varies and is subject to near-constant change and refinement, the term "affectational orientation" is often used to describe the broad issues and experiences of difference between birth sex and chosen gender expression. It can also refer to issues of sexual expression, such as those experienced by those who are gay, bisexual, transgender, queer, questioning, and intersex, among others.

108.

What is the APA's stance on mental disorders in relation to culture?

Mental disorders are defined in relation to culture

Mental disorders exist independently of culture

Mental disorders are an expression of culture

Mental disorders are specific to culture

Correct answer: Mental disorders are defined in relation to culture

The APA (2013) indicates that mental disorders are defined in relation to culture and social norms and values. In other words, mental disorders exist in a complicated matrix of cultural and social preparation.

Though there are certain disorders that do seem expressed in certain cultures more than others, the APA does not suggest that mental disorders are simple expressions of culture.

109.

What has the research shown about traditional career interest inventories when applied to culturally diverse population segments?

The research supports the use of traditional interest inventories

The research suggests amendments to traditional interest inventories

The research was inconclusive on the use of traditional interest inventories

The research suggests the development of new interest inventories

Correct answer: The research supports the use of traditional interest inventories

In a large-sample review of the use of traditional career interest inventories, it was found that the traditional inventories were still valid amongst culturally diverse participants, as individuals from diverse ethnic groups use the same cognitive map of career interest as other, less diverse groups. In other words, the research found that the similarities among participants in terms of career interest mapping were similar rather than differentiated by ethnicity.

110.

What is the nature of the advocacy mandate for counselors?

Counselors are called upon to advocate for clients

Counselors are not explicitly required to advocate for clients

It is outside the scope of counseling to perform advocacy for clients

Correct answer: Counselors are called upon to advocate for clients

It is part of the ethical mandate of counselors to advocate for their clients. What this means in practice is that counselors are called upon to remove barriers that their clients might face for whatever reason, be it oppression, racism, economic disadvantage, or some other cause. Though some kinds of advocacy are more explicitly tied to other professions, such as social work, it is part of the ethical mandate of the counseling profession to advocate for clients.

111.

What is instrument bias?

Systematic effect on a given group

Organizational, purposeful discrimination

Inconsistent results reporting

Adequate control of content

Correct answer: Systematic effect on a given group

The overall term "instrument bias" is used to refer to the way in which a given assessment might contain a kind of bias in structure, language, constructs, or other issues that may systematically affect a given group's performance. This bias will create error in an assessment due to factors of bias skewing results.

The issue is not discrimination or inconsistency per se, but built-in issues with testing instruments that affect the performance of one or more groups. Content bias is one kind of instrument bias.

112.

Which of the following accurately describes the socioeconomic preparation of counselors?

There is a middle-class bias in counselor training

There is a lower-class bias in counselor training

There is an upper-class bias in counselor training

Correct answer: There is a middle-class bias in counselor training

Though exact definitions of what constitutes low-, middle-, and upper-class socioeconomic status are elusive, it is clear that a middle-class bias is present in the preparation of most counselors. This is not only due to most counselors being products of middle-class backgrounds; it is also true that the overall education, training, and perspective of the counseling profession reflects this bias.

113.

What is the nature of the overall risk to persons living in poverty?

Higher rates of physical and mental illness

Higher rates of physical illness

Higher rates of mental illness

They have the same overall rates of physical and mental illness as the general population

Correct answer: Higher rates of physical and mental illness

Due to any number of complicated factors having to do with their socioeconomic status, persons living in poverty are subject to higher rates of physical and mental illness than the general population. There is a compounding effect at work related to stress, untreated physical illnesses, poor nutritional choices, and lack of time or resources to pursue appropriate care.

114.

How should counselors handle the problems with diversity in the DSM system of diagnosis?

It is impractical not to use the DSM system

By refusing to use the DSM system except minimally

By using the DSM under formal protest to the ACA

Correct answer: It is impractical not to use the DSM system

Though there are major issues with various aspects of the DSM system of diagnosing clients, particularly in the realm of cultural diversity and social justice, it would be impractical at the present time to cease using the DSM system as a form of protest. Clients might go underserved as a result of this protest, or by the counselor's use of the therapeutic process to advance a cause. It is most likely best in terms of advocacy to continue to push for change to the DSM system, the problems with which the ACA is no doubt aware of at this point.

115.

Which of the following is the most accurate statement regarding cultural identity?

Most people have many overlapping cultural identities

Most people have a single, well-defined cultural identity

Most people choose between several overlapping cultural identities

Correct answer: Most people have many overlapping cultural identities

The issue of cultural identity is a vastly complicated one. Most people could easily fit into many different overlapping cultural identities, even, at times, occupying spaces of vulnerability in one such identity and privilege/power in another.

Though choice is a factor in which of these one chooses to celebrate more than others, many such identities, such as SES and ethnicity and country of origin, are not chosen by the individual.

116.

How is feminist therapy different from other modalities?

It explicitly addresses power

It provides motivational structure

It deals in positive affirmation

It accomplishes social change

Correct answer: It explicitly addresses power

Feminist therapy, though it comes out of a context that is devoted to social change, is more focused on power relationships affecting individuals. Most therapies will provide some form of motivational structure or affirmation; what feminist therapy modalities add is a thoughtful and explicit consideration of how power relationships have affected an individual.

117.

What is meant by conscience clause legislation?

Legislation that allows counselors to refuse services based on belief

Legislation that incentivizes counselors to volunteer at disaster sites

Legislation that requires counselors to provide services to individuals regardless of belief

Correct answer: Legislation that allows counselors to refuse services based on belief

In terms of the counseling profession, conscience clause legislation refers to laws passed that allow counselors to refuse services based on their belief system. The most common example is the refusal of certain services to those with LGBTQQI clients based on their chosen way of expression or sexuality. These are matters of state law and do not have to do with disaster relief efforts.

118.

Which of the following is the best definition of ableism?

Discrimination against those with disabilities

Discrimination against those who receive disability compensation

Discrimination against those with a mental health diagnosis

Correct answer: Discrimination against those with disabilities

Conceptually, ableism is discrimination against anyone with a mental or physical disability, in the belief that these individuals cannot be full and functional members of society.

The bias is not restricted to those receiving disability compensation, nor is it restricted to those who have been diagnosed with a mental illness. Most counselor education programs do not address this type of discrimination; therefore, it is up to the individual counselor, in many cases, to develop their own self-awareness in this respect.

119.

How is the Cultural Formation Interview (CFI) to be used?

To help formulate culturally informed diagnoses

To assess the importance of culture to the client

To address behavioral etiology in relation to culture

To assist clients in identifying their own cultural roots

Correct answer: To help formulate culturally informed diagnoses

In response to concerns about traditional diagnostic process not being adequately responsive to the cultures of patients, the DSM-5 now contains a Cultural Formation Interview (CFI) of 16 questions to help clinicians with this issue.

The CFI is not meant to assess culture's importance to a client or identify its roots in a given case. Though it is meant to assist in diagnostic formulation, it does not address behavioral etiology.

120.

Which of the following might psychodynamically-oriented counselors leave out of their assessment?

Historical oppression

Childhood experiences

Present mental illness

Correct answer: Historical oppression

Psychodynamically-oriented counselors take their inspiration from such figures as Sigmund Freud, who asserted that early childhood experiences were deeply significant to the growing human being. These counselors assess present mental illness in light of these experiences but can be less effective in gauging the effects of such diversity-related items as historical oppression in individuals and how it can affect their mental health.

121.

What is the most likely risk of counselors who focus on disability with their disabled clients?

Issues outside the disability are neglected

The client may feel stigmatized

The client may not receive adequate benefits

Crisis may go unrecognized

Correct answer: Issues outside the disability are neglected

Counselors who deal with disabled clients should be watchful that, in their desire to help the client manage their disability as part of their life, other issues do not go unaddressed. For example, helping a person with profound visual impairment manage their plan for accomplishing daily tasks does not rule out that client's possible other concerns such as relationships.

The risk is not so much that a client will feel stigmatized, or that whatever benefits they are due will not materialize, but that the focus is so much on the disability proper that the disability is all that is seen. Crisis would likely be apparent in most cases.

122.

Are counselors required to include cultural considerations in their diagnostic decisions?

Yes, in all circumstances

No, under no circumstances

Only in cases of personality disorder

Correct answer: Yes, in all circumstances

The ACA (2014) stipulates that, as part of any diagnostic decision-making, professionals are required to take cultural issues into account. This is largely due to the fact that what appears bizarre or unsuitable behavior in one cultural context may not be so in another. There are few guides at present that address this matter in detail, but in the latest edition of the DSM, a section on cultural formation has been added to aid in this process.

123.

Which of the following would be considered a classist microaggression?

Comments about "high-class" dining

An assessment of personal poverty

An assessment of family poverty

Wearing costly clothes to meet with clients

Correct answer: Comments about "high-class" dining

The concept of microaggression is relatively new but has to do with the unconscious expression of unsuitable racist, sexist, or other undesirable attitudes through careless speech. Though the concept had its origin in assessments of racial equity, it can just as well be used to describe such carelessness with respect to people in poverty. Making a reference to "high-class" dining is an example of explicitly referencing a class preference based on wealth.

Wearing one's own clothes to meet with clients would be less of an example, though counselors should always be aware of the impression their appearance makes. Assessments of poverty per se would not be microaggressive, as they are sometimes necessary and do not necessarily contain derogation.

124.

Is self-disclosure to be considered differently among different ethnic groups?

Yes, self-disclosure should be considered differently for different ethnic groups

No, self-disclosure should not be used with any clients

Yes, self-disclosure should be encouraged with Caucasian clients

Correct answer: Yes, self-disclosure should be considered differently for different ethnic groups

Though the research is young at this point, the available research suggests that self-disclosure is taken differently by different ethnic groups. There is research support for limiting its use with those defined as Asian, and supporting its use with Black clients. For the most part, however, self-disclosure should be used carefully if at all, as it tends to bring the focus to the counselor rather than the client; there is not a consensus at this time on whether it should be used or not in all cases.

125.

