

# CRCC CRC - Quiz Questions with Answers

---

# 1. Professional Orientation and Ethical Practice

---

## 1. Professional Orientation and Ethical Practice

1.

What is the primary purpose of the Social Security Disability Insurance, or SSDI, program?

**To provide income and/or support to individuals whose impairments render them unable to work**

To provide healthcare to individuals whose impairments render them unable to work

To provide income and/or support to elderly individuals when they are no longer working

To provide healthcare to aging and elderly individuals

---

*Correct answer: To provide income and/or support to individuals whose impairments render them unable to work*

*SSDI was developed to ensure that individuals who become disabled will still receive an income in the event that they are unable to work. This is different than Social Security Income, which was developed to augment incomes for individuals who are 65 years or older or those who have a disability. Medicaid is government health insurance for low-income individuals who are not otherwise able to afford healthcare. Medicare is government insurance for individuals ages 65 and older.*

---

2.

A client's medical record indicates that they have a dual diagnosis. Which of the following would constitute a dual diagnosis?

**A mental health diagnosis and a substance-use disorder**

A mental health diagnosis and a medical diagnosis

A medical diagnosis and a substance-use disorder

A mental health diagnosis and a disability

---

*Correct answer: A mental health diagnosis and a substance-use disorder*

*The term dual diagnosis refers to the presence of a mental health diagnosis and a substance-use disorder. An example would be someone diagnosed with alcohol-use disorder and generalized anxiety disorder. When there are medical and mental health diagnoses, they are termed "comorbidities." An example of this would be a diagnosis of diabetes, type I and borderline personality disorder.*

---

**3.**

The three types of professional standards in rehabilitation counseling include:

**Internal, external, clinical**

Micro, macro, clinical

Legal, ethical, internal

Judicial, institutional, ethical

---

*Correct answer: Internal, external, clinical*

*In an effort to ensure that the profession (and practitioners) are upholding acceptable professional practices and standards, three domains have been established: internal, clinical, and external.*

*Internal standards refer to those that are professionally focused and generate a standard of practice within the profession. Tools considered internal standards include the code of ethics and specialty practice guidelines.*

*External standards are those imposed by regulatory bodies, such as laws regulating practices that are imposed by the government. Institutional examples of external regulation include utilization review and quality assurance review practices. External regulatory standards often have fiduciary implications.*

*Clinical standards are directly related to the services that are provided to clients. They aim to ensure that practitioners are competent to provide the specific care being offered. Examples of clinical standards procedures include peer review, outcome measurement, and best-practice standards.*

---

**4.**

Peer support is a service that:

**Connects a client to an individual with lived experience for support**

Connects a client to an individual of the same age for social support

Connects a client to a day program with others who have the same disability

Connects a client to group therapy for those with a disability

---

*Correct answer: Connects a client to an individual with lived experience for support*

*Peer support is a service that is often used in conjunction with traditional medical support services wherein an individual with an illness or disability is partnered with an individual with lived experience with that illness or disability for support. The model emphasizes the benefits of helping individuals manage as independently as possible and helps reduce the stigma associated with illness and/or disability.*

*While a peer support individual may be of the same age as the client, the primary focus is the lived experience rather than being of a similar age. Psychosocial rehabilitation programs (day programs) do aim to connect individuals with similar diagnoses, but rather than those individuals being in a supportive role to one another, they are all clients of the staff at the agency. While there are peer support groups, these are different than the peer support service option as they are primarily therapeutic groups and not one-on-one support.*

---

**5.**

Which of the following refers to provision of services, accommodations, and supports to assist individuals with disabilities in performing essential job functions?

**Reasonable accommodations**

Mitigating measures

Individualized accommodations

Accessibility

*Correct answer: Reasonable accommodations*

*The American with Disabilities Act, enacted in 1990, made discrimination against individuals with disabilities illegal in public spaces such as school, work, transportation, etc. The ADA mandated that in the event that a disability prevents an individual from completing job functions, but they are otherwise capable of performing essential job duties, then reasonable accommodations must be provided. Reasonable accommodations are modifications to physical environments or job practices, such as modifying a schedule or providing modifications to a workspace that allow an individual to perform essential job functions.*

*Mitigating measures are interventions, such as medications or assistive devices, that assist an individual in overcoming or minimizing the negative impacts of their disability. Individualized accommodation is not a specified term under the ADA. Accessibility refers to a measure of the ease with which an individual with a disability can enter and navigate a physical space.*

---

6.

Which of the following would most likely result in a rehabilitation counselor collaborating with an educator?

An IEP

An IPE

An IPR

Rehabilitation counselors work independently

---

*Correct answer: An IEP*

*An IEP is an Individualized Education Plan and is created each year for students with disabilities in the public education system. Rehabilitation counselors working in the education sector are likely to find themselves working with educators to develop comprehensive IEPs for students.*

*An IPE is an Individualized Plan for Employment. A rehabilitation counselor working in the vocational rehabilitation environment is likely to find themselves collaborating with coworkers on developing IPEs. An IPR is an Individualized Plan for Retirement. A rehabilitation counselor working with seniors.*

---

**7.**

In which of the following practice settings might a rehabilitation counselor find themselves conducting labor market analyses, reviewing insurance claims, providing expert testimony surrounding rehabilitation feasibility, and engaging in discussions surrounding return-to-work plans?

**Workers' compensation services**

Forensic services

Occupation information analysis

Career counseling

---

*Correct answer: Workers' compensation services*

*Rehabilitation counselors who are employed in a role where they are providing workers' compensation services may find themselves engaging in tasks on both the macro and direct practice level including conducting labor market analyses, reviewing insurance claims, providing expert testimony surrounding rehabilitation feasibility, and engaging in discussions surrounding return-to-work plans.*

*Rehabilitation counselors working in forensic services may find themselves engaging in similar work to that of a workers' compensation counselor, but there would be additional tasks related to pre-release planning. Those engaging in occupational information analysis may find themselves categorizing local employment opportunities, administering assessments, job-matching, and applying labor-market research to a client's individual circumstances.*

---

8.

Which of the following is the primary purpose of professional credentialing in the rehabilitation counseling field?

**To establish professional standards and competencies**

To improve effectiveness by encouraging competition

To limit the number of professionals entering the field

To provide financial incentives to counselors

---

*Correct answer: To establish professional standards and competencies*

*The primary purpose of professional credentialing in rehabilitation counseling is to establish a standardized set of competencies and standards to ensure quality service delivery. Credentialing is used to assert control over the profession and attain public recognition for the profession.*

*Credentialing is not intended to encourage competition, limit the number of rehabilitation counselors, or provide financial incentives to counselors.*

---

**9.**

A client who is considering getting genetic testing informs a counselor that they are hesitant as they don't want their employer to pass them up for a promotion if they see certain things on a genetic testing report. Which of the following acts prohibits employers from using genetic information in this manner?

**GINA**

ADA

HIPAA

MHPAEA

*Correct answer: GINA*

*The Genetic Information Nondiscrimination Act (GINA) was signed into law in 2008 and explicitly prohibits employers from firing, declining to hire, or otherwise factoring genetic information into employment decisions. This law was the result of a growing fear of negative consequences resulting from increasing access to genetic tests. GINA covers both the individual's genetic information as well as the genetic information of a family member.*

*The Americans with Disabilities Act (ADA) prohibits discrimination against an employee or potential employee based on a disability but it does not reference genetic testing. The Health Insurance Portability and Accountability Act (HIPAA) was passed to offer protection of patient health information obtained by insurance companies, healthcare providers, and health care clearinghouses but does not address employers using genetic information to discriminate. The Mental Health Parity and Addiction Equity Act (MHPAEA) was passed in 2008 and prevents "large group health plans" from limiting benefits related to mental health and substance-use treatment services offered.*

---

**10.**

In the early 20th century, which of the following historical events was a catalyst for the need for rehabilitation services and the subsequent emergence of rehabilitation counseling as a distinct profession?

**World War I**

The Great Depression

World War II

The Civil Rights Movement

*Correct answer: World War I*

*The large number of veterans returning from combat and service with disabilities (both physical and psychological) created a significant need for rehabilitation counseling services and can be attributed to the development of rehabilitation counseling as a profession. President Woodrow Wilson approved the development of government rehabilitation services with the passage of Soldiers Rehabilitation Act of 1918.*

*It is not untrue that the Great Depression, World War II, and the Civil Rights Movement contributed to the need for rehabilitation services, but WWI is largely considered the biggest catalyst to the development of rehabilitation counseling as a profession.*

---

**11.**

Which rehabilitation counseling organization is primarily responsible for accrediting educational programs?

**CORE**

CRCC

NBCC

NCE

*Correct answer: CORE*

*CORE, or the Council on Rehabilitation Education, is an accrediting organization developed to aid in creating and regulating graduate education programs teaching future rehabilitation counselors.*

*The CRCC, or Commission on Rehabilitation Counselor Certification, is an organization with a goal of credentialing rehabilitation counselors. The NBCC, or National Board for Certified Counselors, is similar to the CRCC in that it is a certification organization. The NCE, or National Counselor Examination, is the most widely accepted exam used in the United States for credentialing counselors.*

---

**12.**

A rehabilitation counselor working on pre-release planning with a client would most likely be employed by which of the following organizations?

**A federal prison**

An inpatient psychiatric hospital

An inpatient substance-use treatment center

A vocational rehabilitation organization

*Correct answer: A federal prison*

*Pre-release planning refers to discharge planning for incarcerated individuals and often involves connecting the client to mental health services, housing options, health care services, employment opportunities, and social support. The rehabilitation counselor working on pre-release would likely collaborate with probation/parole services as well to ensure all needs are met in an effort to reduce chances of recidivism.*

*When a client is being released from an inpatient psychiatric hospital or inpatient substance-use treatment center, there is planning as well so that the individual is connected to follow-up mental health services, housing, healthcare, social support, etc. This is referred to as discharge planning. A rehabilitation counselor working in a VR (Vocational Rehabilitation) program may find themselves working with individuals who have been incarcerated, but this is likely to happen post-release.*

---

**13.**

Which of the following terms describes an approach to rehabilitation counseling that emphasizes promoting resilience and growth by focusing on a client's abilities?

**Strengths-based**

Person-environment

Holistic

Collaborative

*Correct answer: Strengths-based*

*The strengths-based approach intentionally emphasizes a client's strengths in an effort to promote resilience and growth. This perspective is correlated with the positive psychology movement and aims to build upon strengths to increase positive outcomes.*

*The person-in-environment model views individuals in relation to the different environments, or systems, with which they interact when assessing and implementing interventions. The holistic model views individuals in the context of all elements of an individual's life including vocation, social, psychological, etc. in an effort to improve quality of life overall. The collaborative, or interdisciplinary, model emphasizes rehabilitation as a partnership between varying professionals (counselors, doctors, educators, etc) to promote the best outcome possible for a client.*

---

14.

What is the primary goal of culturally competent rehabilitation counseling?

**To promote respect, understanding, and effective counseling for individuals from diverse cultural backgrounds**

To assist clients in assimilating into mainstream cultural norms

To eliminate cultural diversity and reduce conflict

To prioritize one's own cultural values and beliefs over those of the client

---

*Correct answer: To promote respect, understanding, and effective counseling for individuals from diverse cultural backgrounds.*

*Cultural competence is necessary for rehabilitation counselors. The primary goal of cultural competent counseling is to promote respect, understanding, and effective counseling for individuals from diverse cultural backgrounds, acknowledging and respecting their unique values and beliefs. By adopting a culturally competent orientation to counseling, clients have an improved chance of obtaining positive outcomes.*

*Counselors should prioritize the client's cultural lens over their own in all interactions and should not engage in practices that will eliminate a client's own culture.*

---

**15.**

Which of the following would not be considered a reasonable accommodation under the Americans with Disabilities Act (ADA)?

**Removal of one or more essential job functions**

Allowing a flexible work schedule

Providing adaptive equipment

Modifying a workspace

*Correct answer: Removal of one or more essential job functions*

*Removal of one or more essential job functions is not considered a reasonable accommodation under the ADA. The ADA requires employees to be able to perform the essential functions of their job, with or without accommodations. Removing these functions would alter the core responsibilities of the position, which is not permissible.*

*Allowing a flexible work schedule is a reasonable accommodation that helps employees manage medical appointments or adjust their working hours to accommodate a disability.*

*Providing adaptive equipment, such as assistive technology or modified tools, is another common reasonable accommodation that enables employees to perform essential job tasks.*

*Modifying a workspace, such as adding ramps or adjusting desk heights, is a reasonable accommodation that makes the physical environment more accessible to individuals with disabilities.*

---

16.

In the field of rehabilitation counseling, portability refers to which of the following?

**The ability to maintain the ability to practice counseling in different jurisdictions**

The ability to obtain a license in another jurisdiction by virtue of having a license already

The ability to practice counseling at multiple agencies at once

The requirement to renew a license annually in order to continue practicing counseling

---

*Correct answer: The ability to maintain the ability to practice counseling in different jurisdictions*

*The concept of portability in the context of professional counseling credentials, such as the Licensed Professional Counselor (LPC) credential, refers to the recognition and acceptance of a counselor's professional credential in multiple states or jurisdictions, allowing them to practice across borders.*

*The ability to obtain a license in another jurisdiction by virtue of having a license already refers to endorsement. There is not a rule or law prohibiting a counselor from practicing at multiple locations. Licensure does need to be renewed at regular intervals, but this is not related to portability.*

---

**17.**

Which of the following is not considered an affective-cognitive element of disability identity?

**Accepting disability**

Claiming disability

Viewing disability as part of the human condition

Disbelieving the notion that disability is inherently negative

*Correct answer: Accepting disability*

*The disability pride and cultural model places emphasis on disability identity, which is comprised of four affective-cognitive elements:*

- *Claiming disability*
- *Viewing disability as part of the human condition*
- *Disbelieving the notion that disability is inherently negative*
- *Viewing disability as part of developing the consciousness of a minority group in society*

*Accepting disability is not part of disability pride or disability identity. Acceptance is in contrast to the idea of claiming a disability and acceptance is often linked to therapeutic goals. The disability pride model focuses on shifting the experience of having a disability away from the societal view that disability is sad or tragic and toward the notion that a disability is simply part of an individual's identity and life experience.*

---

**18.**

Which of the following would not be considered a covered entity under the Health Insurance Portability and Accountability Act?

**A life insurance company**

A healthcare clearing house

A healthcare provider

A health insurance company

*Correct answer: A life insurance company*

*HIPAA, or the Health Insurance Portability and Accountability Act, was established to set regulations surrounding the disclosure of a person's medical record or information by anyone who would be considered a covered entity. Covered entities are health insurance companies, healthcare providers, or healthcare clearinghouses. Life insurance companies, employers, workers' compensation agencies, and schools are not considered covered entities. Healthcare information a non-covered entity has may still be protected by other laws (such as the ADA (Americans with Disabilities Act) or FMLA (Family and Medical Leave Act)) but would not fall under HIPAA's regulation.*

---

**19.**

What distinguishes person-centric assessment from traditional assessment models in counseling?

**Person-centric assessments focus on individualized interventions to augment the self-determination of a person with a disability**

Person-centric assessments focus on the individual in relation to biological, psychological, and social factors

Person-centric assessments focus on the person's interactions with the various domains they interact with

Person-centric assessments are those that are self-reported and do not include data from outside sources

---

*Correct answer: Person-centric assessments focus on individualized interventions to augment the self-determination of a person with a disability*

*The primary function of a person-centric assessment is to ensure that the person with the disability is an active participant in the assessment so that interventions are individualized and their self-determination is emphasized. Of note, while these assessments place the individual at the center as an active participant, outside records can be included and reviewed in the process.*

*A biopsychosocial assessment focuses on the individual in relation to biological, psychological, and social factors. Person-in-environment model assessments emphasize an individual's interactions with the domains they interact with.*

---

**20.**

If a counselor advocates on behalf of a client because that client is unable to do so themselves, it would be considered which of the following forms of advocacy?

**Representative advocacy**

Group advocacy

Self-advocacy

Collaborative advocacy

---

*Correct answer: Representative advocacy*

*In the event that a client is unable to advocate for themselves (either due to an inability to express needs or act on them) and the counselor advocates on their behalf, it is referred to as representative advocacy.*

*When a counselor works with a group of individuals to advocate for the group's interests or other's interests, it is referred to as group advocacy. When a counselor works with a client to provide the knowledge, skills, and tools needed to advocate for themselves, it is called self-advocacy. Self-advocacy is similar to representative advocacy, but the counselor is not acting on behalf of the client but rather empowering the client to do it autonomously.*

---

**21.**

Reasonable leave options for employees are protected by the:

**Family and Medical Leave Act**

Americans with Disabilities Act

Workforce Investment Act

Workforce Innovation and Opportunity Act

*Correct answer: Family and Medical Leave Act*

*The Family and Medical Leave Act of 1993 provided up to 12 weeks of leave from employment for family or medical reasons. This law applies to employees of organizations with 50 or more employees. Examples of qualifying reasons to take FMLA leave include the birth of a child, adoption of a child, fostering a child, care of an immediate family member, or serious illness in the employee themselves.*

*The Americans with Disabilities Act was passed to establish protections for and prevent discrimination against individuals with disabilities in public places and workspaces. The Workforce Investment Act was established in 1998 and sought to update the provisions surrounding Vocational Rehabilitation found in the Rehabilitation Act. The Workforce Innovation and Opportunity Act sought to assist those who are unemployed to connect to education, job training, and supports needed to be successful in the modern workforce.*

---

**22.**

Which of the following is an appropriate manner for a rehabilitation counselor to advocate for a client in a school-based setting?