Which of the following is not a part of skills development around cultural diversity?

Developing a deep knowledge of all cultural needs

Developing the flexibility to take on ancillary roles

Developing specific helping strategies for clients of difference

Correct answer: Developing a deep knowledge of all cultural needs

Counselors should develop a professional skill set around handling issues of cultural diversity. Rather than attempt to acquire a deep and comprehensive knowledge of all of the different cultural needs that may manifest in practice (such a thing may not even be possible), it is more important to develop a flexibility and adaptability to serving different, ancillary needs for clients of difference; these include being a change agent, liaison, and advocate. Developing specific helping strategies is also useful in addressing clients of difference.

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126.

Which of the following is true about the development of cultural identity?

Individuals have multiple, interrelated cultural identities

Individuals have one predominant cultural identity

Individuals radically change cultural identity throughout the lifespan

Correct answer: Individuals have multiple, interrelated cultural identities

The issue of cultural identity is a highly complex one, owing to the fact that individuals have multiple, interrelated cultural identities.

As culture can be a function of nationality, ethnicity, workplace, family, and many other factors, we would not expect for individuals to have only one such identity. However, this is not to say that individuals radically change their cultural identity throughout the lifespan; it tends to be a stable construct at its core, with some shifting elements.

127.

What is a heritability index?

The proportion of variance due to genetic differences

A database of genetic linkages

An overall estimate of genetic diathesis

Correct answer: The proportion of variance due to genetic differences

A heritability index is a technical term used to describe the proportion of variance due to genetic differences; in other words, how much of a given trait's proportion is due to genetics. For instance, it appears that .50 of intelligence is due to genetic factors.

A heritability index does not describe genetic linkages in database form, nor does it provide an overall estimate of genetic diathesis for one condition or another; it is a highly specific assessment of the heritability of traits.

128.

Which of the following best defines self-efficacy?

A client's sense of their own ability

A client's regard for themselves

A client's ability to regulate impulses

A client's overall energy level

Correct answer: A client's sense of their own ability

Self-efficacy is the way in which a client rates their own ability to perform in general. It is a combination of their overall confidence and their sense of control over their environment. A client with high self-efficacy is more likely to be proactive and participatory; one with low self-efficacy will need coaching to take control and express confidence.

The concept is related to self-regard but has more to do with performance than esteem. Some amount of impulse regulation is implied in a person with high self-efficacy, but this is by no means always the case. Similarly, there are people with both high and low overall energy levels who have a high sense of self-efficacy.

129.

How does the concept of homeostasis apply to family counseling?

Homeostasis is usually more the goal than change is

Homeostasis encourages rapid growth and change

Homeostasis is usually highly undesirable to families

No change is possible in a homeostatic system

Correct answer: Homeostasis is usually more the goal than change is

The concept of homeostasis is an important one to understand in the field of family counseling. Just as it does in considerations of physical homeostasis within the body, system or family homeostasis refers to the way in which a system tries to find stability at any cost. This is evident, for instance, in alcoholic families, which often find an unhealthy homeostasis rather than challenging the dysfunctional status quo.

Change is possible in such a system, and if properly completed, will establish a new and better homeostasis.

130.

Which of the following is not a special concern about confidentiality with children?

Children cannot understand the concept of confidentiality

Children are often unconcerned about confidentiality

Children have a limited reasoning capacity

Correct answer: Children cannot understand the concept of confidentiality

Working with children can be challenging for many reasons for those accustomed to working with adults. One of the special areas of concern about working with children is confidentiality. Children, with certain caveats related to parental rights, are entitled to confidentiality; however, in practice, it is often found that they do not care about the concept due to their limited reasoning ability.

It is incorrect that they do not understand the concept in all cases; many do.

131.

Can a personality disorder exist alongside another mental health diagnosis?

Yes, in many circumstances

No, in no circumstances

Only in cases where the secondary disorder is substance abuse

Only in cases where the secondary disorder is psychotic in character

Correct answer: Yes, in many circumstances

A personality disorder is a stable orientation of the affective tools of the individual, such that those tools are either ineffective, hostile, or otherwise out of step with affective norms. For instance, antisocial personality disorder is characterized by a pattern of lack of empathy, rule-breaking, exploitation, and manipulation.

These disorders can and do exist alongside other disorders, including psychotic disorders and substance use disorders, but can co-exist with many others.

132.

How strong is the association between bullying and suicide?

The strength of the association is unclear

There is a very clear, demonstrated association

There is virtually no statistical association

Correct answer: The strength of the association is unclear

Though research continues, and it is recognized that bullying and other social pressures can inflect suicide to an undefined degree, the actual association between bullying and suicide remains unclear. There are many factors in play, including the victim's support system, resilience, cultural preparation, general environment, and others. This is also true for the newer phenomenon of cyberbullying.

133.

When would one use the "unspecified disorder" designation when diagnosing?

When the full criteria are not met for a specific diagnosis

When more than one diagnosis applies

When there is a need to layer diagnoses

When there is no adequate diagnostic designation

Correct answer: When the full criteria are not met for a specific diagnosis

The DSM-5 has provided clinicians with a way to describe a client's issue sub-diagnostically in situations where the full criteria are not met but substantial portions of the diagnosis are present. One may use "unspecified disorder" or "other specified disorder" in these cases.

If more than one diagnosis applies, or if there is a need for more than one diagnosis, the clinician should record and prioritize the diagnoses according to their clinical judgment.

134.

What is meant by the concept of simultaneous processing in terms of intelligence?

The ability to process many things at once

The ability to process many things in sequence

The ability to process information quickly

Correct answer: The ability to process many things at once

Information processing theory deals with how intelligence works. There are two processes described in information processing theory about how intelligence works; simultaneous processing, which deals with the ability to process many things at once, and sequential processing, which deals with the ability to solve a problem by arrangement in a sequence.

Neither concept deals explicitly with speed, but both deal with efficiency.

135.

Which of the following would be an accurate statement regarding Kegan's ideas about the evolution of self?

Being a human involves making meaning

Being a human involves loss and separation

Being a human means eventual autonomy

Correct answer: Being a human involves making meaning

As a constructivist thinker, Kegan believed that much of our developmental work as human beings depended on the meaning we make of our situation as we progress through life. Kegan's developmental theory sees the development of a unique self as a process of making meaning within the systems of one's life, outgrowing one system and moving to another as the individual constructs their personal world.

136.

Which of the following accurately describes the main idea of John Bowlby's attachment theory?

We repeat relational patterns in life

We are traumatized by relationships

We are social by nature

Correct answer: We repeat relational patterns in life

John Bowlby's attachment theory rests on the idea that we repeat relational patterns in life that are first learned through our affiliation with a primary caregiver. The character of that relationship tends to recapitulate itself across the lifespan unless recognized and addressed.

Attachment theory does not suggest that we are traumatized by relationships, and though it does assume human beings are social by nature, this does not describe the theory in detail.

137.

Which of the following corresponds to Bowlby's ideas about the relationship between client and therapist?

The client will treat the therapist as they have been treated

The client will treat the therapist as a parent

The client will treat the therapist as an enemy

Correct answer: The client will treat the therapist as they have been treated

John Bowlby, whose work in attachment theory is central to the understanding of psychological development, said at the end of his life that a client will treat a therapist as they have been treated—referring to their struggles and issues in their own early development. This is a helpful diagnostic idea for counselors and therapists, as observation of this dynamic can lead to therapeutic insight.

The relationship is not one of enmity, nor is it necessarily parental, but it will be inflected by previous attachment issues or struggles.

138.

Which of the following is the main consequence for counselors of heightened anti-violence efforts in schools?

Confidentiality issues

Treatment issues

Parental rights issues

Correct answer: Confidentiality issues

With the increase of violence in schools, it becomes more and more necessary for districts to implement measures in an attempt to prevent it. Some of these measures involve obligations on a counselor's part to report thoughts that are deemed indicative of violent intention. However, these thoughts are not generally precursors to violence in their own right, and in immediately reporting them, a counselor risks the confidentiality and trust of their school-age client.

Anti-violence measures have an impact on treatment and on parental rights issues, but the main consequence for counselors is this confidentiality issue.

139.

Which of the following corresponds to Luria's view on information processing?

Intellect is made of two essential processes

Intellect is made of one stable process

Intellect is an artificial construct

Intellect is unmeasurable in its global form

Correct answer: Intellect is made of two processes

The school of information processing emerges from the ideas of Luria (1966). This way of studying intelligence asserts that there are two essential processes that define intellect; one is simultaneous processing, which involves a great deal of information absorbed at once. The other is sequential processing, which involves information being processed sequentially. Luria and his colleagues suggested that intellect could be measured in terms of these two processes.

140.

What is an associative learning experience?

When a neutral situation is paired with a negative or positive

When a neutral situation is paired with a positive

When a neutral situation is paired with a negative

When a client is reinforced by their own actions

Correct answer: When a neutral situation is paired with a negative or positive

Associative learning experiences take place without the direct involvement of the individual doing the learning, at least as far as being reinforced by any action they personally take. An associative learning experience takes place when a previously neutral situation is paired with either a negative or a positive. For example, a person who has had no previous feelings at all about being a pilot may meet a gathering of pilots who all seem very happy, well-adjusted, and attractive. The associative lesson will be that being a pilot must be fun, stimulating, and fulfilling.

141.

What are the key words that define virtually every mental health diagnosis?

Clinically significant distress or impairment

Loss of significant coping mechanisms

Delay in cognitive or affective functioning

Significant distress or concern manifest to others

Correct answer: Clinically significant distress or impairment

The Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5) is currently the standard diagnostic reference work used in the mental health profession. In defining virtually any mental disorder, the DSM stipulates that such a disorder must cause clinically significant distress or impairment. Following this basic assumption will be other, more specified clinical criteria.

The diagnostic rubric does not contain coping, affect, or distress manifest to others as a standard feature in diagnosis.

142.

Which of the following corresponds to Loevinger's theory of ego development?

From simple to complex

From unaware to aware

From social to individual

Correct answer: From simple to complex

Loevinger's theory of ego development suggests that human beings go through a general process of development that can be characterized as simple in its earlier stages and complex in later stages.

Though it does not characterize ego development as going from unaware to aware or from social to individual, it does narrate a general process of learning and differentiation so that in earlier stages, the ego is impulsive and self-protective, and in later stages is more sophisticated and autonomous.

143.

When do neurodevelopmental disorders generally manifest?

Before the 18th birthday

Throughout the lifespan

In reaction to a current crisis

As an artifact of predevelopmental trauma

Correct answer: Before the 18th birthday

The neurodevelopmental disorders, as they are referred to in the DSM-5, manifest during the developmental period, or, in other words, they would be expected to develop before the 18th birthday. These include communication disorders such as stuttering, intellectual disability, and autism spectrum disorder.

These disorders are not considered to develop during the lifespan or in reaction to current crises or past trauma.

144.

In terms of family dynamics, what is a systemic rule?

Extremely predictable interactions between members

Extremely unpredictable interactions between members

Explicit rules set up by members of a system

Explicit rules assigned to a system by a therapist

Correct answer: Extremely predictable interactions between members

When analyzing systems, in particular family systems, there are sometimes patterns of behavior that are so well-established and predictable between members, that it seems as though a rule has been set up that these members have to follow. These are referred to as systemic rules, and when they are broken, there is usually a conflict or reaction.

These systemic rules are not set up explicitly, nor are they assigned by a therapist.

145.

How is cognitive anxiety different from performance anxiety?

Cognitive anxiety affects concentration; performance anxiety results in avoidance

Cognitive anxiety results in avoidance; cognitive anxiety affects concentration

The two terms are interchangeable in most situations

Both terms refer to desensitization of the nervous system

Correct answer: Cognitive anxiety affects concentration; performance anxiety results in avoidance

Anxiety can be classified into two overall sets: cognitive anxiety, which tends to affect concentration on desired tasks, and performance anxiety, which tends to result in avoidance or social inhibition. Some of this anxiety is considered useful, as it may, in fact, drive effort or enhance performance; in both cases, the overall nervous system can be said to be oversensitized to stimuli.

146.

What is meant by Piaget's concept of accommodation?

A child changes their worldview to meet new challenges

A child rejects new data in favor of old data

A child incorporates new data into their existing worldview

Correct answer: A child changes their worldview to meet new challenges

According to Piaget's view of how children develop, there are two cognitive methods by which new data is dealt with. Accommodation is the process by which the child must change their worldview, or schema, to deal with the new information.

Assimilation is the process by which a child can incorporate the new data into an existing worldview, or schema. In neither case is the child rejecting new data.

147.

Why is play therapy effective?

It masks clinical process with developmentally-appropriate activity

It provides an arena to act out family conflict

It acts as a proxy for attachment dynamics

It develops skills in play as relational remediation

Correct answer: It masks clinical process with developmentally-appropriate activity

Overall, play therapy is used with children and some adolescents due to the fact that it is not very much like standard psychotherapy, when standard psychotherapy may not be appropriate, or if the play therapy modality is deemed to be more effective. The advantage of play therapy is that it is what, in many cases, children and/or adolescents would choose to do anyway.

Though it is true that it can help children narrate family conflict safely, it is not effective for this reason; similarly, it is not a proxy for attachment dynamics per se but may provide an arena to indicate them in a therapeutic context. Skill development can be a part of play therapy, but again, the reason for play therapy's overall effectiveness is that it is not very much like standard psychotherapy.

148.

What did Piaget mean by assimilation?

The way a child includes new data into their worldview

The way a child socializes in new encounters

The way a child soothes their own trauma

Correct answer: The way a child includes new data into their worldview

Assimilation, according to Piaget, is the way in which a child incorporates new data into their worldview or, in other words, incorporates new information about the world into an existing schema. This is seen as one of the ways in which children develop in terms of their interaction with the environment.

The concept has little to do with socialization per se and does not deal with trauma or its soothing in the individual.

149.

Which of the following is meant by the Piagetian term "perturbation"?

The breaking of homeostasis

A shift in reality testing

A significant confrontation

Correct answer: The breaking of homeostasis

Perturbation in the context of Piaget's view of human development refers to the circumstances surrounding a break in homeostasis; in other words, the occasion for possibly productive doubt and conflict that might lead to further developmental process and gains.

The concept does not refer to reality testing, and it does not necessarily refer to confrontation, though confrontation may be part of the general break in what has gone before.

150.

Which of the following statements would be consistent with Ceci's bioecological theory?

Intelligence is best defined within specific domains

Intelligence is essentially formed at birth

Intelligence is a totality to be measured as such

Intelligence is the same for everyone at birth

Correct answer: Intelligence is best defined within specific domains

Ceci (1990, 1993) and other bioecological theorists contend that there are no intelligent people per se; there are simply those in whom certain domains are more developed. According to bioecological theorists, intelligence develops in separate, discrete areas and not as a global totality; it is highly responsive to which domain of intelligence is "trained" in a given environment.

151.

Which of the following is a likely undetected condition in depression and anxiety?

Post-traumatic stress

Personality disorder

Specific phobia

Correct answer: Post-traumatic stress

Research suggests that, in many cases of depression and anxiety, there is a hidden and undetected element of post-traumatic stress that may be etiological to those disorders. As most human beings experience some degree of significant stress during their lifespan, this is a significant issue when the presenting problem has to do with depression and anxiety.

Personality disorder and specific phobia are much less common than post-traumatic stress and are not as closely linked to depression and anxiety.

152.

Which of the following best describes a developmental perspective in counseling?

Many major issues of life are not pathological

Most major life issues are rooted in psychopathology

Major life issues do not resolve without conflict

Correct answer: Many major issues of life are not pathological

As opposed to many other perspectives in psychology that identify psychopathology as characterizing major life issues, the counseling perspective sees most major life issues as being developmental in nature and necessary for growth through successful transition. Thus, the counseling profession is characterized by a developmental perspective rather than a psychopathological one.

Conflict may or may not be identified in these stages.

153.

What are the two areas considered symptomatic in cases of autism spectrum disorder (ASD)?

Social impairment and restricted activity

Social impairment and personality inhibition

Social impairment and speech impediment

Social impairment and personality disorder

Correct answer: Social impairment and restricted activity

There are two areas that are considered pathological in diagnoses of autism spectrum disorder (ASD). One of these is social impairment, characterized by deficits in communication and social interaction, and the other is restricted activity in terms of repetitive behaviors, interests, and activities. Symptoms must be evident in the developmental period but can become more severe and manifest more coherently later.

Personality per se is not diagnostic except in the above sense, and speech impediment is, as well, not necessarily diagnostic to ASD.

154.

How is Adler's idea of "fictive notions" significant to development?

We behave as if our personal experiences have universal meaning

We behave as if the experiences of others are not real

We behave as if our personal experiences are dreamlike

Correct answer: We behave as if our personal experiences have universal meaning

Adler suggested that, in terms of early human development, we take the lessons we learn as individuals and attempt to extrapolate them to a wider world. Thus, we behave as if our personal experiences have universal meaning—these are referred to by Adler as fictive notions. Much of the work of personal development has to do with overcoming these fictive notions and substituting later learning.

The idea of fictive notions does not suggest that the experiences of others are not real or that our personal experiences are dreamlike; it does suggest that our beliefs based on experience may not be grounded in consensus reality.

155.

Which of the following would be an accurate description of Kohlberg's theory of moral development?

It narrates moral development from obedience to independence

There are ages related to each of the three stages of moral development

It suggests that all people eventually reach the highest moral stage

Correct answer: It narrates moral development from obedience to independence

Lawrence Kohlberg's theory of moral development suggests that human beings move through three discrete stages of moral development, though these are not necessarily tied to specific ages within the lifespan. In general, the theory suggests that people move through three stages, from sheer obedience through social reasoning and, finally, to independent moral calculus. Kohlberg suggested that most people do not reach the third stage.

156.

How can spiritual concerns be addressed with non-spiritual clients?

By helping the client with meaning-making

By not discussing spirituality in any form

By assigning a global non-spiritual intervention to all clients

By referring the client to a spiritually oriented specialist

Correct answer: By helping the client with meaning-making

There are many clients who, though they would deny an explicit approach that seems spiritual, still find a way to assign meaning to their lives. With clients who do not profess religious or spiritual beliefs, this area should not go unaddressed. Rather than a blanket intervention or referral, the best way to assist such a client is to assist them in a meaning-making process that focuses on what is meaningful to the client. Such an approach will be tailored to the client's belief or lack of belief in spiritual matters.

157.

Which of the following was Carol Gilligan's key insight with regard to development?

Women have a different developmental path from men

Women follow generally the same developmental path as men

Women's developmental paths are highly idiosyncratic

Correct answer: Women have a different developmental path from men

All developmental paths in human beings bear some form of idiosyncrasy, even though they tend to proceed through definable stages. In response to Erikson's developmental stages, Carol Gilligan suggested that this structure was androcentric and that women have a different developmental path from men; one that is more relational in nature.

158.

In addition to gauging individual performance, what is another use of achievement testing?

Educational accountability

Psychometric data gathering

Ethical problem-solving

Correct answer: Educational accountability

Achievement testing for children has many purposes, chief among which is gauging the individual performance of students in a given curriculum. Another is to more broadly assess the performance of a given school curriculum or district, with the end in mind of assessing funding or other resource distribution.

Achievement testing is generally not used to gather psychometric data on students, nor is it used to solve ethical problems.

159.

Which of the following describes the impact of fetal alcohol syndrome on development?

Cognitive delay

Schizophrenia

Personality disorder

Correct answer: Cognitive delay

Fetal alcohol syndrome, the result of the ingestion of alcohol by the mother on her unborn child, has been extensively studied. Though its causality to items such as schizophrenia and personality disorder is not well-established in the literature, it does appear that cognitive delay can be an effect of this condition. Other toxins such as caffeine, pain medication, and antibiotics may or may not have an effect.

160.

What is the developmental theme of adolescence?