**Collaborating with educators to create inclusive learning environments**

Collaborating with educators to create separate learning environments

Minimizing support services to promote development of independence

Avoiding collaboration with educators to protect the client from people knowing about their disability

*Correct answer: Collaborating with educators to create inclusive learning environments*

*Studies have shown that early intervention and inclusion are key factors and predictors of educational achievement for children with disabilities.*

*The current ethical best practice is to complete appropriate assessments and employ advocacy and intervention aimed at providing accommodations that keep children with disabilities in the classroom in as inclusive a manner as possible. Collaborating with educators to create inclusive learning environments is the best option.*

*While it may seem appropriate to work with educators to create separate learning spaces to accommodate students' needs, studies have shown that this can have an adverse impact upon the client and is not recommended. Rehabilitation counselors should seek to employ interventions that promote independence, but that does not mean limiting support as this may have an adverse impact. Similarly, it may seem ethical to limit collaboration with educators in an effort to prevent a student with a disability from facing stigma, but this would limit the accommodations that the counselor could employ and may harm the student in the long run. Rather, it would be best to discuss this issue with the student and work to ensure that the educator does not discriminate against the student as a result of their disability.*

---

**23.**

A rehabilitation counselor functioning as a clinical supervisor in a practice setting would be responsible for:

**Providing guidance and support to less experienced rehabilitation counselors**

Overseeing the daily administrative tasks of a rehabilitation agency

Providing direct counseling services to clients with disabilities

Managing the budgetary and financial aspects of the organization

---

*Correct answer: Providing guidance and support to less experienced rehabilitation counselors*

*A clinical supervisor monitors the progress and performance of newer rehabilitation counselors in an effort to ensure that the quality of services delivered is appropriate. The supervisor-supervisee relationship is extremely important as a positive relationship allows for greater improvement and collaboration.*

*A rehabilitation counselor acting as a clinical supervisor may find themselves overseeing administrative tasks, providing counseling, or managing an organization's finances. However, that is not the primary function of a clinical supervisor and would be related to other job duties on the rehabilitation counselor's plate.*

---

**24.**

A rehabilitation counselor who seeks to develop a wide array of counseling skills specific to a certain disability in an effort to adequately serve that client population is demonstrating:

**Horizontal specialization**

Vertical specialization

Horizontal certification

Vertical certification

*Correct answer: Horizontal specialization*

*Horizontal specialization emphasizes learning an array of skills related to one specific disability, such as the Deaf community or working with individuals with traumatic brain injuries. Rehabilitation counselors engaging in horizontal specialization learn a wide array of skills specifically needed to work with an identified population.*

*Vertical specialization involves learning a set of skills specifically related to one aspect of the rehabilitation process, such as assessment or pre-release planning. Those who engage in vertical specialization will likely find themselves working with individuals with an array of different disabilities, but will only work with them on the specified task or function of rehabilitation counseling. There is not a certificate available pertaining to horizontal or vertical specialization.*

---

**25.**

Which of the following correctly identifies the primary goal or advocacy in rehabilitation counseling?

**To ensure clients' rights and needs are met**

To diagnose clients' conditions accurately

To facilitate compromise between clients and their employers

To provide counseling services based on client needs and preferences

*Correct answer: To ensure clients' rights and needs are met*

*Advocacy in rehabilitation counseling can come in many different forms: it can be on behalf of the client, within a group context, or by empowering the client with tools to advocate for themselves. Regardless of the mode of advocacy, or if it is individual or systemic level advocacy, the primary goal is to ensure that clients' needs are being met and their rights are not being infringed upon.*

*It is essential that rehabilitation counselors take measures and have the knowledge base to accurately diagnose (when appropriate) and to provide counseling services that are relevant to the client's needs and respect their right to self-determination, but these two goals are unrelated to advocacy and its primary function. Facilitating compromise between a client and their employer may be a part of advocacy and/or counseling efforts, but does not speak to the primary function of all advocacy.*

---

**26.**

When a counselor encounters an ethical dilemma wherein legal and ethical obligations are at odds, which of the following is the best course of action?

**Seek consultation with a supervisor**

Follow the law over the ethical principle

Follow the ethical principle over the law

Weigh the pros and cons of each possible action prior to making a decision

*Correct answer: Seek consultation with a supervisor*

*The CRCC code of ethics states "At times legal and ethical standards may conflict. In such situations, rehabilitation counselors are encouraged to consult with supervisors, legal/ethical experts, and others as appropriate and to use an ethical decision-making model to inform the decision."*

*It would be most appropriate for the counselor to seek supervision prior to making a decision. Ideally, the counselor would seek supervision and use an ethical decision-making model. Weighing the pros and cons may be appropriate, but it would need to be done following an ethical-decision-making model, and that generally involves additional steps. It would not be appropriate to make a decision based solely on following the law or following the ethical principle without first consulting and engaging with an ethical decision-making model.*

---

**27.**

Which of the following is not one of the concepts used to determine if an individual has a disability, per the ADA definition?

**If the individual's doctor attests to their impairment**

If the individual's impairment (physical or mental) significantly limits at least one major life activity

If the individual has a record of their impairment (physical or mental)

If the individual has been regarded as having the impairment

---

*Correct answer: If the individual's doctor attests to their impairment*

*The ADA states that a person with a disability is an individual who "has a physical or mental impairment that substantially limits one or more major life activities, has a history or record of such an impairment, or is perceived by others as having such an impairment." The ADA does not require that a doctor attest to an individual's disability. In the event that a person with a disability is applying for services or benefits that require documentation, this can be provided by an array of healthcare professionals (such as counselors).*

---

**28.**

Which of the following correctly identifies the primary credentialing challenge in the field of rehabilitation counseling?

**A lack of standardized certification programs and credentialing requirements**

An overabundance of credentialing options

A lack of emphasis on mental health disability treatment training

The requirement that rehabilitation counselors obtain a doctoral degree

---

*Correct answer: A lack of standardized certification programs and credentialing requirements*

*Rehabilitation counseling is a recognized specialty within clinical counseling and as a result of this recognition, rehabilitation counselors have increased access to career opportunities. However, the sheer number of professional organizations associated with rehabilitation counseling has created confusion in the public domain regarding ethics, best practices, accreditation, professional identity, and certification requirements. To those outside the specialized profession, it is unclear which agencies or organizations are to be considered the experts regarding rehabilitation counseling practice and certification. Advocates for rehabilitation counseling urge newer generations engaging with the profession to continue to promote advocacy work toward a common goal of professionalization, standardization, and recognition of the rehabilitation counseling specialty.*

---

**29.**

According to the medical model of disability, what is the primary focus of rehabilitation?

**To diagnose and treat a disability so that a person can exist "within normal limits"**

To empower individuals with disabilities to advocate for equal rights

To shift societal perceptions in order to remove barriers

To view disability at the intersection of biological, social, and psychological functioning to ensure all needs are met

---

*Correct answer: To diagnose and treat a disability so that a person can exist "within normal limits"*

*The medical model of disability is the most recognized model in society and conceptualizes disability as a result of organic impairment with goals of diagnosis and treatment to return the individual with a disability to a level of functioning "within normal limits."*

*The social model of disability is in direct contrast to the medical model and seeks to emphasize self-determination and independent functioning often via advocacy and empowerment of the client. The disability pride and culture model is most closely linked to shifting societal perceptions and reducing stigma surrounding disability. The ecological model emphasizes the intersection of different domains of a person's life, such as social, emotional, and biological.*

---

**30.**

Which of the following would not be considered a professional function for a rehabilitation counselor?

**Pharmacological intervention**

Assessment

Clinical case management

Forensic services

*Correct answer: Pharmacological intervention*

*Rehabilitation counselors do not have the authority or knowledge to implement pharmacological interventions. It would be appropriate to recommend a client see or refer a client to a medical provider with prescribing authority if necessary, but the counselor does not have that ability and should not recommend specific pharmacological interventions.*

*Rehabilitation counseling primary professional functions include assessment, counseling, clinical case management, advocacy, career development for individuals with disabilities, and forensic services. Not all rehabilitation counselors will work with clients in all of these roles, but rehabilitation counselors have the skills and competencies to seek out a career involving any of these functions.*

---

**31.**

Engaging in the informed consent process demonstrates an adherence to which of the following ethical principles?

**Autonomy**

Fidelity

Justice

Veracity

*Correct answer: Autonomy*

*There are six values that the Commission on Rehabilitation Counselor Certification code of ethics is based upon:*

- *Autonomy: respecting the right to self-determination (taking social and cultural considerations into account)*
- *Beneficence: doing good to others and promoting client well-being*
- *Fidelity: honoring promises and trust clients place in counselors*
- *Justice: treating all clients fairly and providing appropriate services to all*
- *Nonmaleficence: doing no harm unto others*
- *Veracity: being honest with clients*

*Informed consent involves providing information about treatment options, risks and benefits, and reasonable alternatives to a client and allowing them to either agree or disagree with engaging in that treatment. The principle of autonomy and respecting a client's right to self-determination is the value best demonstrated by obtaining informed consent.*

---

**32.**

A counselor told a client that he would contact the local Department of Social Services to provide the requested documentation. The counselor following through on this promise is an example of which of the following ethical values?

**Fidelity**

Autonomy

Beneficence

Justice

*Correct answer: Fidelity*

*There are six values that the Commission on Rehabilitation Counselor Certification code of ethics is based upon:*

- *Fidelity: honoring promises and trust clients place in counselors*
- *Nonmaleficence: doing no harm unto others*
- *Autonomy: respecting the right to self-determination (taking social and cultural considerations into account)*
- *Beneficence: doing good to others and promoting client well-being*
- *Justice: treating all clients fairly and providing appropriate services to all*
- *Veracity: being honest with clients*

*A counselor making and keeping a promise is a demonstration of fidelity in the context of a therapeutic relationship.*

---

**33.**

A rehabilitation counselor employed by a Vocational Rehabilitation program is employed in which type of practice setting?

**Public**

Private

Non-profit

For-profit

*Correct answer: Public*

*Vocational Rehabilitation (VR) programs were established by the federal government to provide employment assistance to individuals with disabilities. Though VR programs can be found within various departments (the VA, the Department of Disability Services, and within state-level organizations), they are all considered public services and support.*

*Private and for-profit sector jobs are those such as a privately owned counseling agency or a private substance-use treatment facility. Non-profit rehabilitation counseling jobs are those that are not run by the government but have non-profit status, such as Clubhouses or other agencies aimed at assisting individuals in obtaining supported employment positions.*

---

**34.**

Mental health is best identified as:

**An individual's social, psychological, and emotional wellness**

An individual's psychological wellness

An individual's emotional wellness

An individual's psychological and emotional wellness

---

*Correct answer: An individual's social, psychological, and emotional wellness*

*The World Health Organization and US Center for Disease Control define mental health as an individual's emotional, psychological, and social well-being. The term "mental health" itself does not indicate a positive or negative state, but rather the collective functioning of a person's emotional state, psychological state, and social functioning. Mental health status impacts how a person feels, the thoughts they have, how well they can interact with others, and manage stressors in life.*

---

**35.**

An architect has been tasked with designing a new building for a supported employment organization. The organization asked the architect to design the building with universal design in mind. Which of the following correctly identifies the goal of universal design?

**To maximize accessibility during design**

To design with a specific target audience in mind

To design with aesthetics that will be appealing to all in mind

To design in a way that embraces simplicity

---

*Correct answer: To maximize accessibility during design*

*Universal design is the intentional decision to create a space or product so that accessibility is maximized intentionally. The inclusion of ramps, automatic doors, etc. are often incorporated into universal design.*

*Universal design emphasizes creating accessible spaces over one specific target audience, aesthetic, or simplicity. Rehabilitation counselors are expected to be familiar with the concept of universal design and to promote this concept wherever applicable.*

---

**36.**

When acting in a supervisory role, which of the following is not a primary element of the supervisory working alliance between supervisor and supervisee?

**An established trust**

Alignment on goals

Alignment on tasks

A bond

---

*Correct answer: An established trust*

*When providing supervision to rehabilitation counselors, the relationship between the supervisor and supervisee is extremely important and is referred to as the supervisory working alliance. Three essential elements of this alliance have been identified: alignment on goals, alignment on tasks, and an emotional bond. It is important to establish trust, but that results from the three elements previously listed.*

---

**37.**

The value nonmaleficence refers to:

**Doing no harm unto others**

Being honest

Respecting a clients right to self-determination

Promoting the well-being of clients

*Correct answer: Doing no harm unto others*

*There are six values that the Commission on Rehabilitation Counselor Certification code of ethics is based upon:*

- *Nonmaleficence: doing no harm unto others*
- *Autonomy: respecting the right to self-determination (taking social and cultural considerations into account)*
- *Beneficence: doing good to others and promoting client well-being*
- *Fidelity: honoring promises and trust clients place in counselors*
- *Justice: treating all clients fairly and providing appropriate services to all*
- *Veracity: being honest with clients*

*The practice of doing no harm unto others is referred to as nonmaleficence.*

---

**38.**

The practice of assessing, researching, planning, coordinating, and evaluating is best identified as which of the following rehabilitation counseling activities?

**Case management**

Caseload management

Case documentation

Life care planning

*Correct answer: Case management*

*Rehabilitation counselors will find themselves engaging in case management frequently over the course of their careers. Case management tasks are those that involve identifying needs and connecting clients to services to meet those needs, including assessment, research, planning, coordination of care, and evaluation of care and needs.*

*Caseload management refers to how counselors work with multiple clients at one time and emphasizes establishing an effective workflow so that all client's needs are met. Case documentation refers to recording case management or other treatment interventions employed and often includes a justification for the service if a payor or health insurer is involved in the client's care. Life care planning refers to the identification of needs a client will have related to their disability.*

---

**39.**

Which ethical principle ensures that a client has the right to make decisions about their rehabilitation and counseling, even in the event that their choice is not what the counselor has recommended?

**Self-determination**

Beneficence

Non-maleficence

Informed consent

---

*Correct answer: Self-determination*

*Self-determination is the concept that a client has the final say on interventions employed (if any) in regard to their own care and is closely linked to informed consent as a client has the right to fully understand all options prior to making determinations about their care. Informed consent involves discussing the intervention, risks, benefits, and reasonable alternatives prior to engaging in a specific treatment. Beneficence refers to the ethical principle that a counselor will "do good" while working with clients and non-maleficence refers to the concept that a counselor will "do no harm" when working with clients.*

---

**40.**

Which model of disability considers disability to be a result of societal attitudes, physical barriers, and discriminatory policies as opposed to the individual's personal deficit or medical issue?

**The social model of disability**

The medical model of disability

The moral model of disability

The disability justice model

---

*Correct answer: The social model of disability*

*The social model of disability views disability through the perspective that societal views, physical barriers, and systemic discriminatory policies are the cause of limitations rather than biological or psychological factors (as viewed in the medical model).*

*The medical model of disability views disability through a diagnostic and treatment lens with the ultimate goal of returning a person to a typical range of functioning. The moral model of disability asserts a moral judgement that disability is symbolic of the person's characteristics and is generally viewed as a form of victim blaming. The disability justice model focuses on eliminating systemic barriers to inclusion, equity, and self-determination. It is most similar to the social model but places greater emphasis on advocacy for systemic changes rather than looking at specific barriers.*

---

**41.**

The primary role for a rehabilitation counselor working at a vocational rehabilitation agency is:

**To provide vocational evaluations and link individuals with disabilities to places of employment**

To complete biopsychosocial assessments and provide diagnoses to clients

To engage in mental health counseling services to clients

To administer psychological testing to determine level of functioning

---

*Correct answer: To provide vocational evaluations and link individuals with disabilities to places of employment*

*Vocational rehabilitation programs were established to assist individuals with disabilities with finding and maintaining employment. As a result, a rehabilitation counselor working in this specialty would be responsible for completing vocational assessments to help link an individual with a disability to appropriate employment opportunities.*

*Rehabilitation counselors may find themselves conducting biopsychosocial assessments, diagnosing, providing mental health counseling, and conducting testing. However, these tasks are likely to be conducted in environments outside vocational rehabilitation such as educational settings, private sector employers, etc.*

---

**42.**

In which of the following practice settings would a rehabilitation counselor be primarily responsible for providing support to clients with disabilities during the transition phase from school to employment?

**Vocational rehabilitation agencies**

Private counseling practices

Correctional facilities

Substance-use treatment centers

*Correct answer: Vocational rehabilitation*

*Rehabilitation counselors at Vocational Rehabilitation (VR) agencies are highly likely to work with clients with disabilities during their transition from high-school or college into the workforce. Common tasks in this type of therapeutic relationship include engaging in career exploration, job placements, and vocational training programs. It is a common misconception that VR programs only serve veterans or older adults.*

*Rehabilitation counselors in private practice, correctional, or substance-use treatment facilities may find themselves supporting a client through this transitional phase, but their primary responsibilities in these settings would vary. For example, in the corrections setting, a rehabilitation counselor would be expected to assist in pre-release planning efforts and this transition from education to employment would be secondary.*

---

**43.**

A counselor's ability to maintain an "other-oriented" perspective pertaining to elements of identity defines the concept of:

**Cultural humility**

Intersectionality

Multicultural competence

Culturally adapted psychotherapy

*Correct answer: Cultural humility*

*Cultural humility is the practice of an ability to hold an "other-oriented" perspective as related to elements of cultural identity and is essential for counselors to be aware of and pursue. Counselors can achieve this by working to develop multicultural competence, or a deeper understanding of their own biases, their clients' perspectives, and engaging in interventions that are culturally oriented.*

*Intersectionality refers to viewing discrimination through a lens that incorporates how multiple systems of oppression interact with one another in regard to a client's life. Culturally adapted psychotherapy is a therapeutic modality that emphasizes exploration of the client's disability or illness via their cultural perspective.*

---

**44.**

The primary difference between a progress note and a psychotherapy note is:

**Progress notes focus on the treatment plan**

Progress notes focus on the counselor's observations

Progress notes focus on the counselor's clinical impression of the client

Progress notes do not include diagnostic information

*Correct answer: Progress notes focus on the treatment plan*

*Often, insurance companies and other payors will require progress notes be kept in order for a counselor to bill for services. Progress notes are identified as part of the medical record until HIPAA as they include the treatment plan, progress toward goals, any testing results, and diagnostic information. Psychotherapy notes are considered separate as they focus on the content of a psychotherapy session, including the counselor's clinical impression, thoughts, feelings, and observations during the session. It is important for counselors to know that the individual's permission must be obtained in order to share psychotherapy notes.*

---

45.

Which of the following landmark pieces of legislation sought to protect the civil rights of individuals with disabilities by prohibiting discrimination in the workplace?

**The Rehabilitation Act of 1973**

The Civil Rights Act of 1964

The Americans with Disabilities Act of 1990

The Workforce Innovation and Opportunity Act of 2014

---

*Correct answer: The Rehabilitation Act of 1973*

*The Rehabilitation Act of 1973 was a huge step forward for Americans with disabilities as it protected the civil rights of individuals with disabilities and disallowed workplace discrimination based on a disability. This law has been the basis for further advancement in protecting the civil rights of citizens with disabilities.*

*The Civil Rights Act of 1964 prohibited discrimination based on race, color, religion, gender, or national origin. It did not specifically address disability. The Americans with Disabilities Act of 1990 expanded upon protections against discrimination in the workplace and prohibited discrimination in public spaces and the public work sector. The Workforce Innovation and Opportunity Act of 2014 provided reforms to public employment services and vocational rehabilitation programs.*

---

**46.**

Which of the following would best be described as a mandatory level of ethical functioning?

**A state licensure board**

A certification body

A professional organization

A professional educational organization

*Correct answer: A state licensure board*

*Rehabilitation counseling ethics are broken into two categories: mandatory and aspirational. Mandatory ethical standards are those that a counselor is required to adhere to to prevent sanctions or legal repercussions. These types of ethical mandates are set forth by governance organizations such as the legal system and state licensure boards. Aspirational ethical practices are those that are of a more sophisticated level and require a higher level of critical thinking by the counselor. Aspirational ethical practices are often indicated by organizations such as professional organizations or educational institutions. Ethical governance occurs on a continuum in the following order:*

- 1. Court system*
- 2. Licensure boards*
- 3. Certification organizations*
- 4. Professional organizations with a code of ethics*
- 5. Professional organizations with an aspirational code of ethics*
- 6. Educational organizations with accrediting bodies*

*Of the options, state licensure boards are the most likely to issue mandatory ethical expectations.*

---

47.

An accolade that a counselor has met specific professional standards in a specialty area of practice is:

**A certification**

A license

Accreditation

An award

---

*Correct answer: A certification*

*A certification is a form of credentialing that furthers professional identity by confirming specialty knowledge in an area of practice.*

*A license grants legal permission to practice counseling in the identified jurisdiction. Accreditation refers to a process that an organization or agency must go through to prove that they meet predetermined standards. While awards might indicate that a counselor practices at a superior level, there are not set parameters for awards in the field.*

---

48.

What is the primary purpose of title protection in counseling?

**To restrict the use of particular titles for professional counselors who have met specific requirements**

To ensure that counselors receive honorary titles to recognize their work

To allow individuals the freedom to use any title they wish in their work

To enable counselors to earn higher wages than they would without the title

---

*Correct answer: To restrict the use of particular titles for professional counselors who have met specific requirements*

*While laws vary from state to state, each state has a version of title protection in order to ensure that those using a title have met the requirements to hold that title, including education, training, and/or experience needed.*

*Title protections are not related to honorary titles. They require that the person using the title has met a set of standardized requirements to ensure they are capable and qualified. Title protections limit who can carry a title versus allowing anyone to select the title they wish to use. While having title protection may help lead to increased wages and respect within the healthcare field, the primary function is to ensure counselors are presenting themselves appropriately.*

---

49.

Which of the following is not a detrimental impact of there being many professional organizations in the rehabilitation counseling domain?

**It exposes rampant corruption in the organizations**

It increases public confusion surrounding the speciality

It diminishes the public's ability to recognize it as a discipline

It diminishes advocacy power

---

*Correct answer: It exposes rampant corruption in the organizations*

*The rehabilitation counseling profession has made significant advancements in regard to career opportunities, educational programs, and professional respect. However, the plethora of professional organizations has drawbacks, including creating confusion in the public, diminishing the public's ability to recognize it as a distinct speciality, and reducing the advocacy power as rehabilitation counselors are splintered amongst the varying organizations.*

*There is not a known issue with corruption in rehabilitation counseling professional organizations.*

---

**50.**

Vocational Rehabilitation, VR, providers were directly impacted by the Affordable Care Act in which of the following ways?

**Increasing the client pool with the expansion of Medicaid**

Increasing the client pool with the expansion of Medicare

Decreasing the client pool due to limiting Medicaid eligibility criteria

Decreasing the client pool due to limiting Medicare eligibility criteria

---

*Correct answer: Increasing the client pool with the expansion of Medicaid*

*The Affordable Care Act, ACA, expanded the number of clients eligible for VR as it offered states the option to expand Medicaid eligibility criteria and increase access to private insurance. This increased opportunities to utilize state and federal funding to pay for VR services. The ACA did not expand the eligibility criteria for Medicare and thus the Medicare client pool was neither expanded nor reduced.*

---

**51.**

Which of the following is true regarding the World Health Organization's International Classification of Functioning, Disability, and Health (ICF)?

**It is a framework designed to assist providers in determining appropriate assessment tools**

It is an assessment tool

It is not intended to be used for children

It is intended to be used for analyzing physical disabilities only

---

*Correct answer: It is a framework designed to assist providers in determining appropriate assessment tools*

*The WHO developed the ICF with the intention of enabling providers to have a standard format and language to use when gathering information pertaining to disability and functioning. Additional goals included increasing the ability to compare data across both the lifespan and culture, increasing the ability to study disability and outcomes across the globe, and reviewing disability in a multi-dimensional manner (body function, activities of an individual, participation in areas of life, and environmental engagement).*

*It is commonly mistaken as an assessment tool, but it is a framework for gathering and analyzing information and is intended to be used to identify the most appropriate assessment tool to employ with a specific client.*

---

**52.**

Acts of discrimination or prejudice against an individual based on the notion that their disability makes them lesser than individuals without a disability refers to:

**Ableism**

Microaggression

Privilege

Disableism

*Correct answer: Ableism*

*Ableism is best defined as an incorrect belief or assumption that an individual having a disability is lesser, or less capable, than an individual without the disability. Ableism results in discrimination against individuals with disabilities and generates oppression.*

*Microaggressions are statements or actions that are often unintentional but discriminatory toward a marginalized or oppressed group. Microaggressions are harmful and can result in negative psychological repercussions. Privilege is defined as the advantages or benefits a person receives as a member of a powerful social group within an oppressive system. Disableism is not an identified term within rehabilitation counseling. It is essential that counselors are aware of and educate themselves on ableism, microaggressions, and privilege, as ignorance can lead to unintended harm toward clients.*

---

**53.**

According to the CRCC code of ethics, what should a counselor do first if they observe a colleague engaging in unethical practices?

**Make a reasonable effort to uphold ethical standards**

Leave that place of employment and seek an employer who upholds ethical standards

Report the colleague to the licensing board

Evaluate their own practice to ensure they are engaging in ethically appropriate behavior

*Correct answer: Make a reasonable effort to uphold ethical standards*

*The CRCC code of ethics states "Rehabilitation counselors behave in an ethical and legal manner. They are aware that client welfare and trust in the profession depend on a high level of professional conduct. They hold other rehabilitation counselors to the same standards and are willing to make reasonable efforts to ensure that standards are upheld. Rehabilitation counselors strive to resolve ethical dilemmas with direct and open communication among all parties involved and seek consultation with colleagues and supervisors when necessary."*

*The best answer is for the counselor to make a reasonable effort to uphold ethical standards. Prior to leaving the place of employment or reporting a peer to the board, the counselor should make an attempt to rectify the situation with the peer and/or employer. Counselors should continuously evaluate their own practice to ensure ethical standards are being upheld. This should not be prompted by witnessing unethical behavior.*

---

**54.**

The Americans With Disabilities Act of 1990 established:

**Workplace protections for nonfederal employees**

Workplace protections for federal employees

Expanded the definition of what is considered a "major life activity"

Narrowed the definition of what is considered a "major life activity"

---

*Correct answer: Workplace protections for nonfederal employees*

*The Americans With Disabilities Act of 1990 is a civil rights law that bars discrimination against individuals who have a disability in public spaces such as work, school, transportation, etc. A major tenet of this law was to provide legal protections in work environments that mirrored those provided to federal employees that already existed. In 2008, amendments to the ADA (Americans with Disabilities Act) were established when the Americans with Disabilities Amendments Act was enacted. These amendments expanded the definition of what is considered a "major life activity" by including a category surrounding major bodily functions, which increased the number of individuals who became eligible for protection under the ADA.*

---

## 2. Counseling Theories, Techniques, and Evidence-Based Practices

---

### 2. Counseling Theories, Techniques, and Evidence-Based Practices

55.

A substance-use therapy approach that is not evidence-based and research has indicated is likely to increase substance use is:

**Applying shame and guilt**

Instilling hope and faith

Natural recovery

Medication-assisted substance use treatment

---

*Correct answer: Applying shame and guilt*

*Research has consistently indicated that shaming, guilt, punishing, and otherwise belittling individuals struggling with substance-use issues is contraindicated and generally worsens symptoms rather than improving them.*

*However, instilling hope and faith does have a correlation with increased success in substance-use treatment. When a counselor has an expectation that a client is capable of change, the likelihood that they will enter recovery increases. Natural recovery, or a client seeking recovery on their own without professional support, is successful for many individuals in the world. A common example of this is quitting smoking. Most smokers quit independent of professional counseling support. Medication-assisted treatment is an evidence-based practice that has demonstrated positive outcomes for treating substance-use.*

---

56.

The evidence-based counseling model most appropriate to treat a client with borderline personality disorder who expressed a desire to develop emotion regulation and distress tolerance skills is:

DBT

CBT

REBT

Gestalt

---

*Correct answer: DBT*

*DBT (Dialectical Behavioral Therapy) was developed by Marsha Linehan to treat borderline personality disorder and suicidal ideation by teaching clients emotion regulation, distress tolerance, mindfulness practice, and interpersonal effectiveness skills.*

*CBT (Cognitive Behavioral Therapy) is a form of cognitive therapy aimed at teaching clients to uncover unhealthy patterns of thinking and skills to reshape those patterns into healthier alternatives. REBT (Rational Emotive Behavior Therapy) focuses on teaching clients to recognize and manage irrational beliefs. Gestalt therapy is a type of psychotherapy aimed at increasing a client's sense of self-awareness, freedom, and self-direction.*

---

**57.**

According to Donald E. Super's career theory, the stages of the life span include:

**Growth, exploratory, establishment, maintenance, and decline**

Sensorimotor, preoperational, concrete operational, formal operational

Oral, anal, latency, genital

Preconventional, conventional, postconventional

*Correct answer: Growth, exploratory, establishment, maintenance, and decline*

*The primary theoretical framework for Super's theory of career development is that career preference develops over the course of the lifespan. As a result, it is rooted in the person-in-environment perspective. Super breaks the lifespan down into five stages: growth, exploratory, establishment, maintenance, and decline.*

- 1. Growth: From birth to 14 years, focuses on childhood and student roles*
- 2. Exploratory: From 15 to 24, focuses on exploration of activities, roles, and environments*
- 3. Establishment: From 25 to 44, focuses on establishing roles with emphasis on the workplace*
- 4. Maintenance: From 45 to 64, focuses on maintaining control over roles*
- 5. Decline: From 65 onward, focuses on disengagement from some roles*

*The four stages of sensorimotor, preoperational, concrete operational, formal operational are correlated with Jean Piaget's theory of cognitive development. The oral, anal, latency, genital stages are found within Freud's theory of psychosexual development. The preconventional, conventional, postconventional stages of development are part of Kohlberg's theory of moral development.*

---

**58.**

A client seeks support from a rehabilitation counselor to develop skills to help them innovate in their work environment in an effort to improve socialization skills. The identified client is most likely in which phase of their career, according to Donald Super's life span, life space theory?

**Maintenance**

Disengagement

Establishment

Exploration

*Correct answer: Maintenance*

*Super's life span, life space theory emphasizes completion of stages throughout the life span as their personal self-concept is applied in the workplace. The stages include:*

- 1. Growth: Typically occurs between 4 and 13 and involves development of a sense of self within the larger context of the world*
- 2. Exploration: Typically occurs between 14 and 24 and involves determining career preferences, building off the previous stage's sense of self*
- 3. Establishment: Typically occurs between 25 and 45 and involves stabilization of career trajectory and moving upward*
- 4. Maintenance: Typically occurs between 46 and 65 and involves innovating within the work environment*
- 5. Disengagement: Typically occurs after age 65 and involves planning and transitioning out of the workforce*

*A client seeking to innovate and improve a skill within the workplace is likely in the maintenance phase of the life span, life space theory.*

---

**59.**

A rehabilitation counselor is providing case management for an adolescent who has been experiencing increasingly severe behavioral challenges in school. The counselor selects a treatment model that emphasizes the involvement of the child's family and prioritizes both the child and the family's needs and perspectives in an effort to coordinate service delivery and increase engagement. The service that the case manager has selected is:

**Wraparound**

AMP

Strategic family therapy

Structural family therapy

*Correct answer: Wraparound*

*Wraparound is a service delivery model used with children and their families that emphasizes a high level of involvement from the caregivers in order to provide uninterrupted care and promote active engagement. Wraparound centers the perspective of the youth and the family (as opposed to just the caregiver or treatment team perspective), is strengths-based, and is appropriate for children and adolescents who have serious mental health diagnoses.*

*AMP, or Achieve My Plan!, is an approach that involves coaching youth clients to enhance their communication and conflict resolution skills in an attempt to ensure that they are actively involved in treatment planning and interventions. AMP aims to make youth feel more comfortable by letting treatment be led with their own perspective. Strategic family therapy is a short-term model of therapy that emphasizes enhancing structure in the family unit to alleviate behavioral disturbance in children. Structural family therapy places the emphasis on the relationships and boundaries within the family system and how they influence behaviors.*

---

60.

According to the stages of change model, an individual with a substance-use disorder first acknowledges that a problem exists in the:

**Contemplation stage**

Precontemplation stage

Preparation stage

Action stage

*Correct answer: Contemplation stage*

*During the contemplation stage of change, the client first acknowledges there is a problem and begins to consider making a change. It is important to note that ambivalence is likely to occur in this stage.*

*The stages include:*

- 1. Precontemplation - a client does not acknowledge there is a problem yet*
  - 2. Contemplation - a client acknowledges there is a problem and begins to consider change*
  - 3. Preparation - a client makes the decision to make a change and begins to plan*
  - 4. Action - a client begins taking active steps to make a change*
  - 5. Maintenance - the client takes steps to prevent relapse*
  - 6. Relapse - an individual uses substances again*
-

61.

In substance-use treatment, harm reduction has a primary goal of:

**Minimizing the negative consequences of using substances**

Encouraging abstinence above all else

Court mandating that an individual quit using substances

Encouraging clients to continue to use substances until they are motivated to quit

*Correct answer: Minimizing the negative consequences of using substances*

*Harm reduction as a substance-use treatment philosophy emphasizes decision making that reduces the harmful consequences of substance-use without requiring abstinence. This philosophy recognizes the reality that not every client is ready (or able) to engage in abstinence and this seeks to minimize the harm the individual experiences.*

*Promoting abstinence is not a harm reduction strategy and, while effective for some, can be harmful to some clients. A court mandating that a client cease substance use would not minimize harm if the client is not ready or able to quit using substances and could result in negative legal and psychosocial consequences. Harm reduction never promotes continued substance-use, but rather seeks to minimize harmful consequences of substance-use when a client is unable to engage in abstinence immediately.*

---

62.

While meeting with a client who was displaced from their home following a hurricane, which of the following would be considered a red flag for referral to counseling?