Identity and value clarification

Attachment with core figures

Establishment of family

Career preparation

Correct answer: Identity and value clarification

Adolescence seems to be characterized across diverse groups as a time when the focus is on the developing individual's clarification of their own identity and their values, both of which would be expected to concretize in some form during this period. Though a time of substantial stress and bodily change, it is also a time of significant cognitive growth.

Attachment with core figures will have ideally happened much earlier in childhood, and the establishment of family, in most cases, after adolescence is complete. Though no doubt many adolescents are considering it during adolescence, career preparation at this stage is far from universal.

161.

Which of the following most accurately narrates the stages of death and dying as postulated by Kubler-Ross?

Denial, anger, bargaining, depression, acceptance

Denial, anger, bargaining, acceptance

Denial, grief, bargaining, depression, acceptance

Correct answer: Denial, anger, bargaining, depression, acceptance

Kubler-Ross suggested a model of death and dying that is useful in itself in addressing end-of-life grieving of individuals and families, but is also valuable as a general model of adapting to any undesirable change in life. The stages as outlined by Kubler-Ross include denial of the situation, anger at the situation, bargaining about the reality of the situation, depression about the situation, and eventual acceptance of the situation. As with most stage-related developmental change models, the individual course is highly variable.

162.

According to Piaget, what is the difference between assimilation and accommodation?

Assimilation accepts new information into an existing schema; accommodation alters schema

Accommodation accepts new information into an existing schema; assimilation alters schema

The terms are interchangeable, and both refer to intelligence acquisition

The terms are interchangeable, and both refer to sensory modulation

Correct answer: Assimilation accepts new information into an existing schema; accommodation alters schema

Jean Piaget studied child development as a stepwise process in which intelligence acquisition involved two separate but complementary tracks. One involves assimilation, which is the acceptance of new information into the existing schema or cognitive structure. The other is accommodation, which involves a change to the schema or cognitive structure itself. Though both terms refer to intelligence acquisition, they do not refer to sensory modulation.

163.

Which of the following accurately describes Piaget's view of how intelligence develops?

Through a set of stages

Through genetic predisposition

Through attachment encounters

Correct answer: Through a set of stages

Jean Piaget believed that intelligence develops over the course of several stages in a child's life. He described these as the sensorimotor stage (birth to 24 months), preoperational (24 months to age 7), concrete (ages 7 to 11), and formal operational (adolescence through adulthood). Each of these stages involves the child successively becoming more sophisticated intellectually through the use of cognitive function.

Though genetics is no doubt a factor, and attachment encounters are part of the overall world with which the child interacts, the overall process as seen by Piaget is driven by stages.

164.

How is motivational interviewing different from other styles of substance use treatment?

It depends on empathic solicitation of client input

It punishes relapse with affective consequences

It addresses the deep traumatic roots of substance use

It clarifies the relationship between counselor and client

Correct answer: It depends on empathic solicitation of client input

Substance use treatment has gone through many iterations, from styles of direct confrontation to more open-ended client-directed modalities. Motivational interviewing (MI) is distinguished from earlier approaches chiefly due to its departure in the way clients give and receive input. In motivational interviewing, the client is asked about their own reasons for change, so that the motivation for altering current behavior comes from them and not the therapist.

Earlier styles did, in fact, punish relapse in various ways, but MI does not explicitly address traumatic etiology or focus on the relationship between counselor and client; it is essentially the client articulating the mechanics of their own recovery.

165.

Which of the following would be the most accurate way to describe the current research on gender differences in intelligence?

There do not appear to be differences in overall intelligence

Men tend to be tested as more intelligent in later life

Women tend to be tested as more intelligent in adolescence

Correct answer: There do not appear to be differences in overall intelligence

Though research is ongoing, the current consensus in the research seems to indicate that there are no significant differences between men and women in terms of overall intelligence. However, there are certain skills and abilities that differentiate; for instance, men tend to score far higher than women on visual-spatial tests, and women appear to have the advantage in some verbal tasks.

166.

Which of the following would be considered adaptive behavior?

Waking up earlier to get to work on time

Becoming hostile when needs are not met

Not changing when challenged to change

Not responding to environmental cues

Correct answer: Waking up earlier to get to work on time

Adaptive behavior can be defined in the context of learning as the behavior that a person engages in that more closely matches the behavior needed to accomplish a goal through successive adaption and approximation. A simple example would be deciding and making plans to wake up earlier in order to make it to work on time.

Becoming hostile when needs are not met would usually be considered maladaptive behavior, or behavior that does not help a person reach a goal. Not responding to environmental cues or being reluctant to change could be adaptive or maladaptive, depending on the context.

167.

What do models of confrontational impact and stages of death and dying have in common?

They both go from denial to acceptance

They both involve acute mental illness

They both involve anger

Correct answer: They both go from denial to acceptance

The model of confrontational impact popularized by Ivey and the stages of death and dying popularized by Kubler-Ross are similar in that they both trace the journey of the individual in the situation from denial to acceptance. In the case of confrontational impact, the person is reluctant to confront or commit to the need for change; in the case of the stages of death and dying, the person is reluctant to accept the reality of their end-of-life scenario.

Neither calls for mental illness as a part of this journey, and though anger may occur in Ivey's model, it is almost guaranteed in that of Kubler-Ross.

168.

What was meant by assimilation, according to Piaget?

Incorporating new information into an existing cognitive structure

Accepting new people as family members

Rejecting new information unless it fits the established schema

Accepting some sensory input while rejecting others

Correct answer: Incorporating new information into an existing cognitive structure

Jean Piaget suggested that assimilation was one of the mechanics of the acquisition of intelligence. The concept refers to how new information in the environment is incorporated into an existing schema, or cognitive-organizational structure.

The concept has little to do with family per se and is not limited to only sensory information.

169.

Which of the following would be an accurate characterization of Bandura's social learning theory?

Personalities emerge more from learning than from genetics

Personalities emerge more from genetics than from learning

Personalities emerge equally from genetics and from learning

Personalities are set by early childhood experiences

Correct answer: Personalities emerge more from learning than from genetics

Albert Bandura is probably the most widely-known contributor to the field of social learning theory. His contribution has gone through some changes over time, but overall, his theory suggests that personality is less a function of genetics and early childhood experiences than it is of the learning experiences we have throughout our lives. This theory is based on classical reinforcement theory and observational learning.

170.

Which of the following is true about the representation of disability in social justice agendas?

Disability has traditionally been underrepresented in social justice agendas

Disability has been a historical ally in social justice agendas

Disability is virtually unknown in social justice agendas

Correct answer: Disability has traditionally been underrepresented in social justice agendas

Social justice agendas change in focus and emphasis over time. For the most part, the concept of disability has been underrepresented in these agendas, while other areas such as ethnicity, gender, and economic disequity have taken center stage. In order to advocate for these clients best, it is often necessary for the counselor to deal with broken systems and deal with many layers of often-conflicting and overlapping therapeutic and bureaucratic strata.

171.

What does it mean to say that a phenomenon is ego-syntonic?

It is in harmony with the ego

It is unknown by the ego

It is intermittently known by the ego

It is hostile to the ego

Correct answer: It is in harmony with the ego

Ego-syntonic phenomena are those which exist in harmony with the ego or self-perception. A good example is a personality disorder; the disorder is simply the way the person functions and is not hostile to the ego, outside the ego's awareness, or intermittently known to it.

This is opposed to something that is ego-dystonic, which would be something that is in disharmony with the ego.

172.

What did Piaget mean by the "gamma solution"?

A new schema being created out of the old

The death of a family member

A radical shift in consciousness

Correct answer: A new schema being created out of the old

Jean Piaget believed that human beings go through several stages of constructing their personal world. Change forces the individual to adapt constantly to new information and to include it into a schema, which, according to Piaget, is not only a framework of knowledge but the way in which that knowledge is gained. According to Piaget, a gamma solution refers to a new schema arising from one that is older, as opposed to completely new radical shifts in consciousness.

The concept does not explicitly refer to the death of family members.

173.

Which of the following is true of an instrumental learning experience?

It contains an element of consequences

It is passive in character

It can take place through observation

It does not involve antecedents

Correct answer: It contains an element of consequences

Instrumental learning is considered to have three parts: antecedents, which are the given circumstances, such as skills of the individual or environmental conditions; behavior, which includes the behavior of learning or attempting to engage in a learning experience; and consequences, which is the feedback accruing to the individual engaged in instrumental learning.

The key is that instrumental learning is an active process and cannot take place through simple observation but involves an action that is either reinforced or not.

174.

Which of the following is accurate regarding family life development?

Each stage has key separation and attachment tasks

Each stage contains a key confrontation

Each stage is characterized by a specific fear

Correct answer: Each stage has key separation and attachment tasks

A family is a unit composed of several individuals, each of whom is changing and developing across time. In addition, the system these individuals form is changing over time. Family life development can be said to proceed through several stages related to the key transitions of its members, such as going away to school, marriages, and so on. Each stage of family development contains such key separation and attachment tasks. This is not to say that these tasks are characterized by fear or confrontation.

175.

About what percentage of people in the United States are exposed to trauma yearly?

7%

17%

27%

Correct answer: 7%

Significant to all areas of human development is the experience of traumatic stress in that individual. Estimates suggest that up to 7% of people in the United States experience trauma in any given year, which has major implications for the way human beings adapt and grow in relationship to the neurological damage they have experienced in this regard.

176.

Which of the following is the most concerning problem in addictions counseling?

Wide variability in credentialing requirements

Lack of available practitioners in urban areas

Lack of patient need in many areas

Wide variability in counseling programs

Correct answer: Wide variability in credentialing requirements

With the addiction problem in the United States growing more serious every year, there has been a need for more and more practitioners to treat the need. Though there are never enough mental health practitioners in general, one major concern in addictions counseling at present is that addictions counseling accreditation is highly inconsistent from jurisdiction to jurisdiction.

The issue is not so much that the foundational counseling programs are lacking, it is that the actual credentialing requirements for addictions counseling may or may not include important areas of concern.

177.

What are "automatic thoughts"?