**Lack of attention to self-care activities**

Tearfulness

Reported anger

A lack of emotion

*Correct answer: Lack of attention to self-care activities*

*The Center for Disease Control has identified a set of indicators that should lead to mental health counseling referral for individuals who have experienced a natural disaster. Those indicators include: lack of attention to self-care activities, expressed hopelessness, withdrawal from social supports, auditory hallucinations, hypervigilance, obsessive fear, visual hallucinations, delusions, substance use, or homicidal ideation.*

*Tearfulness, expressed anger that does not indicate homicidal ideation, and a lack of emotion are not considered severe symptoms and would not be red flags that indicate immediate mental health services are necessary.*

---

**63.**

Using the motivational interviewing framework, a rehabilitation counselor stating "So you want to be healthy and able to run a marathon and you want to continue smoking a pack of cigarettes a day" has demonstrated:

**Double-sided reflection**

Amplified reflection

Affirmation

Activation

*Correct answer: Double-sided reflection*

*Motivational interviewing is a form of psychotherapy used to increase motivation, reduce ambivalence, and facilitate change. When engaging in motivational interviewing, it is essential that the counselor expresses empathy, highlights discrepancies, rolls with resistance, and supports a client's self-efficacy. Reflection is a key microskill used in MI (Motivational Interviewing) and involves restating what a client has communicated. Double-sided reflection involves summarizing both sides of a client's ambivalence. The counselor highlighting that the client wishes to run a marathon and continue to engage in behavior that is counterproductive to that goal is an example of double-sided reflection.*

*Amplified reflection involves overstating the client's words to highlight the discrepancy. Affirmation is a technique used in MI to promote a client's sense of self-efficacy by providing reinforcement. Activation involves initiating action by the client by having them identify a step they are ready to take.*

---

**64.**

The model of supervision that emphasizes the integration of process, conceptualization, and personalization skills is:

**The discrimination model**

The integrated development model

A systems approach

Multicultural

*Correct answer: The discrimination model*

*The discrimination model of supervision emphasizes the integration of process, conceptualization, and personalization skills. Process skills are skills that the supervisor can directly observe when the supervisee is interacting with their clients. Conceptualization skills encapsulate behaviors and strategies that the rehabilitation counselor employs during a counseling session. Personalization skills are those that relate to the supervisee's comfort level and ability to engage with clients in a culturally sensitive and personable manner.*

*The integrated development model of supervision divides development of the supervisee into three stages. A counselor at the first level of development holds the belief that there is a singular right way to complete a task. In the second level, the counselor begins to engage in more open-ended and less concrete discussions surrounding issues they encounter in practice and confidence typically increases during this stage. The final stage is reached when the supervisee feels an increased level of stability in their practice, skills, and theoretical orientation. A greater level of reflection occurs at this stage. The systems approach to supervision breaks the tasks of supervision into categories including counseling skills, case conceptualization, professional roles, emotional awareness, and self-evaluation. Multicultural supervision is not its own model of supervision but rather a concept that should be incorporated into all forms of supervision. This concept emphasizes the importance of both the supervisor and the supervisee engaging in education and practice that is multicultural in nature.*

---

65.

The concept of holism in Adlerian therapy is:

**Viewing a person as a whole rather than the sum of their parts (mind, body, emotions)**

Understanding that each person creates their own reality

Helping a client view a problem from a different perspective

The understanding that individuals have both a responsibility to themselves and to the community

---

*Correct answer: Viewing a person as a whole rather than the sum of their parts (mind, body, emotions)*

*Holism requires that rehabilitation counselors view clients as a whole, unified person rather than the sum of their mind, body, and emotions. It requires that counselors assess clients using biological, social, and psychological lenses.*

*Understanding that each person creates their own reality refers to acceptance that logic is subjective rather than objective. Helping a client view a problem from a different perspective is the therapeutic tool known as reframing. The understanding that individuals have both a responsibility to themselves and to the community refers to the German concept of "gemeinschaftsgefühl," that emphasizes empathetic connections amongst humanity and the universal responsibility to improve the world. All of these concepts and tools are used in Adlerian therapy.*

---

**66.**

A client in the precontemplation stage of change would benefit most from including goals on a treatment plan that:

**Validate the client's feelings**

Identify barriers to change

Help the client develop social supports to sustain change

Help the client prevent relapse

*Correct answer: Validate the client's feelings*

*Clients who are in the pre-contemplation stage of change may present to therapy as a result of a loved one asking them to make a change, or if they are mandated by the courts to attend counseling. In circumstances where the client has entered treatment in the pre-contemplation stage, it would not be appropriate to set goals that assume the client has yet acknowledged the existence of a problem or made an internal commitment to change. Instead, it is essential to set goals that validate the client's feelings as this is more likely to establish a healthy therapeutic alliance.*

*When the client enters the contemplation stage and has acknowledged the existence of a problem, it would be appropriate to set goals that identify barriers to change. When a client moves into the action stage of change, it would be appropriate to set goals that help them establish social support to sustain the changes they are making. When the client enters the maintenance stage of change, it would be appropriate to establish goals that help prevent relapse and/or decompensation.*

---

67.

Evidence-based practice emphasizes the integration of:

**Current research, clinical expertise, and client input**

The counselor's beliefs and values

The counselor's clinical experience and agency policy

Rigid, standardized interventions for all clients

*Correct answer: Current research, clinical expertise, and client input*

*Evidence-based practice involves using up-to-date research, the counselor's clinical experience, and the client's culture and preferences when engaging in treatment interventions. Engaging in evidence-based practice upholds the ethical standards expected of a rehabilitation counselor.*

*The counselor's personal beliefs and values should not factor into treatment as this can lead to biases (implicit or explicit) impacting treatment. Counselors are tasked with the ongoing responsibility of assessing their own practice to ensure that their beliefs are not impacting treatment. While counselors are advised to incorporate their own clinical experience, agency policy does not directly factor into evidence-based practice. Providing rigid, standardized interventions ignores the essential aspect of including the client's experiences, culture, and preferences into treatment and thus is not aligned with evidence-based practice.*

---

68.

The microcounseling skill that involves restating a client's words or identified emotions is:

**Reflecting**

Summarizing

Questioning

Paraphrasing

*Correct answer: Reflecting*

*Reflecting is an essential counseling skill and can be done by restating a client's words, or expressed emotion, with the goal of highlighting a particular emotion, reaction, or thought to the client.*

*Summarizing is a therapeutic skill that involves reviewing covered topics at the end of a session. Questioning involves verbally asking a question or nonverbally prompting a client in an effort to get them to elaborate and gain insight. Paraphrasing involves restating the content of a client's statement in a different way. These listening and communication skills are essential for therapists as they are foundations of communication and are integral in empathetic communication.*

---

**69.**

An incarcerated adult diagnosed with a substance-use disorder and a severe and persistent mental illness is working with a rehabilitation counselor on pre-release planning. The most appropriate outpatient treatment option for this client is most likely:

**FACT**

Intensive-in-home

Wraparound

Medication management and individual therapy

*Correct answer: A FACT team*

*FACT stands for Forensic Assertive Community Treatment and was developed in order to provide comprehensive community support to individuals who are connected to the criminal justice system and have a severe and persistent mental illness. FACT used the Assertive Community Treatment Team model and was revised to meet the needs of forensically involved clients. The services offered by a FACT team include medication management, criminal justice coordination services, connection to benefits, supported housing, substance-use treatment, legal support, vocational support, and ADL support.*

*Intensive-in-home and wraparound services are intended to treat children and adolescents within the family context and would not be appropriate for an adult client seeking treatment for substance-use and SPMI (Serious and Persistent Mental Illness). Medication management and individual therapy would be of benefit to a client with these diagnoses, but FACT would be a more comprehensive and appropriate treatment option for someone re-entering society from being incarcerated.*

---

70.

Which of the following would not be considered a best practice when providing rehabilitation counseling to an individual with a disability?

**Using "I" language to minimize power dynamics and demonstrate empathy**

Mirroring the language and terminology the client uses to describe their disability

Using a transgender client's chosen name and correct pronouns

Engaging in advocacy activities with the client

---

*Correct answer: Using "I" language to minimize power dynamics and demonstrate empathy*

*As with most all types of counseling, therapeutic alliance and building trust with the client are integral to the counseling process in rehabilitation counseling. Using "I" language, as opposed to "we" language, can increase the power differential between the counselor and the client and may harm the therapeutic alliance. Using "we" language communicates a sense of team work, empathy, and partnership.*

*Mirroring the language and terminology the client uses to describe their disability is a best practice as it aids in developing trust and communicates understanding, respect, and empathy. For example, many veterans reject the label "disabled" and prefer to refer to their status as "wounded." Regardless of the counseling setting, research reinforces the necessity of using a person's chosen name and preferred pronouns when they identify as transgender. As advocacy is a major tenet of the code of ethics, it is essential that appropriate advocacy efforts be made for or with the client.*

---

71.

The ecological perspective of human development would assert that:

**Human behavior is driven by both self-perception and how we believe we are perceived by others**

Human behavior is driven by self-perception only

Human behavior is driven by how we believe we are perceived by others

Human behavior is the result of innate traits that are biological in nature

---

*Correct answer: Human behavior is driven by both self-perception and how we believe we are perceived by others*

*The ecological perspective of human behavior, largely developed by Bronfenbrenner, asserts that human behavior is influenced by both how the individual perceives themselves and external factors such as how others perceive the individual, and how the individuals feel they are perceived. It is not self-perception alone but how the person interacts and perceives their interactions with the world that will influence behaviors.*

---

72.

The four guiding principles of motivational interviewing include:

**Expression of empathy, development of discrepancy, rolling with resistance, and supporting self-efficacy**

Expression of sympathy, development of discrepancy, rolling with resistance, and supporting self-efficacy

Expression of empathy, development of alignment, rolling with resistance, and supporting self-efficacy

Expression of empathy, development of discrepancy, pushing against resistance, and supporting self-efficacy

*Correct answer: Expression of empathy, development of discrepancy, rolling with resistance, and supporting self-efficacy*

*There are four identified guiding principles of motivational interviewing:*

- 1. Expression of empathy: the counselor must work to feel what the client may be feeling in the present moment rather than sympathizing or pitying the client*
  - 2. Development of discrepancy: MI (Motivational Interviewing) is a clearly goal-oriented therapeutic technique that requires therapy to highlight incongruencies*
  - 3. Rolling with resistance: the counselor must ensure that resistance from the client is met with nonthreatening responses to prevent defensiveness from entering the session*
  - 4. Supporting self-efficacy: counselors must be affirmative and supportive of actions in the client's identified desired direction of change to increase hope*
-

**73.**

A rehabilitation counselor is working with a retired woman recently diagnosed with Rheumatoid Arthritis at a VR (Vocational Rehabilitation) program. She expresses that she retired following her diagnosis as she was physically unable to work full time at her job anymore. She expresses a desire to seek part-time employment within her physical capabilities. She also reports feelings of depression and hopelessness following being forced to retire earlier than planned.

Which of the following is the most appropriate course of action for the rehabilitation counselor to address both of the client's needs?

**Refer her to a mental health counselor**

Refer her to a Rheumatoid Arthritis physician

Refer her to a financial planner who can assist with budgeting

Work with her to find employment and engage in counseling to address the depression

*Correct answer: Refer her to a mental health counselor*

*Rehabilitation counselors will work with clients who are facing an array of challenges. It is essential that rehabilitation counselors are comfortable making referrals to other providers and working as a collaborative team to meet all of the client's needs. As the client expressed feelings of depression, it is most appropriate to refer her to a mental health counselor to meet her mental health needs. It would not be appropriate for a rehabilitation counselor whose job function is within VR to provide mental health counseling.*

*As the client comes to the counselor following a diagnosis, it is reasonable to assume that her medical care has been taken care of and she is working with a qualified provider. The client has not identified financial needs at this time and thus it would not be urgent or appropriate to refer her to a financial planner.*

---

74.

Research comparing the benefits of distance supervision versus in-person individual supervision concluded that:

**Distance supervision was as effective than in-person**

Distance supervision was less rigid and formal than in-person

In-person supervision resulted in an increase in self-confidence and distance resulted in a decrease

There were no benefits to distance supervision

---

*Correct answer: Distance supervision was as effective*

*The three primary formats for clinical supervision include in-person individual, group, and distance supervision. Studies conducted to assess the effectiveness of in-person supervision compared to distance supervision largely concluded that there was not a statistically significant difference in the effectiveness of the two formats. The studies indicated that distance-supervisees indicated an increase in formality and rigidity as compared to in-person supervision. Both groups rated their self-confidence in practicing counseling higher after engaging in supervision. A noted benefit of distance supervision was increased access in rural practice areas. Of note, when there were technological glitches, distance supervision was noted to be less preferred.*

---

**75.**

A client presents to a rehabilitation counselor who determines that the client has a co-occurring substance-use disorder and mental illness. The most appropriate treatment approach would be:

**To provide (or refer to) treatment for both illnesses at the same time**

To treat the mental illness first

To treat the substance-use disorder first

To refer the client to inpatient treatment

*Correct answer: To provide (or refer to) treatment for both illnesses at the same time*

*It is essential to ensure that psychiatric symptoms occur outside the context of substance-use prior to applying a mental health diagnosis as a co-occurring diagnosis with substance-use. However, if a client does have co-occurring diagnoses, research has indicated that simultaneous treatment yields the best outcomes due to the challenging nature of disentangling symptoms and triggers. Attempting to address either diagnosis alone is not likely to lead to the client reaching the recovery stage.*

*Referral to an inpatient setting may be appropriate, but there is not enough information available to indicate that the client is in need of this level of service.*

---

76.

The strongest indicator that a treatment plan is inadequate is:

**When a counselor cannot easily identify what the therapist and client are trying to accomplish**

When a counselor has to modify the treatment plan on multiple occasions

When it does not include goals from emotional, cognitive, behavioral, and social domains

When the number of goals and interventions is limited

---

*Correct answer: When a counselor cannot easily identify what the therapist and client are trying to accomplish*

*The primary function of a treatment plan is to act as a roadmap to the client overcoming the identified presenting problem. As a result, a treatment plan should make it easy for the counselor to identify what they are trying to accomplish while working with the client. If this question cannot be answered, the treatment plan is likely inadequate and should be revised.*

*Treatment plans are intended to be treated as living documents that are clearly communicative, easy to understand, and flexible. As clients work toward goals and make progress in therapy, their targeted goals may shift and change or the counselor and client may realize that a goal is unachievable or too simple. In any of these instances, adaptability and modification of the treatment plan would be absolutely appropriate. During an assessment, it is important that a counselor obtain data from all domains of a client's life (emotional, cognitive, vocational, behavioral, and social) in order to develop a comprehensive treatment plan. However, it is not essential that there are goals and objectives related to each domain as some may not be correlated to the client's presenting problem. There should be a limited number of goals and interventions on any given treatment plan as having too many makes it increasingly challenging to know what to focus on, identify progress, and will likely hinder progress.*

---

77.

The most important communication skill for building a strong therapeutic alliance is:

**Demonstrating empathy and active listening**

Offering advice and solutions to the client

Providing clear directives

Using jargon to instill confidence in you as a counselor

---

*Correct answer: Demonstrating empathy and active listening*

*Demonstrating empathy and active listening is integral to the development of a therapeutic alliance as they make it clear to the client that the counselor is attentive, understanding, and non-judgemental. As a strong therapeutic alliance is one of the strongest indicators of a positive outcome of counseling, it is essential that this relationship is established.*

*Offering advice and solutions to a client may be appropriate during the course of treatment. However, doing this too early can actually diminish the therapeutic alliance and push the client away. Providing clear directives while trying to establish a therapeutic alliance may increase the power imbalance and is not likely to strengthen the therapeutic alliance. Using jargon and technical terms is likely to make the client feel inferior and could lead to an increase in the power imbalance rather than strengthen the therapeutic alliance.*

---

78.

According to the American Society of Addiction Medicine's five levels of care, a client in need of the highest level of care would be referred to:

**Medically managed intensive inpatient services**

Partial hospitalization services

Residential inpatient services

Early intervention

*Correct answer: Medically managed intensive inpatient services*

*The ASAM five levels of care are:*

- .5: early intervention
- I: outpatient services
- II: intensive outpatient/ partial hospitalization
- III: residential inpatient services
- IV: medically managed intensive inpatient services

*The highest level of care is medically managed intensive inpatient services and clients who are having or are at high risk of severe medical complications due to withdrawal would need to be referred to this level of care.*

---

79.

Counseling that is unrelated to a client's vocation is referred to as:

**Affective**

Effective

Eclectic

Differential

*Correct answer: Affective*

*Rehabilitation counselors can use the term affective counseling to refer to counseling that is not directly related to a client's vocation. Affective counseling often focuses on a client's behavioral and/or emotional health. When a client is in need of significant affective counseling in sessions with a rehabilitation counselor where mental health is not the focus, it may be an indicator that it would be appropriate to refer the client to a mental health professional.*

*Effective does not indicate a particular style of therapy. Eclectic therapy is when a counselor uses interventions from multiple therapy modalities or theories as a result of a desire to select the most appropriate plan for the client. It still requires that the counselor be proficient in all areas of practice. Differential refers to the notion of differential diagnosis, or using a client's presenting symptoms to rule out inappropriate diagnoses and ultimately select the most appropriate diagnosis.*

---

80.

If a counselor is using the IS PATH WARM? risk assessment model, they are assessing for:

**Suicidality**

Homicidality

Substance-use relapse

Stroke

*Correct answer: Suicidality*

*When indicated, rehabilitation counselors may find the need to conduct a risk assessment for suicide with a client to ensure safety and initiate a higher level of services if needed. The IS PATH WARM? acronym is a common model used to assess suicide risk. It stands for:*

- *Ideation: expressed thoughts of harming themselves*
- *Substance-use: current or new substance-use*
- *Purposelessness: expressed feelings of a lack of purpose*
- *Anxiety: expressed feelings of anxiety or agitation*
- *Trapped: expressed feelings of not having a way out of a situation*
- *Hopelessness: expressed feeling a negative sense of self or lack of hope for the future*
- *Withdrawing: social withdrawal or desire to withdraw socially*
- *Anger: expressed feelings of intense or uncontrollable anger*
- *Recklessness: engaging in reckless behavior*
- *Mood change: has there been a sudden mood change*

*Risk assessment is meant to determine if a higher level of care is required as a result of increased risk of danger. This assessment tool is to be used for suicidality only and other evaluation measures exist for homicidality, likelihood of relapse, and stroke.*

---

81.

Which of the following is considered to be the primary goal of Psychological First Aid?