Repeated cognitions triggered by specific stimuli

One-time cognitions caused by trauma

Traumatic thought interference

Delusional thought content

Correct answer: Repeated cognitions triggered by specific stimuli

Automatic thoughts are generally referenced in the context of cognitive therapy. It seems that clients often deal with a stable, repeated cognition (such as "I'm terrible at talking to people") that is triggered by a specific environmental stimulus (such as being uncomfortable in conversations). The goal of the therapeutic intervention would be to short-circuit the automatic thought process by studying the way the automatic thought happens and then making an effort to change or alter the resulting cognition.

Automatic thoughts are not generally one-time issues caused by trauma, nor are they the traumatic thought interference brought about by PTSD. Automatic thoughts are not delusions, they are simply mistaken.

178.

Who should be asked about substance abuse?

All clients, regardless of history

Those who present with a substance concern

Those with a history of substance use

Clients who show signs of substance use

Correct answer: All clients, regardless of history

Substance use is so prevalent in modern times that it would be irresponsible for a clinician not to know something about the substance use history of every client in their care, even if it is only to ask one or two simple screening questions to rule out concerns.

The issue is not that people with substance use history or concerns, or even those with signs of use, are going untreated; it is that a vast tranche of clients have undiagnosed and untreated substance problems.

179.

Are socially deviant behaviors mental disorders?

Not in and of themselves

Yes, in most circumstances

Not unless there is a sexual component

Not unless there is religious fixation

Correct answer: Not in and of themselves

In diagnosing mental disorders, those responsible must be careful not to over-pathologize the broad range of normal human behavior. A great deal of socially deviant behavior, even that which contains political, sexual, or religious issues, is still not pathological. In many totalitarian regimes, any socially deviant behavior can be considered pathological and can result in consequences. The DSM-5 offers strict diagnostic criteria with which to determine what is and is not a mental disorder.

180.

Can adults have attention-deficit/hyperactivity disorder (ADHD)?

Yes, they must have five symptoms for diagnosis

No, their equivalent is adult hyperactivity disorder (AHD)

Yes, but their symptoms are defined differently

No, adults are not diagnosed with attention disorders

Correct answer: Yes, they must have five symptoms for diagnosis

Adults, as well as children, can be diagnosed with attention-deficit/hyperactivity disorder (ADHD). The same array of symptoms is used to define adults and children; however, adults must have five symptoms, and several must be present before the age of 12 in a variety of settings.

181.

Why do older adults avoid substance abuse treatment?

They feel stigma more acutely than others

They do not feel they need treatment

They are avoidant in personality

They consider it a medical issue

Correct answer: They feel stigma more acutely than others

Speaking generally, older adults tend to avoid substance use treatment. This is seen as related to a generational stigma regarding such treatment and is in effect for many older adults who may benefit from it.

Older adults are not overall avoidant in personality, and they are capable of seeing substance abuse issues as psychiatric and behavioral rather than strictly medical.

182.

What is the most concerning substance use issue facing older adults?

Prescription medications

Alcohol

Cocaine

Cannabis

Correct answer: Prescription medications

Prescription medications, in particular benzodiazepines, opiates, and muscle relaxants, have become the prominent issue of concern in terms of substance use by older adults. Up to 11% of older adults abuse such medications, with 20% of seniors taking pain medications several times a week; 18% of those who take pain medications develop problematic use (Lowry, 2013).

Alcohol, cocaine, and cannabis do not have this level of concern among older adults.

183.

According to Erikson, what is the test of the elementary school years?

Developing a sense of competence

Developing closeness with others

Developing a basic sense of self

Correct answer: Developing a sense of competence

Erik Erikson suggested that human beings move through various stages in their lifespan, each stage marked by a key test or transition. For example, in the elementary school years, from ages 7 to 12, Erikson suggests that the main task is developing a sense of confidence and the ability to act.

Other stages indicate other tests; the test of adolescence seems to be developing closeness with others, and early childhood seems dedicated to developing a basic, stable sense of self.

184.

Which of the following best corresponds to the position of Piaget on the development of intelligence?

Intelligence is a developmental progression

Intelligence is fully formed at birth

Intelligence emerges in response to stimuli

Intelligence is an inadequate construct

Correct answer: Intelligence is a developmental progression

Jean Piaget developed a theory about the acquisition of intelligence that stresses its developmental nature. He suggested that intelligence acquisition was a stepwise sequence during critical periods of infancy and childhood.

He did not suggest that intelligence was formed at birth or emerged exclusively in response to stimuli.

185.

Which of the following is an accurate statement regarding Kohlberg's theory of moral development?

Most people do not reach the highest stage

Most people reach the highest stage

There are four general stages of moral development

Correct answer: Most people do not reach the highest stage

Lawrence Kohlberg suggested that there are three stages of moral development in human beings, going from the lowest stage of obedience in fear of punishment, to the second stage of interpersonal or societal norms and, finally, to the last stage of the person having their own moral compass. Kohlberg suggested that most people do not reach this third stage.

186.

How is motivational interviewing (MI) better at establishing substance use diagnosis and treatment than earlier methods?

It engages the client's motivation for not using

It is more ethical than earlier methods

It makes better use of the counselor's expertise

It is shorter and more cost-effective

Correct answer: It engages the client's motivation for not using

Motivational interviewing, as the name implies, enrolls the client directly in a more active dialogue about use than earlier models of substance use assessment and treatment. In earlier methods, everyone was assumed to want to stop using for roughly the same reasons, without much attention to the functional elements of addiction. When the client is forced to come up with their own motivation for treatment, it short-circuits the usual resistance and creates a path for the client to narrate their own recovery schedule.

Earlier methods were ethical, and the counselors who used them were using their expertise as well as they could, but MI seems better at engaging clients. The research is not clear on the cost-effectiveness of MI related to earlier methods.

187.

At what age does a child form the ability to distinguish among caregivers?

2 to 7 months

2 years

7 months to 2 years

Correct answer: 2 to 7 months

A child's developmental attachment pattern tends to play out in predictable ways based on neuropsychology and developmental processes. At 2 to 7 months, a child begins to have the ability to distinguish among caregivers and develop the crucial relationship with the main or primary caregiver. At 2 to 7 months, a child is developing different relationships with different caregivers, and from 2 years on the child has a growing awareness of self and the self's role in these relationships.

188.

Which of the following is an accurate statement about Erickson's developmental stages?

Incomplete stages can be completed later

Incomplete stages cannot be completed later

Incomplete stages make the next stage impossible

Correct answer: Incomplete stages can be completed later

Erik Erikson postulated a theory of psychosocial development that addresses key transitions and conflicts in a person's life. These stages tend to be the same across individuals, but individuals complete them differently. Key to understanding Erikson's theory is the idea that incomplete stages make accomplishing the more mature later stages more difficult, but incomplete stages can be completed at a later time if not completed at the age-normative time in which they are usually completed.

4. Career Development

4. Career Development

189.

How is work adjustment theory different from other theories of career development?

It is concerned with job performance

It is concerned with psychopathology

It is concerned with aptitude

Correct answer: It is concerned with job performance

There are many theories of career development, each with a theoretical basis and emphasis. Work adjustment differs from most other such theories in that it is explicitly concerned with job performance, with key elements of the theory being evaluative from the employer's point of view.

Most theories of career development do not address psychopathology per se, but many address aptitude.

190.

Which of the following is the first step in Super's Model of Career Development of Children?

Curiosity

Information

Exploration

Correct answer: Curiosity

Super (1981) suggested a Model of Career Development of Children that stressed the role of early development in the selection of a career path. This was thought to go through several stages, beginning with curiosity, proceeding through exploration of possibilities, and then further along the actual gathering of information about the career in question. These stages are tied with psychological developments around identity and relationships.

191.

Which of the following would be most consistent with Miller-Tiedeman's Lifecareer theory?

There is a difference between personal and common reality

People choose careers that are good for them

Careers are the end product of a lifetime of study

Correct answer: There is a difference between personal and common reality

Miller-Tiedeman's Lifecareer theory describes individuals as their own theory makers with respect to formulating their careers. Key to this idea is the difference between personal and common reality; personal reality is one's personal feeling about a right career choice, while common reality is what others tell the person about their career choice.

The theory does not necessarily say that people choose careers that are good for them or that careers are the product of a lifetime of active study; instead, Lifecareer theory suggests that one has a spiritual, personal engagement with the idea of career selection.

192.

How does the Strong Interest Inventory (SII) work?

By comparing established occupational members with unsure individuals

By comparing established occupational members with interested individuals

By comparing new occupational members with unsure individuals

By comparing new occupational members with interested individuals

Correct answer: By comparing established occupational members with unsure individuals

Over the years, it has become clear that interest rather than aptitude is the main useful indicator of whether or not a person enters a given profession. To this end, various instruments have been created that take established members of a given occupation who are happy in those contexts to people who are unsure of their occupational direction. Such instruments include the Strong Interest Inventory (SII) and the Kuder DD.

193.

Which of the following is a major concern about the variety of technological career assessment instruments?

Validity

Availability

Reliability

Ethics

Correct answer: Validity

As Barak (2003) points out, there are now two broadly differentiated types of technologically-based career assessments. Many of these have been validated by professionals in the field and backed by research; however, many of the more commonly available instruments are not. These have been composed by amateurs in many cases, illegally adapted from established sources, and have undergone virtually no rigor in evaluating them for use.

This is an ethical concern, but the more pressing concern is that the instruments in question may or may not be valid at all in measuring what they claim to measure.

194.

What are Occupational Ability Patterns?

Descriptors of important abilities meeting job requirements

Descriptors of psychological characteristics of job seekers in general

Descriptors of how workers adjust to changing job requirements

Descriptors of how employees change the jobs they are in

Correct answer: Descriptors of important abilities meeting job requirements

Occupational Ability Patterns are developed by the U.S. Department of Labor in order to better describe the important abilities required by various jobs. This is done through assessment of sites as well as individuals in the studied occupations being assessed, yielding a list of three or four important abilities for any profession.

Occupational Ability Patterns may or may not be psychological in character, and are not related to change in the workplace.

195.

Why might career adaptability be a more appropriate construct than career maturity?