**To provide immediate comfort and practical assistance after a traumatic event**

To diagnose and treat PTSD after a traumatic event

To engage in psychoanalysis after a trauma

To provide long-term support following a traumatic event

---

*Correct answer: To provide immediate comfort and practical assistance after a traumatic event*

*Psychological First Aid is a therapeutic model designed to provide immediate comfort, practical support, and emotional assistance to individuals in the immediate wake of a traumatic event. The emphasis is placed on the immediate psychological need and adapting coping skills to their current situation.*

*Diagnosing (especially PTSD (Post-Traumatic Stress Disorder)) and conducting long-term therapy (such as psychoanalysis) are not aligned with the short-term, crisis-based support provided by psychological first aid.*

---

**82.**

A newly licensed rehabilitation counselor is receiving supervision at her new agency. Their sessions focus primarily on ensuring that the new counselor understands agency policies and needs. This type of supervision is:

**Administrative**

Clinical

Mentorship

Group

*Correct answer: Administrative*

*The primary goal of all types of supervision is to ensure that ethical standards are being upheld and to ensure that services are delivered in an effective and efficient manner. There are two types of supervision: clinical and administrative. In administrative supervision, the supervisor works with the supervisee to ensure the supervisee understands agency policies, agency needs, and the organizational mission.*

*Clinical supervision focuses on the counselor's clinical knowledge, skills, and engagement with clients with an end goal of enhancing clinical counseling skills. All forms of supervision can be classified as professional mentorship as it matches more experienced counselors with newer counselors for an exchange of knowledge and feedback. Both administrative and clinical supervision can be individual or group, though individual is the most common type.*

---

**83.**

A rehabilitation counselor providing CBT to a client hears the client say "If I get fired from this job I'll lose my house, my wife, and be living on the street forever." The counselor would help the client identify this thought as:

**Catastrophizing**

All-or-nothing thinking

Emotional reasoning

Minimization

*Correct answer: Catastrophizing*

*CBT (Cognitive Behavioral Therapy) involves teaching clients to identify and restructure cognitive distortions. Catastrophizing is a common cognitive distortion that involves making assumptions that the worst possible outcome will happen.*

*All-or-nothing thinking is a cognitive distortion that involves viewing outcomes as mutually exclusive rather than seeing all possible outcomes. Emotional reasoning is a cognitive distortion that occurs when an individual views a feeling as a fact without assessing the cause of the feeling. Minimization is a cognitive distortion that involves devaluing positive characteristics or personality traits.*

---

84.

Vocational accommodation planning for a client with an asthma disability would first involve:

**Providing education about legislative protections that apply to them and their employment rights**

Identifying workplace barriers

Identifying potential accommodations

Meeting with the employer to discuss potential accommodations

*Correct answer: Providing education about legislative protections that apply to them and their employment rights*

*Often, clients may not be aware that their disability qualifies for protection under the ADA (Americans with Disabilities Act) or other legislation. Therefore, it is essential that the first step of accommodation planning is to review legislative protections that apply to them and their employment rights. Once rights have been identified, collaboration with the client to explore barriers in the workplace should occur. Then the rehabilitation counselor and client can work to identify the client's needs, identify potential accommodations, and collaborate on a self-advocacy plan to request and implement accommodations.*

---

**85.**

A rehabilitation counselor has been working with an Iraq War veteran with a PTSD diagnosis to obtain employment. The veteran has started a new job and her employer has implemented workplace accommodations for her. The rehabilitation counselor's next step is to:

**Provide ongoing support**

Terminate with the client

Follow-up in 30 days to ensure efficacy

Advocate for additional accommodations

*Correct answer: Provide ongoing support*

*A rehabilitation counselor should not immediately terminate once a client has identified, advocated for, and received workplace accommodations. The initial stages of employment require consistent follow-up as increased self-esteem and subsequent changes to goals are frequent in this stage. Clients may need continued support in working to achieve higher goals for employment as their self-esteem improves with success in the workplace. Clients may also learn new skills and develop a desire to pursue employment using those skills.*

*Advocacy for additional accommodation would not be necessary unless the client indicates that this is needed during a follow-up appointment. Additionally, while a 30-day follow-up may be appropriate, it is best to decide with the client what frequency of contact would best suit their needs.*

---

86.

Which of the following would not be considered a strategy for making therapy more accessible to clients with disabilities?

**Lowering the temperature in the office so clients do not get overheated**

Providing consent forms in electronic format

Accommodating varying appointment times

Having automatic door openers

---

*Correct answer: Lowering the temperature in the office so clients do not get overheated*

*There is no specific temperature that will be comfortable for all clients, especially as some individuals with disabilities are impacted by temperature changes in more significant ways. Therefore, keeping the temperature lower may not be beneficial for all clients. A better solution would be to have a standard temperature and provide fans or blankets to accommodate a client's needs.*

*Providing consent forms in an array of formats, such as electronic or large print, can accommodate clients with vision impairment or cognitive impairment. Accommodating a variety of appointment times allows clients to select a time they are most comfortable with in the event they experience fatigue at a certain time or need to use specific modes of transportation. Having automatic door openers assists clients with mobility impairments.*

---

87.

A client meeting with a rehabilitation counselor expressing ambivalence about changing careers following the development of a disability would be most appropriate for:

**Motivational interviewing**

Solution-focused brief therapy

Cognitive behavioral therapy

Dialectical behavior therapy

*Correct answer: Motivational interviewing*

*The primary focus of motivational interview (a technique used in psychotherapy) is to assist clients in resolving ambivalence to facilitate change. By engaging in change talk, the counselor assists the client in identifying their desire, capability, supporting reasons, needs, and finally evoking a commitment to change that is internally motivated.*

*Solution-focused brief therapy is a goal-focused, short-term therapy model that emphasizes solutions rather than problems.*

*Cognitive behavioral therapy helps clients reduce symptoms of mental illness by identifying unhealthy thinking patterns and teaching skills to help clients restructure the identified patterns. It emphasizes the interaction of thoughts, behaviors, and feelings.*

*Dialectical behavior therapy helps clients manage intense emotions and improve interpersonal relationships using skill-building techniques and mindfulness practice.*

---

88.

On a treatment plan for a client experiencing crippling anxiety leaving the home, an appropriate objective would be:

**Jane will learn three grounding techniques to use when leaving her home over the next two weeks**

Jane will successfully leave her home three times over the next two weeks

Jane will effectively manage anxiety

Jane will read psychoeducational pamphlets related to grounding techniques for anxiety

*Correct answer: Jane will learn three grounding techniques to use when leaving her home over the next two weeks*

*When developing treatment plans, counselors will need to work with clients to identify goals, objectives, and interventions. Goals are generally broad, positive, and directly correlated to the presenting problem. Objectives are short term and able to be measured. Interventions are techniques counselors use to move clients toward achieving their goals. In the example, the client's presenting problem is anxiety. Learning three grounding techniques in a specified (short-term) time period is an example of an appropriate objective for this client.*

*"Jane will successfully leave her home three times over the next two weeks" is an example of a poorly developed objective, as "success" is not defined. "Jane will effectively manage anxiety" is an example of a goal, not an objective, as it is broad and correlated to the presenting problem. "Jane will read psychoeducational pamphlets related to grounding techniques for anxiety" is an example of an appropriate intervention as it would help her complete the identified objective.*

---

**89.**

A rehabilitation counselor at an inpatient psychiatric hospital is meeting with a client and her family prior to discharge. The client has co-occurring disorders and is recovering from an attempted suicide. The counselor provides the family with information about the client's diagnoses, coping skills, triggers, crisis management strategies, and answers questions the family has. This counselor is providing:

**Psychoeducation**

Continuing education

Strategic family therapy

Pre-release counseling

*Correct answer: Psychoeducation*

*Psychoeducation is a therapeutic approach that provides education and therapeutic support to clients and (sometimes) their loved ones. In the context above, it is appropriate for the family to be included as research shows that discharge from inpatient hospitalization and the presence of co-occurring disorders often leads to an increased need for support from family members.*

*Continuing education refers to education counselors must obtain over the course of education to be eligible for licensure or renewal and is intended to ensure that counselors are up-to-date on treatment modalities and changing approaches. Strategic family therapy views conflict and issues experienced within a family system through a lens that emphasizes the interplay between various domains the family interacts with. Pre-release counseling is generally associated with counseling incarcerated individuals and working on supportive plans and resources for release into the community with the goal of reducing recidivism.*

---

90.

When reviewing research and building a treatment plan, secondary data would include:

**Documents**

Interviews

Observation

Participant observation

---

*Correct answer: Documents*

*An integral part of engaging in evidence-based practice is to review current research. While reviewing data, it is important to note the difference between primary and secondary data.*

*Secondary data includes data that is collected by someone else. Examples of secondary data include medical records, legal records, peer-reviewed articles, etc.*

*Primary data is data that is collected directly, including interviews, observation, and participant observation data. Examples of primary data include focus group interviews, client interviews, experiment data, etc.*

---

**91.**

A rehabilitation counselor that is able to understand the client's emotions and experiences such that the client feels that they are heard and understood is demonstrating:

**Empathy**

Sympathy

Reflection

Interpretation

*Correct answer: Empathy*

*Empathy is defined as the ability to feel and understand another person's emotions. In a therapeutic relationship, empathy is conveyed by expressing understanding the client's shared emotions and experiences. This increases the client's sense of being heard and understood and strengthens the therapeutic alliance.*

*Sympathy is defined as feelings of pity or guilt for another person's experiences or feelings. Sympathy does not often increase the therapeutic alliance as it can make the client feel misunderstood or as though the counselor views them as a victim rather than a whole person. Reflection is a therapeutic tool that involves repeating the client's words back to them to emphasize their meaning or have them consider their statement from a different perspective. Interpretation is a psychodynamic therapy tool that involves connecting conscious thoughts or feelings to the unconscious.*

---

**92.**

The approach to treatment for co-occurring disorders that involves one provider providing both substance-use and mental health treatment in a comprehensive manner is:

**Clinical integration**

Parallel integration

Sequential treatment

Exclusive treatment

---

*Correct answer: Clinical integration*

*Clinical integration is a treatment approach used with individuals with co-occurring mental health and substance-use diagnoses. In this model, the counselor works with the client to develop a comprehensive treatment plan in a holistic manner. Interventions are tailored specifically to the client's needs with the goal of helping the client manage both disorders effectively.*

*Parallel integration and exclusive treatment are not identified models of treatment in the rehabilitation counseling domain. Sequential treatment would be treatment that addresses one need at a time and not concurrently.*

---

93.

The most notable benefit of establishing clear and achievable treatment goals in conjunction with the client is:

**It provides a sense of direction and purpose for sessions**

It bolsters the rehabilitation counselor's control over the process

It prevents the client from feeling overwhelmed and disengaging

It eliminates the need for additional assessments

*Correct answer: It provides a sense of direction and purpose for sessions*

*By setting clear and achievable treatment goals with the client, the counselor ensures that both parties have a path for moving through the counseling process, and collaboration and motivation are subsequently increased. A common model for goal setting is SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound).*

*Counseling is intended to be a collaborative process and thus enhancing the counselor's control over the process would not benefit the client. Setting goals may help a client feel less overwhelmed, but this is done by providing a path for moving forward. Setting goals and the need for additional assessments are not linked. Even if a client has clear and appropriate goals, circumstances may change and require further assessment. Additionally, assessment tools can be used to measure progress in certain situations.*

---

94.

Supported employment is an evidence-based vocational service least suitable for clients with:

**Personality disorders**

An intellectual disability

A developmental disability

Severe and persistent mental illness

*Correct answer: Personality disorders*

*Supported employment is an evidence-based practice that rehabilitation counselors working in the vocational rehabilitation domain will find themselves referring clients to frequently. Research has demonstrated strong efficacy for clients engaged in supported employment with intellectual disabilities, developmental disabilities, and severe and persistent mental illness. While it is not contraindicated for clients diagnosed with a personality disorder, available evidence does not indicate as high a success rate for these clients.*

---

95.

A rehabilitation counselor using Holland's theory of person-environment interactions would categorize a client struggling to maintain employment due to a lack of order in the work place as:

**Realistic**

Enterprising

Investigative

Artistic

*Correct answer: Realistic*

*Holland's theory of person-environment interactions categorizes employees and employment environments into six categories:*

- 1. Realistic: order and systematic settings are emphasized*
- 2. Investigative: observation of culture via symbolic, systemic, or creative investigation*
- 3. Artistic: creation using a variety of artforms with few limitations occurs*
- 4. Social: preference is given to human relation based skills*
- 5. Enterprising: use of skills of persuasion and leadership are emphasized*
- 6. Conventional: using clerical and business skills in an ordered environment is preferred*

*Order is emphasized in the realistic and conventional categories.*

---

96.

A client being treated for alcohol-use disorder and schizophrenia would most likely be prescribed:

**Antabuse and Abilify**

Methadone and Abilify

Antabuse and Lithium

Adderall and Antabuse

*Correct answer: Antabuse and Abilify*

*Antabuse is a medication that is sometimes prescribed to individuals with an alcohol-use disorder as it intensifies the side effects of a hangover, which acts as a deterrent from consuming alcohol. Abilify is an antipsychotic medication often used to treat schizophrenia.*

*Methadone is a medication often prescribed to individuals with an opioid addiction as it reduces cravings and increases the likelihood of abstained sobriety. Lithium is a mood stabilizer most often used to treat symptoms of bipolar disorder. Adderall is a stimulant medication most often prescribed to individuals with ADHD. The most appropriate combination for the identified client is Antabuse and Abilify.*

---

97.

Acceptance and commitment therapy was developed from cognitive behavioral therapy where the counselor guides the client to accept difficult thoughts, feelings, and situations in conjunction with:

**Value-driven decision-making**

Bilateral sensation

Distress tolerance skill building

Pharmaceutical intervention

*Correct answer: Value-driven decision-making*

*Acceptance and Commitment Therapy (ACT) is a type of cognitive therapy that promotes increased acceptance of difficult thoughts, feelings, and situations as a means of increasing psychological flexibility and distress tolerance. ACT also encourages clients to identify core values and engage in decision making in a value-driven way. It is an appropriate treatment method for depression, anxiety, substance use, delusions, and conflict resolution in couples therapy.*

*Bilateral sensation as a tool to promote reprocessing of traumatic memories is a component of EMDR (Eye Movement Desensitization and Reprocessing). Distress tolerance skill building is taught primarily in DBT (Dialectical Behavior Therapy) whereas ACT increases distress tolerance by engaging in treatment that increases psychological flexibility. Pharmaceutical intervention may be appropriate and is not contraindicated for use with ACT, but a counselor would not be making decisions surrounding pharmaceuticals.*

---

98.

In the evidence-based practice process, what step follows critical evaluation of existing research articles?

**Apply the evidence in a clinical setting**

Evaluate the effectiveness

Seek the highest quality evidence

Formulate a clinical question

*Correct answer: Apply the evidence in a clinical setting*

*There are five sequential steps in the evidence-based practice model:*

- 1. Develop a clinical question to guide the process*
  - 2. Use existing databases to research currently available*
  - 3. Evaluate research articles obtained and determine which are of the most benefit and highest quality*
  - 4. Incorporate research into clinical practice appropriately*
  - 5. Monitor and evaluate outcomes to manage positive and negative impacts*
-

99.

The theory of human learning that emphasizes the inextricable link and influence of personal attributes, interacting environments, and behavior is:

**Social cognitive theory**

Psychoanalytic theory

Attachment theory

Cognitive development theory

---

*Correct answer: Social cognitive theory*

*Bandura's social cognitive theory asserts that there is an inextricable link and influence between personal attributes, interacting environments, and behavior. He asserted that learning occurs in social contexts and that humans learn via observation of others' behaviors and their consequences. This theory has been used to develop subsequent theories, including the social cognitive career theory that emphasizes the link between self-efficacy, outcome expectations, and motivations in a person's career path.*

*Freud's psychoanalytic theory emphasizes the notion that behavior is driven by the unconscious (memories, thoughts, and urges). Bowlby's attachment theory asserts that emotional and social development is largely shaped by the parent-child relationship. Piaget's theory of cognitive development asserted that interactions with the environment shapes cognitive development in conjunction with innate and nurturing factors.*

---

100.

When working with a client experiencing mental health struggles who has expressed a desire to self-manage their disability, which counseling theory would be most appropriate to use?

**Illness management and recovery**

Cognitive behavioral therapy

Motivational interviewing

Vocational rehabilitation

---

*Correct answer: Illness management and recovery*

*Illness management and recovery is an evidence-based practice designed to empower individuals with disabilities to take an active role in their own recovery. It involves teaching skills and providing tools to manage mental illness, set and pursue goals, and make informed choices about treatment. This would be the most appropriate option for the identified client.*

*Cognitive behavioral therapy involves teaching coping skills and self-monitoring strategies to uncover and reframe thinking patterns to reduce symptoms of mental illness.*

*Motivational interviews are used to increase motivation and help clients identify goals and steps to achieve them.*

*Vocational rehabilitation has a primary goal of connecting disabled individuals to vocational tools and employment opportunities.*

---

101.

A medication-assisted treatment option for an individual with an opioid use disorder is:

**Methadone**

Naloxone

Antabuse

CLOzapine

*Correct answer: Methadone*

*Medication-assisted treatment options for substance-use is an evidence-based treatment option available to many facing substance-use issues. Methadone, buprenorphine, and naltrexone are the most commonly used in treating opioid use disorders.*

*Antabuse, disulfiram, and naltrexone are most commonly used in medication-assisted treatment of alcohol use disorders. Naloxone is a medication used in the event of an opioid overdose. Clozapine is an antipsychotic medication used to treat illnesses such as Schizophrenia or Schizoaffective disorder.*

---

**102.**

A rehabilitation counselor is working with a client who has recently experienced a sexual assault and been diagnosed with PTSD. The counselor engages in a therapy model that involves bilateral stimulation to reprocess the traumatic event cognitively and emotionally.