The modern work environment changes rapidly

The modern work environment changes slowly

People do not stay in careers very long

Career maturity is an outdated concept

Correct answer: The modern work environment changes rapidly

The constructs of career maturity and career adaptability are both important to understand in evaluating individual behavior in labor markets. Though career maturity is still a valid construct for what it intends to measure—achievement in skills in a given career relative to time spent in that career—it is considered that, due to the modern work environment being far more changeable than previously, career adaptability may be a more appropriate construct for measurement.

Career adaptability measures how resilient and prepared an individual is for changes in a given career or switching to a new career.

196.

Which of the following is considered a major drawback of computer-assisted career counseling?

It is seen as over-authoritative

It is seen as under-authoritative

It is seen as unscientific

It is seen as arbitrary

Correct answer: It is seen as over-authoritative

There has been a major increase in the use of computer or technologically-assisted means of career counseling in the recent past. Such computer-assisted means are based on science and research, but their interpretation can become problematic for the reason that such assessments are seen as final, scientific, and over-authoritative.

Though career counseling can be instrumentalized to some degree, the results of these instruments should be interpreted and framed for participants appropriately.

197.

Which of the following is the best predictor of academic performance?

Previous academic performance

IQ

Socioeconomic status

Correct answer: Previous academic performance

According to research over the years, the most reliable single predictor of academic performance is previous academic performance.

Though IQ and socioeconomic status are certainly factors, these have not been proven to carry the weight that previous academic performance does.

198.

Which of the following is considered a barrier to youth employment in the education field?

Entry-level or other job requirements

Systemic, planned scarcity

Negative trending need in the education field

Lack of representation by minorities

Correct answer: Entry-level or other job requirements

It seems that there are many barriers to youth employment in areas such as education, public administration, health, and social service that discourage youth involvement in these fields and may contribute to the overall scarcity of professionals to fill available jobs. Among these barriers are entry-level or other job requirements, such as education or other gateway credentials.

The scarcity is not planned or desired and, though minority representation is always a concern, the main barrier seems to be gateway issues such as education.

199.

What are the two components to the prediction of work adjustment?

Satisfaction and satisfactoriness

Satisfaction and dissatisfaction

Satisfaction and sustainability

Correct answer: Satisfaction and satisfactoriness

In work adjustment theory, there are two components to the prediction of work adjustment. The first is satisfaction, meaning satisfaction with the work one does, and the second is satisfactoriness, referring to the employer's satisfaction with the individual's performance. These two components predict the nature and the quality of the work adjustment that is possible within the given management scenario.

200.

What does the research show as a likely outcome of non-challenging employment?

Loss of intellectual skills

Clinical depression

Greater job satisfaction

Correct answer: Loss of intellectual skills

According to the research into substantive complexity, or the way in which work tasks require adequate engagement of mind, non-challenging employment can lead to a loss of intellectual skills.

Though clinical depression may result from non-challenging employment in individual cases, this is not the case overall, and greater job satisfaction is unlikely to result as a factor of non-challenging work.

201.

In the context of work adjustment theory, what is the difference between satisfaction and satisfactoriness?

Satisfaction is about the employee, and satisfactoriness is about the employer

Satisfactoriness is about the employee, and satisfaction is about the employer

There is no difference between the two terms in modern work adjustment theory

Satisfaction is about the employee, and satisfactoriness is about the workplace itself

Correct answer: Satisfaction is about the employee, and satisfactoriness is about the employer

Work adjustment theory discusses how a worker attempts to keep congruent with the demands of a workplace. Two key terms in work adjustment theory are satisfaction, which is the degree to which an employee is satisfied with their work in general, and satisfactoriness, which refers to the employer's feelings about how well the employee meets the demands of the job. Together, these indicate a prediction of work adjustment, according to the theory.

202.

What is the best way to predict academic performance?

Previous academic performance

Aptitude tests

College entrance exams

Self-report by the client

Correct answer: Previous academic performance

Decades of research indicate that the best overall predictor of academic performance is past academic performance, more so than any standardized college entrance exam or formal aptitude test.

The client's self-report may or may not contain accurate data regarding past performance. High school grades can statistically be given twice the weight of scholastic aptitude tests in such predictions.

203.

Specifically, why should career counselors advocate for diverse clients in terms of career choice?

Many such clients will perceive that they have limited choices

Most culturally diverse clients cannot advocate for themselves

Culturally diverse clients are forbidden from entering certain career areas

Certain career paths are seen as more desirable by such clients

Correct answer: Many such clients will perceive that they have limited choices

Due to stereotyping, it is possible that many culturally diverse clients will have been steered away from some careers, either explicitly or implicitly, whether from the dominant culture or their own cultural milieu. This is why it is important for career counselors to advocate for such clients in terms of career choice.

Such clients are more than capable of advocating for themselves, and all professions are now considered open to culturally diverse individuals, but career counselors must advocate for their clients in order to compensate for discouraging messages about some professions of interest.

204.

Which of the following is consistent with human capital theory?

A person is willing to invest resources to achieve a better job

People are quantifiable units of human capital

A person is not willing to invest in education if it leads to a better job

People are highly predictable in terms of their career movement

Correct answer: A person is willing to invest resources to achieve a better job

There are many theories that seek to explain the behavior of human beings in the overall world of work. One economic theory is human capital theory, which suggests that a person is willing to invest resources to achieve a better job, in terms of education, training, resume consultation, or other activity that means exchanging resources for potential achievement.

Human capital theory does not predict career movement or quantify human capital per se.

205.

Which of the following is most likely to be neglected by trait and factor career counselors?

Values

Aptitude

Achievement

Correct answer: Values

Values are the factor in career counseling that is both the most difficult to measure and the most likely to be neglected by trait and factor counselors.

Though much research and instrumentation centers on measuring aptitude and achievement, values are more likely to be left out of the equation altogether despite their importance to many who are choosing a career path.

206.

According to trait and factor theory, what are traits?

Measurable characteristics of the person

Measurable characteristics of the job

Measurable characteristics of the person or the job

Correct answer: Measurable characteristics of the person

Frank Parson's trait and factor theory suggests two categories that are relative to career counseling. Traits, which are measurable characteristics of a person, and factors, which are characteristics necessary for desired job performance. The two terms are not interchangeable.

207.

According to Super, which of the following is true about childhood fantasies of employment?

Childhood fantasies of employment are generally time-limited

Childhood fantasies of employment become adult fantasies

Childhood fantasies of employment last until about age 14

Correct answer: Childhood fantasies of employment are generally time-limited

According to Super, the process of occupational selection begins in childhood with curiosity, followed by fantasy idealization of employment. This fantasy stage of employment tends to last until around the age of eight or so when the child begins to tie their real abilities to specific occupational prospects. Skill selection and mastery follow.

208.

Why are assessments of interest now considered so important?

They predict occupational entry more accurately than other methods

They are considered more culturally-responsive than other methods

Their validity as tests is greater than other methods

Their reliability as tests is greater than other methods

Correct answer: They predict occupational entry more accurately than other methods

Of the various ways to predict occupational entry, such as aptitude and other measures of potential, assessments of interest are now considered a more accurate way to predict occupational entry than others. There seems to be a significant correlation between interest and ability, which is reflected in persons taking career interest inventories.

These instruments are not more or less culturally sensitive than others, and their reliability and validity are not what makes them important in current discussions of career counseling.

209.

What is the purpose of Super's Career Development Inventory?

To determine the level of career maturity

To determine career interest

To determine employability

To determine the level of career motility

Correct answer: To determine the level of career maturity

Donald Super's developmental model of career depends on an assessment of career maturity as a guide to further career action. In this regard, the Career Development Inventory is useful. By extension, Super's theory seeks to answer how the person is realizing their self-concept through career choice.

This assessment does not measure interest per se, nor is it designed to assess employability or how much a person moves in their career; it is meant to assess career establishment and status.

210.

How does a career narrative approach to assessment differ from more traditional styles of career assessment?

Career narratives do not attempt to predict behavior

Career narratives are not based on empirical research

Career narratives do not involve the client directly

Career narratives are completely unstructured

Correct answer: Career narratives do not attempt to predict behavior

Newer approaches to career assessment, such as career narratives, are based on a growing body of empirical research and reach out to the client directly for their more subjective account of their career situation. This is done through a few keyed, structured questions in most cases.

This approach differs from the older approach using much more structured instruments in that the point of career narratives is not to attempt to predict career choice or other behavior as is the case with most quantitative career assessment instruments.

211.

What does the Minnesota Job Description Questionnaire (MJDQ) assess?

How well an occupation meets the needs of an individual

How well an individual understands their occupation

How well an individual meets the requirements of an occupation

How well an occupation meets the needs of an organization

Correct answer: How well an occupation meets the needs of an individual

The Minnesota Job Description Questionnaire (MJDQ) assesses how well an occupation meets the needs of an individual, using need scales such as Creativity, Independence, and Activity to define how well-aligned a person is with the occupation of study. The MJDQ is focused on this match and not on how well an individual understands their occupation, how well that individual meets the occupation's requirements, or the fit of an occupation to an organization.

212.

Why do youth tend to be underemployed in comparison to older individuals?

Older adults tend to be able to secure better jobs

Youth tend to lack the willingness to commit to a job

Older adults tend to be far more wealthy than youth

Youths usually do not desire entry-level jobs

Correct answer: Older adults tend to be able to secure better jobs

There is a difference in the overall employment level between youth and older adults, reflected in youth being more likely to be underemployed. Of the various reasons why this might be, research has found that older adults tend to have better resources and strategies for job transition (not necessarily personal wealth per se), leading to more constant employment.

The perception could be that youth do not want to commit to jobs, or that they do not desire entry-level positions; what is more likely is that they lack resources, experience, and strategy.

213.

Which of the following would be a qualitative career assessment?

Career Story Interview

Career Adapt-Abilities Scale

Career Maturity Inventory-Form C

Career Development Inventory

Correct answer: Career Story Interview

In recent years, there has been more of an interest in bringing constructivist thinking into career assessment with more subjective assessments. One of these is the Career Story Interview, which, though it has structure, is more open-ended in terms of response categories.