This counselor is engaging in:

**EMDR**

CBT

Psychodynamic psychotherapy

Prolonged exposure

*Correct answer: EMDR*

*EMDR (Eye Movement Desensitization and Reprocessing) is a form of trauma therapy that involves using bilateral sensation (eye movements, bilateral physical sensation, etc.) to reconnect and reprocess a traumatic event. Research indicates that EMDR is a more effective trauma treatment than CBT (Cognitive Behavioral Therapy) or exposure therapy.*

*CBT as a trauma treatment involves pairing behavioral relaxation techniques with exposure to traumatic events.*

*Psychodynamic psychotherapy as a trauma treatment involves identifying unconscious thoughts and maladaptive behaviors resulting from trauma. It is not common for psychodynamic therapy to be the only model used to treat trauma.*

*Prolonged exposure therapy requires extensive exposure to traumatic memories or events in an effort to diminish the response to the stimuli.*

---

**103.**

When using family therapy as a treatment for substance-use disorders, a counselor decides to engage in a discussion surrounding roles children adopt to cope with familial dysfunction. The child who uses humor to offset tension would be referred to as the:

**Mascot**

Hero

Lost child

Scapegoat

*Correct answer: Mascot*

*Within a dysfunctional family structure, the mascot child is also known as the jester and typically disrupts tension with humor.*

*The child who is expected to be "perfect" and excel in all areas of life as a means of overcompensation for family struggles is the hero or golden child. The child who aims to cause as little disruption as possible in an effort to prevent conflict is referred to as the lost child. The child who bears the brunt of the blame for the dysfunction within the family system is often referred to as the scapegoat. All of these roles can have profound impacts on children into adulthood and can impact future relationships.*

---

104.

A Wellness Recovery Action Plan would not include:

**A budget**

A crisis plan

A list of coping skills

A daily maintenance plan

---

*Correct answer: A budget*

*The Wellness Recovery Action Plan is a frequently used illness management and recovery tool and is intended to create a holistic plan of care that can be implemented in daily life and in the event of a crisis to help individuals manage illness. As the focus of a WRAP plan is decompensation prevention and recovery, a budget is not typically included. If money is a significant stressor, it would be more appropriate to identify this in the stressors section of the plan.*

*A comprehensive WRAP plan would include: a wellness toolbox (including coping skills), a daily plan for wellness, a list of stressors, early warning signs, signs that a crisis is approaching, a crisis plan, and a crisis recovery plan.*

---

105.

Using John Holland's theory of vocational choice, a rehabilitation counselor is assessing a client's compatibility with the culture of their work environment. This counselor is assessing the client's:

**Congruence**

Incongruence

IEP

Cognitive dissonance

---

*Correct answer: Congruence*

*Congruence, in the context of the person-environment fit model (and specifically John Holland's vocational choice theory), corresponds with a person's compatibility with the culture or personality of their work environment. This is not to be confused with congruence in the context of a mental status examination (in this context it refers to the degree that a person's mood and affect match).*

*Incongruence is not an identified term within Holland's vocational choice theory.*

*IEP (Individualized Education Plan) is a plan developed for students with disabilities to ensure that their educational rights and needs are being met.*

*Cognitive dissonance refers to the psychological phenomenon where a person's beliefs and actions do not align.*

---

106.

Which of the following would be the least appropriate intervention for a rehabilitation counselor to engage in with a client with chronic pain?

**Advice giving on which procedure to select**

Development of advocacy skills targeted at communication with physicians

Reviewing pre/post-operative instructions to ensure understanding

Developing an opioid contract

*Correct answer: Advice giving on which procedure to select*

*It is essential that rehabilitation counselors promote a client's right to self-determination at all times. As a result, it would not be appropriate for the counselor to provide advice about which medical treatment option to select for a client. This is risky as it may allow the counselor's own biases to influence the client and may diminish the client's independence.*

*It would be appropriate to work with a client to develop their own assertiveness skills to enhance their ability to advocate for themselves and ask questions of other providers. It may also be appropriate for a rehabilitation counselor to review instructions with a client to ensure understanding and help them identify uncertainties to address with a physician or to develop an opioid contract if there is a risk of substance abuse.*

---

107.

When engaging in disability-affirmative therapy, a therapist inquiring about a client's level of pain or fatigue in correlation to their identified disability conveys:

**That the counselor has knowledge and understanding of possible symptoms**

That the counselor is assessing if a referral for additional treatment is necessary

That the counselor is conducting a risk assessment

That the counselor is ignorant of disability culture and symptoms

---

*Correct answer: That the counselor has knowledge and understanding of possible symptoms*

*Disability-affirmative therapy rests on a foundational understanding that it is the counselor's responsibility to obtain a base-level familiarity with the disability culture of the client they are working with. This means developing a level of comfort, openly discussing disability and its impacts, endorsement that disability is not inherently sad, and acknowledging that depression is not a normal response to disability. One of the primary planks of Disability-Affirmation Therapy's foundation is that gathering all available information ensures that during case formulation the counselor does not place too much or too little emphasis on the role of disability in the client's life.*

---

108.

A rehabilitation counselor is working with a teenager who has recently been diagnosed with Autism Spectrum Disorder. During their sessions, the client often becomes fixated on discussing his favorite sport, hockey.

Which of the following is the most appropriate response for the rehabilitation counselor?

**"We got off topic. Why don't we reserve the last ten minutes of our meetings each week to discuss hockey so that we can accomplish our other goals too?"**

"It's important that we stay on topic during our meetings. I'm sorry, but we just don't have time to talk about hockey."

"We can't keep getting off topic. Let's focus on employment-related issues from now on."

"Tell me more about your favorite player!"

---

*Correct answer: "We got off topic. Why don't we reserve the last ten minutes of our meetings each week to discuss hockey so that we can accomplish our other goals too?"*

*One of the more common symptoms of ASD is a great knowledge and/or interest in a particular topic, such as hockey. Rehabilitation counselors might find that they encounter clients who become fixated on these topics and it is important to be able to determine the best response to address this as it may prevent meaningful work from being accomplished in this setting. The key is to find a way to validate both the client's interest and the importance of completing tasks in session. Acknowledging that you are off topic but designating a time to discuss hockey is an empathetic response that addresses the issue in session.*

*Acknowledging that you're off topic without validating the interest of the client is less empathetic and may damage the therapeutic alliance. Additionally, not acknowledging the issue at all and only focusing on the topic of interest to the client is a disservice to them as they are seeking rehabilitation counseling support and may miss out on opportunities if sessions aren't focused.*

---

109.

Peer health navigators provide instrumental and interpersonal support to clients. An example of an interpersonal support is:

**Identifying coping skills for managing anxiety**

Accompanying a client to a doctors appointment

Assisting them in obtaining prescriptions

Following up to schedule lab appointments

*Correct answer: Identifying coping skills for managing anxiety*

*Peer health navigators are individuals who have lived experience and are currently in recovery who provide support to clients who have an SPMI (Serious and Persistent Mental Illness) diagnosis. The primary function of this role is to help clients navigate treatment. The two primary forms of support a peer health navigator provides are emotional or interpersonal and instrumental. Instrumental support activities are those that aid in solving practical problems such as getting to doctors' appointments, navigating the medical system, obtaining medication, paying bills, etc. Emotional/interpersonal supports are those that promote positive self-esteem and provide encouragement.*

---

110.

Which of the following counseling theories emphasizes the influence of unconscious conflicts and early childhood experiences on an individual's personality and behaviors?

**Psychodynamic theory**

Cognitive behavioral therapy

Humanistic-existential theory

Solution-focused brief therapy

---

*Correct answer: Psychodynamic theory*

*Psychodynamic theory emphasizes the influence of unconscious conflicts and early childhood experiences on an individual's personality and behaviors as an adult. Freud developed this theory asserting that resolving unconscious conflicts and childhood trauma would alleviate an adult's mental health challenges. Psychodynamic theory and psychoanalysis are still used today.*

*Cognitive behavioral therapy involves identifying and restructuring harmful thinking patterns using techniques learned in therapy, such as keeping a thought log, using Socratic questioning, or exploring core values. Humanistic-existential therapy emphasizes the client taking ownership over choices in pursuit of self-actualization. Solution-focused brief therapy is goal focused and uses positive psychology techniques to assist clients in obtaining identified goals.*

---

111.

When working with a client, a rehabilitation counselor assigns homework of tracking all harmful thoughts surrounding a disability in an effort to uncover larger thinking patterns. Which of the following therapy models is the counselor most likely using?

**Cognitive behavioral therapy**

Dialectical behavior therapy

Reality therapy

Motivational interviewing

---

*Correct answer: Cognitive behavioral therapy*

*Cognitive behavioral therapy aims to improve mental health and functioning by uncovering thought patterns and beliefs with the goal of identifying how they influence feelings and behaviors. Therapists then teach clients skills to reshape thoughts, patterns, and beliefs to improve well-being.*

*Dialectical behavior therapy teaches skills focused on acceptance, emotion regulation, and interpersonal relationships. Reality therapy aims to help clients get their needs met in safe and effective ways that do not harm others. Motivational interviewing is a technique used to increase motivation by helping clients to resolve ambivalence.*

---

## 3. Group and Family Counseling

### 3. Group and Family Counseling

112.

While conducting group therapy, a rehabilitation counselor observes that group members are less polite to one another than during the previous session and there have been small arguments throughout the session. The stage of group development exhibited is:

Storming

Norming

Performing

Forming

*Correct answer: Storming*

*There are four distinct stages of group development that influence group members behaviors and attitudes. Those stages include:*

- 1. Forming*
- 2. Storming*
- 3. Norming*
- 4. Performing*

*During the forming stage the group focuses on establishing connections, identifying the tasks at hand, and building trust. Group members generally experience excitement and anxiety during this stage. The storming phase begins and group members often find themselves engaging in arguments and conflicts (typically minor) as they begin to become more comfortable and work to establish roles. During the norming stage, conflicts are generally resolved and group rules are established. During the performing stage, group members work toward the common goal and share their skills and knowledge. Termination occurs after the performing stage and the group adjourns or begins a new cycle.*

**113.**

An example of a peer-led support group specifically for individuals with both a substance-use disorder and mental illness is:

**Double Trouble in Recovery**

Alcoholics Anonymous

SMART Recovery

Narcotics Anonymous

*Correct answer: Double Trouble in Recovery*

*As a result of the barriers some clients face with traditional peer-led self-help groups surrounding dual diagnoses and the stigma attached to mental illness, several groups have been developed with the specific intent of reaching these individuals. These groups are intentional in not promoting abstinence from psychotropic medications. The two most common groups of this nature include Dual Diagnosis Anonymous and Double Trouble in Recovery.*

*Alcoholics Anonymous, SMART Recover, and Narcotics Anonymous are all examples of peer-led support groups for substance-use recovery without an emphasis on other diagnoses.*

---

**114.**

Enactments in family therapy:

**Provide the counselor an opportunity to observe interaction among family members**

Provide the counselor an opportunity to engage with family members without requiring interaction

Are contraindicated as they often increase tension and conflict

Provide the family ways to try new interventions outside the counseling sessions

---

*Correct answer: Provide the counselor an opportunity to observe interaction among family members*

*Enactment involves the counselor asking the family to discuss an identified issue during a session to allow the counselor an opportunity to observe interactions among family members and assess the emotional and behavioral implications of family interactions. Interaction among family members is an essential component of enactment as the behaviors toward one another are what the counselor is observing. Enactment can be an extremely helpful tool in family counseling and is an indicated strategy. Homework, not enactment, provides the family ways to try new interventions outside the counseling sessions and is another helpful tool.*

---

**115.**

Contracting for future sessions in family therapy does not involve:

**Determining goals for treatment**

Determining who will attend sessions

Determining how often sessions will be held

Determining the expected length of treatment

*Correct answer: Setting goals for treatment*

*During an initial session (or within the first couple of sessions) with a family, the counselor should aim to complete an assessment, set goals, and develop a contract for future sessions with all family members. Goal setting and developing a contract are two separate steps in the start of treatment. The treatment contract can be a formal document or a more casual verbal agreement between involved parties, but should focus on who is expected to attend, how often sessions should be held, and how long treatment will last, so that everyone understands the plan and is in agreement.*

*Goal setting should be centered around the problem identified by the family and the counselor's own observations. Goals should be developed with an end goal of being meaningful to all members of the family and should be Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART goals). Once these tasks have been completed, the counselor should implement identified interventions in future sessions.*

---

**116.**

An enmeshed boundary within a family system refers to:

**Diffused boundaries that can lead to codependence**

Rigid boundaries that can lead to disengagement between family members

Healthy boundaries that promote homeostasis within the family

Empathetic boundaries that promote understanding and communication within the family

---

*Correct answer: Diffused boundaries that can lead to codependence*

*Boundary types were initially identified within the structural family therapy model and refer to how family members differentiate roles and responsibilities among family members. There are three types of boundaries:*

- *Enmeshed: When boundaries are unclear, overly close between family members, and lead to codependence*
  - *Rigid: When boundaries are rigid and lead to disengagement and distance between family members*
  - *Healthy: A level of interdependence that is appropriate is established that promotes empathetic communication and understanding between members*
-

117.

For which of the following is couples counseling contraindicated?

**Family systems in which domestic violence is present**

Family systems with military involvement

Family systems that are blended

Family systems impacted by natural disasters

*Correct answer: Family systems in which domestic violence is present*

*Within family systems, where there exist issues between parental figures, couples counseling is indicated so that parents have the ability to resolve issues without children present. It is not always appropriate for children to be present during therapeutic treatment for all issues. However, it is essential that counselors understand that when domestic violence is present, couples counseling is not indicated and evidence has shown that couples counseling actually increases the risk of violence and harm to the survivor. Appropriate approaches for families wherein domestic violence is present include cognitive behavior therapy models, intimate justice theory, and conjoint family approaches. Counselors should also be familiar with the National Domestic Violence Hotline (1-800-799-SAFE).*

---

**118.**

Each of the following is a commonly used tool for counselors working with families, except:

**Family socioeconomic indicator**

Family environment scale

Family assessment device

Family-of-origin scale

*Correct answer: Family socioeconomic indicator*

*Rehabilitation counselors must be familiar with not only individual assessment tools but assessment tools for families as well. There is not a "family socioeconomic indicator" tool used by counselors.*

*The family environment scale is used to review each family member's understanding of the social environment and assesses relationships, personal growth, achievement, intellectual-cultural orientation, recreational orientation, and system maintenance. The family assessment device assesses a family's overall sense of functioning and helps identify areas that are problematic. The family-of-origin scale assesses a person's perception of the level of health and functioning within the family-of-origin.*

---

**119.**

According to Gottman, a partner saying "You never do anything around the house!" is an example of:

**Criticism**

Contempt

Defensiveness

Stonewalling

*Correct answer: Criticism*

*Gottman named criticism, contempt, defensiveness, and stonewalling the "four horsemen of the apocalypse" in regard to relationships and marriages. Phrases such as "you never" and "you always" are indicative of criticism and should be avoided in intimate relationships.*

- 1. Criticism: Attacking a partner instead of pointing out a behavior or emphasizing the things that are going poorly over the things that are going well*
  - 2. Contempt: Examples of contempt include eye rolling, general hostility, sarcasm, and expressing disgust toward a partner*
  - 3. Defensiveness: Not taking responsibility for one's actions, not engaging in active listening, and cross-complaining*
  - 4. Stonewalling: Disconnecting from a partner, giving the cold shoulder, acting as though you are unaffected*
-

**120.**

An indicator of a dysfunctional family system is:

**The presence of triangulation**

A clear sense of individuation

Accountability for actions

Emotional barriers serving to protect family members

*Correct answer: The presence of triangulation*

*Triangulation within a family system occurs when two members (a dyad) pull a third member into an existing conflict to resolve or reduce tension between the dyad.*

*Triangulation is an indicator of dysfunction within the family system. Additional common indicators are rigid patterns of communication, low parental self-esteem, expectations of uniformed thoughts/feelings, authoritarian parenting, minimization/denial/blaming, enmeshed boundaries, rigid boundaries, and hierarchical subsystems.*

*Common indicators of a healthy family system include a sense of cohesion, accountability for actions, appreciation amongst members, healthy communication, a sense of individuality amongst members, appropriate boundaries (or emotional barriers) to protect individual members, an emphasis on wellness of each member, the ability to manage crises, the existence of family values, spending time together, establishment of clear roles, and a level of resiliency.*

---

**121.**

An appropriate strategy to employ when working with members, or an involuntary group, is:

**Focusing on the process and content equally**

Allowing the tone to be negative in the first session

Not discussing required reporting to the courts

Engaging in a power struggle

*Correct answer: Focusing on the process and content equally*

*Counselors may find themselves working with involuntary groups, such as court-mandated substance-use treatment, court-mandated anger management, or group in an incarcerated setting. When engaging with involuntary clients in a group setting, it is important that the counselor focuses on the process of the group and the content. When the counselor focuses too much on the issue at hand (substance use, anger, incarceration, etc.) members may foster negative feelings, or become defensive, rather than developing a desire to engage in the group.*

*Additional common mistakes counselors make when engaging with this population include allowing the tone to become negative at the outset, allowing members to dictate the session, engaging in power struggles, and not being honest and up-front about required reporting about group behavior.*

---

**122.**

A counselor in an anger management group asks each member of the group to complete the sentence "the silliest thing that makes me angry is \_\_\_\_\_. " This is an example of which group therapy technique?