The Career Adapt-Abilities Scale, the Career Maturity Inventory-Form C, and the Career Development Inventory itself are all more quantitative instruments that have much more structure, both in question and input from the client.

214.

According to information processing theory, which two of the following are necessary for people to learn about themselves?

Interpreting and reconstructing events

Interpreting and classifying events

Interpreting and analyzing events

Correct answer: Interpreting and reconstructing events

Information processing theory describes a cognitive approach to career choice and decision-making. Of the many dimensions that make up the schema of information processing in this regard, self-knowledge is considered foundational. Samson (2004) describes self-knowledge as requiring both the interpretation and the reconstruction of events. As one examines one's personal history and interests, one becomes better equipped to make responsible career choices.

215.

What is the Occupational Outlook Handbook (OOH)?

Comparative information on more than 300 occupations

An interpretive guidebook for personality psychology in career development

An informal assessment tool for measuring affective response to occupations

Correct answer: Comparative information on more than 300 occupations

The Occupational Outlook Handbook (OOH), though not in itself an assessment tool or interpretive guidebook for use in career development, serves another important purpose in the field of career counseling. The OOH contains comparative information on more than 300 occupations and is updated every two years. Its purpose could be described as helping job seekers who are considering a specific occupation assess the probability of success in that profession based on the status of the profession in the marketplace.

216.

How do academic aptitude tests and intelligence tests generally align?

Academic aptitude test scores and intelligence tests are highly correlated

Academic aptitude test scores and intelligence tests are weakly correlated

Academic aptitude test scores and intelligence tests are not correlated

Academic aptitude test scores and intelligence tests are negatively correlated

Correct answer: Academic aptitude test scores and intelligence tests are highly correlated

Academic aptitude tests, which tend to focus on measures of mathematical and verbal ability, are highly correlated with intelligence tests; high scores in academic aptitude tests can generally predict a high score in a standard measure of intelligence. Such aptitude tests depend on the setting the counselor is in, and there is a regional bias of sorts, with the western part of the United States using SAT, and midwestern states using ACT.

217.

What are the three domains of information processing theory?

Knowledge, information processing, and executive processing

Knowledge, cognitive processing, and executive processing

Assumptions, information processing, and knowledge processing

Correct answer: Knowledge, information processing, and executive processing

Information processing theory rests on three components; these are knowledge (knowing oneself and about occupations), decision-making (how to make decisions), and executive processing (how one's thoughts influence one's actions). Taken together, these three domains form the structure with which persons make decisions about career, according to information processing theory.

218.

What is the main assumption of human capital theory?

Equal opportunity to compete in the labor market

A baseline level of education for all participants

The same overall level of willingness to work

The same overall cultural background

Correct answer: Equal opportunity to compete in the labor market

Human capital theory states that individuals are willing to invest in strategies to improve their job situation, including the expenditure of resources on their part. One major assumption underlying this theory is the debatable notion that there is equal opportunity in the job market. This affects the validity of human capital theory in addressing the labor market as a whole.

The theory does not assume baselines in cultural background or education or even willingness to work, except in the sense that people are willing to exchange resources for greater opportunity.

219.

Which of the following of John Holland's types is most likely to follow orders in a structured environment?

Conventional

Artistic

Enterprising

Correct answer: Conventional

John Holland's theory of types suggests six general types of job environments correlated with various personality types. The conventional type refers to a work environment that is characterized by following orders and being able to follow rules in a structured environment.

The artistic type refers to a work environment devoted to expression, and the enterprising type has more to do with the direct acquisition of wealth.

220.

What does research show about the applicability of information processing theory across gender and ethnicity?

Information processing theory was effective, regardless of these factors

Information processing theory failed when confronted with gender diversity

Information processing theory failed when confronted with ethnic diversity

Correct answer: Information processing theory was effective, regardless of these factors

Information processing theory, which seeks to help people make better career choices, seems to be effective, regardless of gender or ethnicity. In 2007, a six-week course using information processing theory was administered to a diverse set of college freshmen, and dysfunctional ideas about career were decreased across groups.

221.

Which of the following is the critical assumption of human capital theory?

All people have an equal competitive chance in the labor market

There is an unequal distribution of opportunity in the labor market

The labor market does not produce its own capital

Correct answer: All people have an equal competitive chance in the labor market

Human capital theory asserts that people are willing to engage in various investments in training and education, in the belief that these will improve their prospects for higher-paying or more rewarding jobs later. Human capital theory assumes that people have an equal competitive chance in the labor market so that the various efforts of people to better their situation have a chance of success.

222.

Which of the following is a commonsense or "folk" approach to personality testing?

California Psychological Inventory (CPI)

Thematic Apperception Test (TAT)

Minnesota Multiphasic Personality Inventory (MMPI)

Sixteen Personality Factor Questionnaire (16 PF)

Correct answer: California Psychological Inventory (CPI)

There are many ways to assess personality, recognizing the importance of personality as a factor in career decision, aptitude, and happiness. Of these, the California Psychological Inventory (CPI) is expressly designed to be in commonsense, "folk" language.

The Thematic Apperception Test (TAT) is a projective test using a set of pictures, out of which a client creates a narrative. The Minnesota Multiphasic Personality Inventory (MMPI) is an extensive questionnaire meant to establish personality diagnosis, and the Sixteen Personality Factor Questionnaire (16 PF) is a more statistical personality assessment.

223.

Which of the following would be most congruent with the cognitive information-processing approach to career development?

Emphasizing decision-making skills

Making ranked lists of choices

Maximizing career achievements

Correct answer: Emphasizing decision-making skills

The cognitive information-processing approach to career development encompasses five sequential decision-making skills: communication, analysis, synthesis, valuing, and execution (CASVE). This approach stresses understanding decision-making to process self-knowledge and occupational knowledge.

Making ranked lists of choices and maximizing career achievements are valuable in career development but are not explicitly associated with the cognitive information-processing approach.

224.

On which stage of life does Gottfredson's theory of career choice concentrate?

Childhood and adolescence

Early adulthood

Late adulthood

Correct answer: Childhood and adolescence

Linda Gottfredson examined one's career choice as the end of a long process both of individual psychological development and the mitigation of stable self-concept with the realities and opportunities available in the exterior world. It is on the key age period of childhood and adolescence that Gottfredson concentrates, as this is the stage in which the crucial relational conversations are taking place within the individual about who they are, what their relationship with the environment is, and how the individual plans to deal with what they learn from this process.

225.

What does research suggest about having a complicated job?

It helps people deal with complex intellectual tasks in general

It leads to profound stress and anxiety

It is implicated in personality disorder

It helps people achieve a higher overall level of happiness

Correct answer: It helps people deal with complex intellectual tasks in general

Kohn and Schooler (1983) found that when people have complicated jobs that require a great deal of intellectual processing, those individuals tend to have transferable skills in complex intellectual tasks that help them in other areas of life.

The research did not suggest higher or lower overall levels of happiness, stress, anxiety, or related instances of the emergence of personality disorder.

226.

Which of the following is the basic idea of human capital theory?

People invest in education and training

People invest in emotional well-being

People invest in productive relationships

Correct answer: People invest in education and training

The basic idea of human capital theory is that individuals are generally willing to invest in education and training that will help them acquire better employment. These are seen as investments, long- or short-term, in the individual's success.

The term does not refer to emotional well-being per se, nor does it explicitly address psychosocial relationships.

227.

What is the single most important trait in occupational selection?

Interests

Aptitude

Achievement

Correct answer: Interests

The most important predictor of occupational selection seems to be the interests expressed by the person selecting the occupation. This is a more important factor than either aptitude for a given job or achievement in academic settings. Occupational interest may not always line up with either when individuals choose a profession.

228.

Which of the following of Holland's types enjoys working with tools or machines?

Realistic

Investigative

Enterprising

Correct answer: Realistic

John Holland's Theory of Types described six correlated types connecting work environment and personality. The realistic type was seen by Holland as being more likely to enjoy working with machines and tools or even animals, practicing hands-on skills.

The investigative type was more likely to prize challenges of the intellect, and the enterprising type was more likely than other types to prioritize wealth acquisition.

229.

What is an "opportunity dominance" approach in career assessment?

Putting exploration ahead of socialization in terms of career choice

Creating a safe space for discussion of workplace power dynamics

Putting diverse clients first in terms of new opportunities

Scaling the expectations of individuals about career choice

Correct answer: Putting exploration ahead of socialization in terms of career choice

In an effort to bring more people into the workforce in areas they might not have considered, the "opportunity dominance" approach is gaining ground as an idea in career assessment. Opportunity dominance, which suggests that people should be able to explore interests they may not have been exposed to, is poised versus the more traditional conception of "socialization dominance," which, to some extent, seems to have dictated career choice to individuals based on socialization.

Though this is, at heart, a diversity and power concern about career expectations, it is about exploration versus socialization in practice.

230.

In terms of career development, how different are the IQs of men and women?

Individual differences seem more significant than gender differences

Men and women tend to score equally on measures of intelligence

Women tend to have much greater IQs than men on career-related tests

Correct answer: Individual differences seem more significant than gender differences

Though there are many ways to measure intelligence, and there likely is no more controversial area of assessment than that of IQ, it can be fairly said that in most measures of general intelligence, such as the Wechsler Adult Intelligence Scale, individual differences in IQ are far more prominent than differences related to gender.

It is difficult to say that men and women score equally, however, and women do not have much greater IQ than men on career-related tests.

231.

What cultural factor is known to impact self-report of accomplishment in the United States and Japan?

A cultural tendency toward modesty

A cultural distrust of standardized tests

A cultural mistrust of psychologists

A rejection of career counseling as a discipline

Correct answer: A cultural tendency toward modesty

It has been noted that, when persons from the United States and Japan (as well as other cultures) are asked about their accomplishments, encouragement is often needed for them to report accurately. This is due to the fact that in both cultures (speaking broadly), a tendency toward modesty is considered culturally desirable and admirable.