**Rounding**

Circling

Movement

Modeling

*Correct answer: Rounding*

*When a group leader asks each client to answer a question, finish a sentence, or otherwise engage in an activity it is referred to as rounding. This strategy is particularly useful when working with clients who are reporting to group involuntarily (court order, facility requirement, etc) as it provides an opportunity for each member to speak in a brief manner, which is typically easier than deeper or more involved participation. This technique allows the group leader to gauge each individual's willingness to participate and frame future exercises appropriately.*

*Circling is not a recognized group therapy intervention. Movement is a group technique that has members engage in some sort of physical activity (such as answering a question by moving to a certain area of the room) to energize and capture group members' interest. Modeling involves viewing a behavior that is desired as a way to increase the client's engagement in that behavior in the future.*

---

**123.**

A major obstacle associated with self-help groups for substance use is:

**Promotion of abstinence from psychotropic medications**

Promotion of abstinence from medical medications

Promotion of abstinence from illicit substances

Promotion of peer-led support groups

*Correct answer: Promotion of abstinence from psychotropic medications*

*Self-help groups, such as Alcoholics Anonymous or Narcotics Anonymous, often promote an abstinence-only approach to recovery. Unfortunately, this often includes abstinence from psychotropic medications used to treat severe and persistent mental illnesses such as schizophrenia. This is linked to the prevalence of stigma against psychiatric illnesses that are present in both the general population and in self-help groups.*

*Self-help groups are not known to promote abstinence from medical medication, likely due to the fact that there is not as much stigma associated with medical illnesses. While self-help groups do promote abstinence from illicit substances, this is not viewed as an obstacle in regard to recovery and is effective for some individuals. Additionally, peer-led support is not an obstacle as research has indicated that peer support is associated with positive outcomes.*

---

**124.**

The most appropriate technique for a counselor to use when working with a family impacted negatively by a hurricane is:

**Psychological first aid**

Behavioral family therapy

Psychoeducation

Intimate justice theory

*Correct answer: Psychological first aid*

*Psychological first aid is a therapeutic technique used in an effort to minimize the occurrence/chances of PTSD developing. It is the recommended treatment technique for individuals and families impacted by natural disasters (such as hurricanes), man-made disasters, and traumatic events.*

*Behavioral family therapy is typically used for families where a member has been diagnosed with a severe and persistent mental illness and is a skills-based treatment approach. Psychoeducation involves a blend of education and psychotherapy and can be used in a variety of settings, such as counseling families with LGBTQ members. Intimate justice theory is an intervention used when domestic violence is present in a relationship or family.*

---

**125.**

A rehabilitation counselor leading a substance-use therapy group discusses the notion that all behavior has a purpose and asks group members to recall a happy memory and a sad memory to demonstrate the power a client has over their feelings. From the Alderian perspective, the counselor has used a technique called:

**The push button technique**

The midas technique

Reframing

Encouragement

*Correct answer: The push button technique*

*Alderian therapy is rooted in the belief that each person is more than the sum of their parts and that behaviors are socially goal directed. The push button technique asks clients to recall a happy memory and a sad memory in an effort to showcase their ability to make choices that change how they are feeling.*

*The midas technique involves placing emphasis on a client's neuroses, allowing the client space to laugh at themselves and their behaviors. Reframing is a technique that involves helping clients view an issue or behavior from a different perspective that is healthier. Encouragement is a technique used to increase a client's sense of courage by increasing feelings of belonging, strength, and hope.*

---

**126.**

It would be most appropriate for a counselor to use the inner circle outer circle method when facing:

**When some members express a desire to engage and others are resistant**

When members are talking over one another

When clients have differing disabilities

When the counselor wants each group member to contribute

*Correct answer: When some members express a desire to engage and others are resistant*

*When group leaders encounter mixed levels of desire to participate, the inner circle outer circle method can be a helpful approach. The counselor would ask members that wish to participate to move their chairs closer into a smaller circle and members that do not wish to engage to scoot their chairs further back. This creates a more intimate, safe space for members to engage and often grabs the attention of more oppositional members. This technique is particularly useful in group settings where clients are engaged involuntarily, such as court-mandated treatment.*

*When members are talking over one another, the group leader needs to regain control and potentially review group rules with members. There is not a technique associated with separating individuals with different disabilities or diagnoses. Rounding is a technique that can be used when a leader wants each member to answer a question or contribute to a discussion.*

---

**127.**

In a family counseling session, the counselor asks "what would you like to say to your father in response to what he just shared?" This is an example of:

**Blocking**

Focusing

Highlighting

Triangulating

*Correct answer: Blocking*

*During sessions, it is essential that a family counselor is comfortable employing interventions to guide sessions in a productive manner. Blocking is a strategy that involves interrupting a member of the family to disrupt a dysfunctional pattern. This practice assists in creating space for all family members to express their thoughts and feelings and reshape patterns of communication. By interrupting and asking another family member to share their thoughts, the counselor has engaged in blocking.*

*Focusing centers around identifying and emphasizing addressing the most critical patterns. Counselors should use clinical judgement to identify patterns of content, processing, and themes to prevent overwhelm or rapid changes in topic. Highlighting involves identifying important elements of shared thoughts and feelings to provide and enhance focus on the underlying content. Triangulating is a term that refers to a dyad in a family pulling a third member into conflict in an effort to seek relief from tension.*

---

**128.**

The family therapy model that emphasizes teaching skills to parents, including establishing structure, engaging in empathetic listening, imaginary play sessions, and setting appropriate limits, is:

**Filial counseling**

Theraplay

Family play counseling

Child-parent psychotherapy for family violence

*Correct answer: Filial counseling*

*Filial counseling is a model often used with families that have young children and focuses on teaching skills to parents. Essential skills taught in this modality include establishing structure, engaging in empathetic listening, imaginary play sessions, and setting appropriate limits. When engaging in this therapy model, the counselor engages in child-centered play counseling with the family and models behaviors for the parents.*

*Theraplay, family play counseling, and child-parent psychotherapy for family violence are other common modalities for families with young children. Theraplay is generally used to enhance attachment, build self-esteem, build trust, and increase the number of positive interactions between parent and child. By improving parenting skills, the family system's level of functioning is improved. Of note, two therapists are involved in this model: one for the child and one for the parents. Family play counseling focuses on allowing parents and children to engage in creative problem solving to increase closeness and mutual understanding. Techniques associated with this model include generating a genogram, sand table use, puppet interviews, art, and story counseling. Child-parent psychotherapy for family violence is a restorative model aimed at developing a sense of safety and trust between parent and child. Counselors model behaviors, provide coaching to parents, and assist with setting appropriate boundaries.*

---

**129.**

Having group members enact challenging social interactions to receive feedback from group members is a technique called:

**Role-playing**

Modeling

Behavioral experimentation

Activity scheduling

*Correct answer: Role-playing*

*Role-playing is a valuable behavioral therapy intervention that is often used in a group setting. Clients will be asked to reenact a past situation or act out a potential scenario in front of other group members. The group would then discuss and provide feedback. Role-playing is beneficial as it allows clients opportunities to think through situations, receive coaching and feedback, and can help plan emotional conversations ahead of time.*

*Modeling involves a client witnessing a particular behavior as a means of improving how the client acts in a particular situation. Behavioral experimentation involves clients engaging in behaviors that are atypical for them as a way to test beliefs. Activity schedule is a technique used to help clients improve time management.*

---

**130.**

All of the following are appropriate interventions for a rehabilitation counselor to employ to simultaneously focus on one member while keeping other members engaged, except:

**Ask group members to vote to determine if the group will discuss the individual matter**

Encourage group members to share their thoughts

Encourage group members to ask the individual questions

Encourage group members to discuss similar experiences they may have had

*Correct answer: Ask group members to vote to determine if the group will discuss the individual matter*

*When working with groups, it is not uncommon for an individual to share urgent or immediate needs or thoughts during a group session. It is essential that the group meeting does not turn into an individual counseling session but remains beneficial to all group members. There are strategies that aid the counselor in ensuring the individual need or issue is addressed while involving group members to make the session meaningful. Some of the most common ways to do this are to invite group members to ask questions, share their thoughts, share similar experiences and outcomes. Another strategy that can be used is to have members vote. However, members would not be voting on whether to discuss or not, but rather an element of the discussion. For example, if a client expresses that they are "the worst person ever" because they are experiencing addiction, the counselor could invite group members to vote to indicate if they agree with this thought.*

---

**131.**

Gottman's "four horsemen of the apocalypse" in a relationship include:

**Criticism, contempt, defensiveness, and stonewalling**

Criticism, contempt, defensiveness, and deceit

Cruelty, contempt, defensiveness, and stonewalling

Criticism, contempt, enmeshment, and stonewalling

---

*Correct answer: Criticism, contempt, defensiveness, and stonewalling*

*Gottman identified four common themes in unhappy relationships:*

- 1. Criticism: Attacking a partner instead of pointing out a behavior or emphasizing the things that are going poorly over the things that are going well*
  - 2. Contempt: Examples of contempt include eye rolling, general hostility, sarcasm, and expressing disgust toward a partner*
  - 3. Defensiveness: Not taking responsibility for one's actions, not engaging in active listening, and cross-complaining*
  - 4. Stonewalling: Disconnecting from a partner, giving the cold shoulder, acting as though you are unaffected*
-

**132.**

When establishing rules in a group counseling setting, a rehabilitation counselor would advise members that:

**Confidentiality cannot be guaranteed**

All group members must maintain confidentiality according to HIPAA

Group members are encouraged to share group information with others

Members will be removed from the group unless they maintain confidentiality

*Correct answer: Confidentiality cannot be guaranteed*

*In order to engage in ethical practice, part of the group forming and norming stages the counselor should lead the group in a discussion of expectations of confidentiality. However, as the counselor is unable to ensure that members do not share information from group with others, it should be made clear that confidentiality cannot be guaranteed. While the counselor must maintain confidentiality under HIPAA, clients are not legally bound by this law. Though, of note, counselors may be required to disclose information about group attendance and participation to courts, insurance companies, managed care organizations, or other parties and it is ethically advised to disclose this to clients ahead of time. It is good practice to establish a group rule and expectation surrounding confidentiality — group members may decide that content should be confidential or not, there is not a preset standard. It may be advised to remove members from group if they break a group rule (such as confidentiality). However, it would be difficult to enforce this in certain settings that may be involuntary.*

---

**133.**

A psychoeducational therapy group engaging in role-play of all-or-nothing thinking, catastrophizing, and mind reading is using:

**Cognitive behavioral therapy**

Alderian therapy

Psychoanalysis

Reality therapy

*Correct answer: Cognitive behavioral therapy*

*Cognitive behavioral therapy emphasizes restructuring unhealthy thinking patterns so that clients can rapidly identify and modify cognitive distortions such as all-or-nothing thinking, catastrophizing, and mind reading. Other common cognitive distortions include emotional reasoning, personalization, labeling, minimization, should statements, overgeneralization, disqualifying, and selective abstraction. CBT can be used in an individual or group setting. When used in a group setting, CBT groups are considered to be psychoeducational.*

*Alderian groups center on social interests in self and others in the context of decision making and behaviors, positing that people act intentionally and behaviors are a result of the person's life experiences. Psychoanalysis is not generally practiced in a group setting and places emphasis on the interaction between the unconscious and the ego as catalysts for behavior. Reality therapy emphasizes the human need to experience love for others and from others and asserts that the five basic needs are love, power, fun, freedom, and survival.*

---

**134.**

A family has been referred to a rehabilitation counselor for support following exposure to violence. The rehabilitation counselor completes the intake assessment and decides that during the next session she will work with the family to develop a pictorial display of the family members, relationships, medical history, and major events. The counselor and family will create a:

**Genogram**

Family tree

Ecomap

Treatment plan

*Correct answer: Genogram*

*A genogram is a therapy tool often used in the context of family therapy to demonstrate the family arrangement, relationships, health issues, major events, addictions, stressors, and other background information. Genograms can help the therapist and family uncover generational patterns, strengths, traumas, and other family dynamics.*

*A family tree is similar to a genogram but only includes depictions of members, relationships, and deaths. It does not typically include additional information such as major events, health issues, and stressors. An ecomap is a graphical tool also used in family therapy but it emphasizes identifying systems the family interacts with, strengths, resources, and needs. A treatment plan is generally a written document that identifies problems, goals, and interventions.*

---

**135.**

The focus of validation therapy in a group setting should be:

**Topics that have universal meanings and managing unresolved feelings**

Providing support to caregivers

Palliative care

Psychoeducation surrounding activities of daily living

*Correct answer: Topics that have universal meanings and managing unresolved feelings*

*Validation therapy is recommended for clients diagnosed with dementia and can be conducted individually or in a group setting. The focus of validation therapy is to assist clients in processing and managing the implications of short-term memory loss. One of the keys of validation therapy is engaging in discussion of topics that carry a universal meaning to help clients identify and process unresolved feelings they have. Common topics include loss, separation, and anger.*

*Caregiver support is important to rehabilitation counselors to be aware of, but is not the recommended therapy for the client with the dementia diagnosis. Palliative care, or end-of-life care, emphasizes helping clients experience the best quality of life possible when death is imminent. Activities of daily living (such as showering, dressing, brushing teeth, etc) can be challenging for clients with dementia to manage. However, the focus of validation therapy is processing emotions and life review.*

---

**136.**

An example of a contemporary theory of family counseling is:

**Functional family therapy**

Experiential family counseling

Strategic family counseling

Structural family counseling

---

*Correct answer: Functional family therapy*

*Functional family therapy is a contemporary family therapy model that targets families with children involved in the justice system to increase functioning. In this model, the counselor joins with the family and focuses on improving family functioning via interrupting, diverting, matching, and processing with the family.*

*Experiential family therapy is a traditional theory of family therapy that emphasizes increasing independence, enabling spontaneity, and facilitating creativity. The counselor works to engage in co-counseling, facilitating confrontation, and using self-disclosure. Strategic family therapy is a traditional family therapy model that seeks to identify and eliminate problems within the family by altering patterns of behavior that are dysfunctional. Structural family therapy is a traditional model that involves the restructuring of a family system to establish appropriate and healthy boundaries.*

---

## 4. Crisis and Trauma Counseling and Interventions

---

### 4. Crisis and Trauma Counseling and Interventions

137.

The level of TBI is characterized by memory loss lasting between 24 hours and seven days and is accompanied by a loss of consciousness greater than 30 minutes but less than 24-hours is:

**Moderate**

Mild

Severe

Penetrating

---

*Correct answer: Moderate*

*There are four distinct categorizations for TBI (Traumatic Brain Injury) per the DoD:*

- *Mild: loss of consciousness less than 30 minutes, normal brain structuring*
- *Moderate: loss of consciousness between 30 minutes and 24 hours, memory loss lasting between 24 hours and seven days, and normal to abnormal brain structure*
- *Severe: loss of consciousness greater than 24 hours, memory loss greater than seven days, and normal to abnormal brain structure*
- *Penetrating: open head injuries wherein the outer layer of the brain is penetrated*

*TBI is often present in individuals who have polytrauma and the VA polytrauma system of care provides specialized TBI treatment as well.*

---

**138.**

A rehabilitation counselor working with a veteran recently diagnosed with PTSD has determined that the client would benefit most from therapy that relies on the use of imagery, anchoring, values, role models, acceptance, and emotional self-regulation. The best intervention to use is:

**CCT (Cognitive Coping Therapy)**

CET (Coping Effectiveness Training)

CBT (Cognitive Behavioral Therapy)

DBT (Dialectical Behavior Therapy)

*Correct answer: CCT (Cognitive Coping Therapy)*

*Developing coping strategies for individuals with disabilities that focus on coping with the consequences of the disability can be of significant benefit to the client. The two primary models for this are CCT and CET. CCT involves helping clients develop the ability to perceive thoughts as hypotheses rather than fact and ways to weave social support into recovery. CCT relies on the use of imagery, anchoring, values, role models, acceptance, and emotional self-regulation.*

*CET promotes the development of adaptive coping skills by helping clients increase their ability to identify a need and the most appropriate coping skill to use in the presenting scenario. CET emphasizes development of adaptive coping skills and engagement in effective problem-solving. CBT emphasizes identification and alteration of unhealthy thinking patterns and development of healthy coping skills. DBT emphasizes improving interpersonal relationships, development of self-regulation skills, and distress tolerance.*

---

**139.**

When engaging in trauma-informed rehabilitation assessment, rehabilitation counselors should:

**Consider a possible intersection of trauma and marginalization in other domains**

Avoid inquiring about past traumas to reduce the chance of re-traumatization

Obtain an in-depth accounting of the client's trauma history

Self-disclose to build rapport rapidly

*Correct answer: Consider a possible intersection of trauma and marginalization in other domains*

*When working with clients who have experienced violence, it is important to engage in trauma-informed care. In order to do so, counselors must consider that there is a correlation between vulnerable populations, marginalized populations, and the prevalence of experiencing violence. As a result, it is essential that rehabilitation counselors consider if there is an intersection between trauma and marginalization experienced elsewhere. Additionally, counselors should consider that trauma can influence a client's behaviors and emotions, and clients must be assessed for other disabilities, as clients who have experienced violence frequently have additional disabilities.*

*It is not advised to avoid discussing past trauma with clients during an assessment. However, it should be done with caution and it is not advised to request detailed accountings of traumatic experiences. Inquiring what the client's comfort level is and using clinical judgement help avoid re-traumatization. Engaging self-disclosure is a tricky ethical line to find and is not recommended unless absolutely necessary. It is likely inappropriate to engage in self-disclosure to build rapport.*

---

**140.**

What is the piece of legislation that established guidelines for creating emergency response plans for individuals with disabilities?