There is no significant distrust of standardized tests, psychologists, or career counseling as a discipline that is as impactful.

232.

Which of the following accurately represents the research concerning trait and factor theory?

Trait and factor measurements are seen as reliable and valid

Trait and factor theory is seen as reliable and valid

Trait and factor theory is not supported by the available research

Correct answer: Trait and factor measurements are seen as reliable and valid

Though there is little research base to support the validity of trait and factor theory per se, there is substantial research supporting its constructs. In other words, though the overall theory is not either refuted or supported by the evidence, trait and factor measurements are now seen as both reliable and valid.

233.

What is the difference between an achievement test and an ability test?

Achievement measures what has been learned; ability measures present ability

Achievement measures present ability; ability measures what has been learned

The two terms are interchangeable for the purposes of career counseling

Both terms refer to the potential a person has to learn

Correct answer: Achievement measures what has been learned; ability measures present ability

In the career counseling discipline, achievement and ability have very specific meanings, especially when applied to testing that informs career counseling. In this context, achievement really refers to what has been learned already and can be tested, and ability refers to maximum ability and performance at the current level of learning.

Contextually, the terms refer to different things differently placed in time.

234.

Can aptitude tests predict success or failure in a given area?

No, as other factors are too strong

Yes, and are used in this way regularly

No, as this is what achievement tests are for

Yes, if the test is specific enough

Correct answer: No, as other factors are too strong

Though aptitude tests are useful, they are not predictive at the individual level in many cases. Counselors should not use aptitude test information to dictate what lies ahead for a person who makes a certain career choice unsupported by the test; many who do poorly on aptitude tests can compensate with other strengths and eventually succeed, and the reverse is true as well, with high-aptitude persons often not working out in areas that they seem to have high aptitude for.

Achievement tests do not examine future potential, but past learning.

235.

How might an introvert misinterpret job market data?

By letting their reactions cloud the nature of the data

By forgetting what the data says

By being unwilling to access relevant data

By not investigating the data deeply enough

Correct answer: By letting their reactions cloud the nature of the data

With reference to Myers-Briggs typology, an example of how significant personality is to job search is that, as introverts are more focused on their internal reactions than external data, they might let their reactions cloud data and shut off opportunities or misinterpret key data. A more extroverted type might not have the same vulnerability.

The risk is not really that the data is not understood by an introvert, but that the introvert's inner focus might make their perception of the data misleading.

236.

How is the concept of schema relevant to occupational knowledge?

People incorporate new knowledge with old knowledge about careers

People construct a model of careers from scratch

People adopt existing models of career from established sources

Correct answer: People incorporate new knowledge with old knowledge about careers

A schema is a general structure for organizing information. Human beings tend to think about careers in terms of knowledge they slowly accumulate and incorporate into their existing knowledge about careers.

People operate within a schema and do not usually come up with ideas about careers from scratch or wholly from established sources.

237.

What is the point of a "job club"?

To form a mutual support network in job search

To enable a therapeutic group among people at a given company

To form a mutual support network among members of a given profession

To purposefully address issues of concern in a given company

Correct answer: To form a mutual support network in job search

As it is usually understood, Azrin and Besalel's idea of a job club (1980) is meant to enable a mutual support network whose main function is helping the members of the club find preferable employment.

It is not directed at a given profession or a given company, but is directed at helping its members find employment. Further developments of the concept have added structure to the original idea.

238.

According to Parsons' trait and factor theory, what is needed aside from understanding of self and understanding of work roles?

True reasoning about the relationship between these two aspects

Psychological assessment to determine fitness for labor

Task assessment within the scope of specific job roles

Correct answer: True reasoning about the relationship between these two aspects

According to Parsons' trait and factor theory of career development, there are three components necessary for success in selecting an occupation. First, an understanding of self through measurement of aptitude and interest; second, an understanding of the requirements of various kinds of work roles; and lastly, a true reasoning about what is discovered through knowledge of the first two aspects.

239.

What is an aptitude test meant to reveal?

Probable future ability

Past achievement

Current ability

Strengths and weaknesses

Correct answer: Probable future ability

An aptitude test is meant to measure the future ability of the person undergoing the examination. The test may include elements that deal with current ability and past achievement, but the point is to assess how well the person will do undergoing a future task based on what they can demonstrate at the time of the examination.

Strengths and weaknesses are no doubt revealed during this process, but it is a measurement of aptitude that is the object.

240.

What is meant by "model minority"?

A minority population seen as a type to be emulated

A minority population seen as a good test case for social programs

A minority population seen as an alternative to majority populations

Correct answer: A minority population seen as a type to be emulated

In various contexts, the term "model minority" is often used to describe a minority population that is seen as a type to be emulated for its positive achievements or ability to perform well in assimilating to majority culture. In career development, the term is sometimes used to describe Asians, for instance.

The term is not expressly meant to refer to social program participation per se, nor is it an alternative assessment with respect to the majority culture.

241.

Which of the following would be least likely to be used as a tool for the measurement of personality in career development?

MMPI

CPI

16 PF

Correct answer: MMPI

Though it is a helpful instrument for the assessment of pathological personality, the Minnesota Multiphasic Personality Inventory (MMPI) in its various forms is unlikely to be used as a measure of personality in relation to career development.

More likely to be used are the California Psychological Inventory (CPI) and/or the Sixteen Personality Factor Questionnaire (16 PF).

242.

What is the overall research consensus with respect to the use of MBTI in career counseling?

By itself, it is likely insufficient

It is the best predictor of career satisfaction

It is the best predictor of career success

Correct answer: By itself, it is likely insufficient

The Myers-Briggs Type Indicator (MBTI) has been extensively used in career counseling and discussion, though, in its origins, it was not designed to serve in career counseling contexts. The MBTI asserts that there are 16 overall human personalities defined by their relationship to exterior and inner life along various dimensions. By itself, however, it is likely insufficient as a single assessment that could be used to perform career counseling. The research seems to indicate utility for the MBTI in some respects but, overall, it needs comparison with other instruments and careful interpretation to be effective.

243.

Which additional element does the holistic approach to life planning bring to traditional career counseling theories?

Consideration of how to make the world better

Exploration of personal psychology

Addressing issues of diversity and equity

Correct answer: Consideration of how to make the world better

Hansen's holistic approach to life planning (2008) is a model of career and life development that includes items not usually addressed in more traditional career counseling theories. Traditional career counseling theories deal with personal psychology in various ways and are being adapted to include modern considerations of equity and diversity.

Hansen's approach includes the more sociological idea of making the world a better place through societal change.

244.

Broadly speaking, what has the research shown on gender differences in career choice?

Men are more interested in things, and women are more interested in people

Women are more interested in things, and men are more interested in people

There is no meaningful difference between genders in this regard

The research is inconclusive in this regard

Correct answer: Men are more interested in things, and women are more interested in people

Though generalizations are problematic, the available research shows that, in terms of career choice, men tend to choose careers that involve working with things (engineering, science, and mathematics), and women tend to choose careers that involve working with people (social sciences, counseling, and care for others). Again, there are many cases of individuals who go against this finding, and it is only a research-supported indication of interest, not of inherent ability or potential success in a given area.

245.

How is aptitude different from ability?

Aptitude measures potential, ability measures performance

Aptitude measures performance, ability measures potential

The terms are generally interchangeable

Correct answer: Aptitude measures potential, ability measures performance

In career counseling, particularly Parsons' trait and factor theory, there is a difference between aptitude and ability. Ability is the maximum performance of the person as it currently is, and aptitude is the potential to which an individual can grow; the two terms are not interchangeable.

246.

Which of the following is consistent with status attainment theory?

A person's background influences their eventual job prestige

A person's family influences their level of career interest

A person's siblings reinforce status-oriented career messages

A person is motivated to change based on status achievement

Correct answer: A person's background influences their eventual job prestige

Status attainment theory seeks to explain why people end up in jobs of a certain status based on their family background, generally with those of higher class having greater potential to maintain or achieve higher status.

It is not as simple as saying a person's family influences their level of career interest, which is no doubt true, and status attainment theory does not deal with siblings specifically, though as part of a family unit, they are no doubt influential.

247.

Which of the following accurately represents John Holland's view of the relationship of personality to career?

Career is an extension of personality

Career is unrelated to personality in the long run

Career and personality are mediated through social relationships

Correct answer: Career is an extension of personality

John Holland's view was that the expression of self in terms of career choice and adjustment was equivalent to an extension of the personality of an individual. This insight is key to his Theory of Types, which describes career personality.

Holland did not suggest that social relationships mediated career and personality, though they might be reflected in personality types.

248.

Which of the following best defines "career maturity"?

Mastery of vocational tasks

Comparison to similar age cohort in terms of career happiness

Career choice relative to age

Mastery of secondary career

Correct answer: Mastery of vocational tasks

Career maturity is a term used to define the level of mastery an individual has with respect to their vocational tasks compared to others.

The determining factor here is not age, but level of career achievement and skill mastery. The concept does not describe career happiness or career choice, but overall skill level in one's primary career relative to others who have achieved the same level of development in that career.

249.

Which of the following is the most accurate statement about status attainment theory?

It addresses profession status in the context of profession selection

It addresses profession status in the context of psychological preparedness

It addresses profession status in the context of psychopathology

Correct answer: It addresses profession status in the context of profession selection

Status attainment theory addresses the status of profession, i.e., low or high, in relation to the likelihood of that profession being chosen by an individual.

It does not seek to deal with psychological preparedness for a profession, nor does it address psychopathology per se.

250.

Which of the following is the most accurate characterization of discrimination against women in the workplace?

It is a global concern with specific cultural issues depending on location

It is mainly a phenomenon of the United States due to sexism

It is a phenomenon of Western culture as reflected in hiring practices

It is no longer a concern in the United States but has become more of a concern globally

Correct answer: It is a global concern with specific cultural issues depending on location

Discrimination against women in the workplace is not limited to the United States or Western culture and is present for a wide variety of cultural reasons globally. For example, in the United States, the issue seems to be reflected most in wages, but in Nigeria and China, the issue seems to be more about hiring practices and expectations of women in the workplace.