**The Americans with Disabilities Act (ADA)**

The Family and Medical Leave Act

The Rehabilitation Act of 1973

Workforce Investment Act of 1998

*Correct answer: The Americans with Disabilities Act (ADA)*

*Under Title II of the ADA, guidelines and requirements for emergency management pertaining to individuals with disabilities were established. The statute states "Under Title II of the ADA, emergency programs, services, activities, and facilities must be accessible to people with disabilities and generally may not use eligibility criteria that screen out or tend to screen out people with disabilities. The ADA also requires making reasonable modifications to policies, practices, and procedures when necessary to avoid discrimination against a person with a disability and taking the steps necessary to ensure effective communication with people with disabilities." These guidelines include sections surrounding emergency preparation, notification, evacuation, transportation, shelter, and access to social services specific to individuals with disabilities.*

---

**141.**

When working with survivors of trauma, a tool designed to assess both lethality and suicidal ideation is:

**The BASICS model**

The mental status examination

The MMPI

The S-HTS

*Correct answer: The BASICS model*

*The BASICS model is an acronym developed to assist crisis counselors in collecting valuable information in an array of domains in order to more accurately assess lethality and suicidal ideation. It stands for:*

- *Behavioral*
- *Affective*
- *Somatic*
- *Interpersonal*
- *Cognitive*
- *Spiritual*

*As survivors of trauma are at higher risk for suicidal ideation and subsequently completed suicide, it is essential that crisis counselors are familiar with and comfortable assessing for suicidal ideation. This model addresses six domains of a person's life and when combined with empathetic interaction may assist in preventing further trauma and/or completed suicide.*

*The mental status exam does incorporate a risk assessment section that reviews both suicidal and homicidal ideation. However, it was not developed for crisis situations, and it does not emphasize the lethality of suicidal ideation. The MMPI, or Minnesota Multiphasic Personality Inventory, assesses personality traits and psychopathological tendencies. The S-HTS, or The Sheehan–Homicide Tracking Scale, is an assessment tool indicated for determining the level of risk of homicidal actions.*

---

**142.**

A client with polytrauma injuries who has subconsciously become entirely dependent upon a caregiver is an example of:

**Regression**

Denial

Compensation

Rationalization

*Correct answer: Regression*

*Five common coping strategies have been identified for individuals with disabilities:*

- *Regression: the subconscious reversion to a prior stage of development that manifests as dependency, passiveness, or emotional dysregulation*
  - *Denial: denial of the presence of a disability or illness that often leads to poor management of symptoms*
  - *Compensation: behaviors that a person with a disability engages in with the intent of increasing functioning in other functional areas*
  - *Rationalization: occurs when individuals find reasons for behaviors that are socially acceptable*
  - *Diversion of feelings: when negative or harmful emotions are converted into more socially acceptable reactions*
-

**143.**

When developing a safety plan for a client experiencing domestic violence, a key component is:

**Phone numbers of important contacts and supports**

A list of reasons to seek treatment

A list of medical conditions

A list of helpful coping skills to use during times of distress

*Correct answer: Phone numbers of important contacts and supports*

*When developing a safety plan, the four critical components researchers have identified are:*

- 1. Important contact numbers for social supports, police, emergency services, shelters, mental health hotlines*
- 2. A list of safe places to stay, such as shelters, friends, family members*
- 3. Ways to travel away from the home, such as taxi companies, direction, public transit*
- 4. A list of essential items to bring, such as medications, clothing, essential documents*

*Rehabilitation counselors must be familiar with the development of safety plans so that they can assist clients experiencing violence to prepare a safety plan. The cycle of violence is complex and leaving is often the most dangerous time, so safety plans are a critical component of treating an individual experiencing intimate partner violence.*

---

**144.**

A common difference between post-traumatic stress symptoms experienced by veterans as compared to civilians is:

**Military personnel often experience a delayed onset of symptoms**

Civilians often experience a delayed onset of symptoms

Military personnel experience a different set of symptoms

Military members face less stigma surrounding mental health treatment than civilians

*Correct answer: Military personnel often experience a delayed onset of symptoms*

*As a result of the combat training and "mission forward" thinking that military personnel engage in, it is not uncommon for symptoms of PTSD to appear after a significant amount of time passes from the traumatic event (or events). Once military personnel return from combat and they are no longer fighting to survive, the brain allows symptoms to set in. These symptoms may persist or increase and decrease over time depending on the individual's resources and experiences.*

*As civilians are not generally in the "fight for survival" mode, symptoms appear more readily after trauma occurs. Regardless of onset, symptoms of PTSD are standard across populations, though individuals may not experience every symptom of PTSD. The most common symptoms include hypervigilance, nightmares, intrusive thoughts, avoidance, anxiety, depression, and withdrawal. While there is a stigma surrounding mental health treatment broadly, the military community faces increased levels of stigma as a result of existing cultures and perceptions.*

---

**145.**

All of the following are recommended actions to take to ensure that emergency response services are accessible, except:

**Building accessible disaster shelters**

Creating a registry for individuals with disabilities

Ensuring accessible means of transportation are available

Providing training to emergency service personnel on working with individuals with disabilities

*Correct answer: Building accessible disaster shelters*

*The ADA provides a set of guidelines for state and local governments to ensure that individuals with disabilities are protected in the event of a natural disaster or emergency. The "ADA Best Practices Tool Kit for State and Local Governments" recommends engaging in advance planning, creating a voluntary registry for individuals with disabilities, preparing a notification system that is accessible, addressing access for individuals with service animals, establishing evacuation and return plans, developing accessible transportation options, assessing shelter accessibility, ensuring social services are accessible, appointing ADA incident managers in emergency service personnel agencies, and ensuring recovery plans include individuals with disabilities.*

*While it is recommended that the shelters be modified to ensure that they are accessible to individuals with disabilities, this does not include building new accessible shelters. Recommendations include removing barriers, ensuring routes to the shelter are accessible, and identifying appropriately accessible shelters in advance.*

---

**146.**

Following crisis intervention, a client discovers new social supports, increased appreciation for their life, strengthened appreciation for important relationships, and increased intentionality in life. This is best described as:

**Posttraumatic growth**

Delusions

Rationalization

Compensation

*Correct answer: Posttraumatic growth*

*Posttraumatic growth refers to a theory that explains a phenomenon where some individuals who survive trauma experience a period of growth and improvement characterized by new social supports, increased appreciation for their life, strengthened appreciation for important relationships, and increased intentionality in life. This theory is helpful as it can help counselors view clients who have experienced trauma as greater than the events in their lives. It also helps prevent counselors and clients from viewing individuals who have experienced trauma as victims and shift the perception to survivors. Appropriate support in the wake of a crisis or traumatic experience increases the likelihood of a client experiencing posttraumatic growth.*

*Delusions refer to false beliefs an individual holds despite evidence disproving the belief.*

*Rationalization refers to a defense mechanism wherein an individual identifies socially acceptable reasons for behaviors that keep them from achieving their goals. Compensation is another defense mechanism that involves engaging in behaviors to improve functioning in areas that are not impacted by disability in an effort to cope with disability.*

---

**147.**

The polytrauma system of care treatment model involves all of the following components, except:

**Time-limited care**

Mental health care

Psychoeducation

Interdisciplinary care

*Correct answer: Time-limited care*

*The VA developed the polytrauma system of care as an ongoing continuum of care for veterans who have polytrauma. Interdisciplinary teams work with veterans to address medical, mental health, surgical, and rehabilitative needs. A major component of care is psychoeducation, not only for the client, but for their family and caregivers as well. The model is person-centered and designed to meet the veteran's lifelong needs. Polytrauma care is not a time-limited treatment model and can last significant amounts of time depending upon the identified needs and supports.*

---

**148.**

A client experiencing ongoing violence is best supported by:

**Being provided choices**

Not having to make choices

Contacting authorities to prevent violence

Being involuntarily committed to prevent a return to violence

*Correct answer: Being provided choices*

*Clients who are experiencing ongoing or perpetual violence often struggle with self-esteem and self-confidence issues. By providing options and allowing the client to make a choice independently, a sense of empowerment can be felt. This practice aids clients in pursuing self-determination and can aid in increasing control over their life.*

*By not allowing a client to make choices, self-esteem is undermined and this is not an empowering experience for the client. Whenever possible, clients should be able to engage in their right to self-determination. While it may feel like an ethical choice to contact the authorities when violence is ongoing, this may worsen the situation and place the client in increased danger. An involuntary commitment is appropriate if the client is an imminent danger to themselves or others, this is both a legal and ethical threshold, and committing someone to protect them from ongoing violence may not be appropriate. Decisions like this should involve consultation and careful consideration.*

---

**149.**

What is the end goal of crisis counseling for individuals with disabilities?

**A return to their normal level of functioning prior to crisis**

A return to their level of functioning prior to disability

Elimination of mental health symptoms

Reduction of the risk of suicide

---

*Correct answer: A return to their normal level of functioning prior to crisis*

*Crisis counseling has a universal goal regardless of whether a client has a disability or not: a return to their baseline level of functioning. Crisis intervention involves intervention at the first sign of crisis, establishing therapeutic rapport and exhibiting unconditional positive regard, risk assessment, provision of supportive resources (social, psychoeducational, or physical), exploration of new coping strategies, and ultimately a return to prior levels of functioning. Though the goals remain the same among clients with and without disability, it is essential to understand that coping strategies and needs may be different if a client does have a disability and this should be taken into account when intervening.*

---

**150.**

The two types of emergency mass shelter environments state and local governments are expected to plan for under ADA required emergency management planning include:

**Mass shelters and medical shelters**

General shelters and accessible shelters

Mass shelters and homeless shelters

Family shelters and individual shelters

*Correct answer: Mass shelters and medical shelters*

*Per the ADA emergency planning guidelines, mass shelters should be designed for the general population and medical shelters should be designed for individuals who are medically fragile. The medically fragile population generally includes individuals who require a higher level of care, such as those at nursing homes or in hospitals and medical staff should be present to ensure proper care at these shelters. It is essential to note that most individuals with disabilities will not need to be sheltered in a medical shelter and thus appropriate accommodations should be made at mass shelters to make them accessible.*

---

**151.**

A rehabilitation counselor working with veterans experiencing polytrauma who wishes to familiarize themselves with military terms would seek out which of the following resources?

**DoD dictionary of military and associated terms**

GLAAD tip sheet for allies

SAMHSA website glossary

NAMI psychoeducation resource manual

*Correct answer: DoD dictionary of military and associated terms*

*The Department of Defense has developed a dictionary of military terms that is available for public access. It is not appropriate for a rehabilitation counselor to expect a veteran experiencing polytrauma to provide education about relevant terms and concepts from their time in the military. It is the counselor's responsibility to educate themselves about relevant terms just as it would be the counselor's responsibility to obtain cultural education outside the therapeutic alliance.*

*The GLAAD (Gay & Lesbian Alliance Against Defamation) tip sheet is a resource for those seeking to increase knowledge surrounding the LGBTQIA+ community and counselors can use this document to familiarize themselves with the LGBTQIA+ community and use appropriate language with clients. SAMHSA (Substance Abuse and Mental Health Services Administration) provides many educational resources surrounding substance use on their website and via other media. NAMI's (National Alliance on Mental Illness) website contains a plethora of mental health resources for the public and rehabilitation counselors can use it to increase knowledge of psychotropic medications, severe and persistent mental illnesses, treatment modalities, and community resources.*

---

**152.**

In the event of a natural disaster, the agency responsible for helping people with disabilities before, during, and after natural disasters is:

**Office of Disability Integration and Coordination**

State governments

Local governments

Americans with Disabilities Act

*Correct answer: Office of Disability Integration and Coordination*

*The Americans with Disabilities Act is legislation that protects individuals with disabilities from discrimination in a variety of public arenas. Under the ADA, guidelines to coordinate care between state and local governments and federal agencies have been established to provide comprehensive support for people with disabilities. One of those agencies is the Office of Disability Integration and Coordination, an organization under the FEMA umbrella that "helps FEMA deliver the agency's shared mission of helping people before, during and after disasters in ways that maximize the inclusion of, and accessibility for, people with disabilities."*

---

**153.**

Emergency management services covered under the ADA include all of the following, except:

**Emergency crisis counseling**

Emergency alerts

Emergency evacuation

Emergency shelters

*Correct answer: Emergency crisis counseling*

*The primary tenet of the ADA's emergency preparedness clauses is that emergency resource coordination plans must be developed by state and local governments and that they cannot be discriminatory toward individuals with disabilities. As a result, emergency alerts, evacuation plans, and shelters must meet the needs of individuals with disabilities. Examples of appropriate inclusive services include having both visual and auditory alerts in emergency services, including evacuation vehicles with wheelchair lifts, and ensuring that emergency shelters are accessible. It is important to note that the limitation of this service is that modifications that fundamentally alter the service provided are not required.*

---

**154.**

When working with survivors of polytrauma within the polytrauma system of care, the highest level of care is found at:

**Polytrauma rehabilitation centers**

Polytrauma network sites

Polytrauma point of contact

Polytrauma support clinic teams

---

*Correct answer: Polytrauma rehabilitation centers*

*The polytrauma system of care was developed by the VA with the aim of meeting all needs of veterans who have polytrauma throughout their lifespan. The most intensive level of care is found at polytrauma rehabilitation centers. These centers provide acute inpatient medical and rehabilitative services. Veterans should be referred to the closest center to their home to minimize travel burden.*

*Polytrauma network sites are considered a step-down from polytrauma rehabilitation centers and provide post-acute care and coordination of services. Polytrauma points of contact are case managers at each VA location that coordinate care for veterans. Polytrauma support clinic teams are interdisciplinary treatment teams that provide care in an outpatient setting.*

---

**155.**

A major difference between assessing male and female service members for PTSD is:

**Interviews with women should incorporate assessment for MST**

Women are significantly less likely to experience symptoms of PTSD

Female service members generally report better physical health than male service members

Female service members are at lower risk of mental and physical health issues

---

*Correct answer: Interviews with women should incorporate assessment for MST*

*MST, or Military Sexual Trauma, is much more common among female service members than with male service members. As a result, it is essential that MST screening questions are asked during assessment. As a result of the increased prevalence of MST among female service members, female service members are at higher risk of developing symptoms of PTSD. Additionally, they are more likely to experience worse overall physical and mental health than male service members. Without proper assessment, it is difficult for service members to receive appropriate treatment. As a result, it is essential that rehabilitation counselors are familiar with appropriate assessment questions.*

---

156.

When conducting a risk assessment, an example of a noncriminogenic risk factor is:

**Low self-esteem**

Substance-use issues

A dysfunctional family

Antisocial personality traits

---

*Correct answer: Low self-esteem*

*Criminogenic risk factors for future violence and/or criminal behaviors are those that are directly connected to engaging in criminal behavior. Examples include antisocial personality traits, low levels of self-control, substance-use issues, dysfunction within the family, and a history of antisocial behaviors. Noncriminogenic risk factors are those that are minimally linked to criminal behavior and include things such as low self-esteem or depression. Noncriminogenic factors are typically dynamic and can be addressed with targeted interventions to reduce the level of risk.*

---

**157.**

When a client experiences a situation that they describe as intolerable to the point that their coping skills and supports are no longer adequate, they are experiencing a:

**Crisis**

Panic attack

Psychotic episode

Manic episode

*Correct answer: Crisis*

*Crisis is defined as "a perception or experiencing of an event or situation as an intolerable difficulty that exceeds the person's current resources and coping strategies." Crisis may occur after a traumatic event but this is not necessary for a client to be in crisis. When a client experiences a crisis, therapy should focus on building new coping skills and returning the client to their baseline using an evidence-based crisis intervention model.*

*Panic attacks may occur when a client is in crisis, but panic attacks are characterized by racing heart, shortness of breath, feelings of impending doom, and intense feelings of fear or anxiety. A psychotic episode is characterized by disorganization, paranoia, and experiencing hallucinations. Mania is characterized by increased goal-directive thoughts, feelings of euphoria or agitation, lack of sleep, increased energy, and pressured speech.*

---

158.

An example of a fundamental alteration under the ADA would be:

**A restaurant being required to make special dishes for customers with disabilities**

A restaurant omitting an ingredient from a dish for a customer with a disability

A restaurant installing a ramp for customers who use wheelchairs

A restaurant allowing flexible scheduling for an employee with a disability

---

*Correct answer: A restaurant being required to make special dishes for customers with disabilities*

*Fundamental alterations are changes "that would change the essential nature of the entity's programs or services." A restaurant developing separate dishes for customers with disabilities would be considered a change to the essential nature of the restaurant's service.*

*However, removing an ingredient or otherwise modifying a dish would be considered a reasonable accommodation to make. Additionally, making buildings accessible to individuals with disabilities is considered an appropriate accommodation. In terms of employment, modifying an employee's schedule to meet their needs related to a disability would be considered a reasonable accommodation as it does not change the fundamental nature of the job duties.*

---

**159.**

When engaging in crisis counseling with individuals with disabilities, the goal of treatment is:

**Balancing risk and protective factors**

Eliminating risk

Protective factors outweighing risk factors

Long-term happiness

*Correct answer: Balancing risk and protective factors*

*The primary goal of crisis counseling is always centered around safety and stabilization. Risk assessment does not result in zero risk as risk factors are always present in some form and crisis by nature involves challenges coping with current circumstances. The primary goal of safety and stabilization is achieved by balancing identified risk and protective factors for clients. As crisis intervention is a short-term therapy intervention, long-term happiness is not the primary goal. However, referral to mental health services may be appropriate following crisis intervention. Crisis intervention goals remain consistent between clients with and without disability as each client's individual risk and protective factors should be considered.*

---

**160.**

When conducting a risk assessment during intake, a client begins to have a panic attack. The rehabilitation counselor should:

**Lead the client in a grounding technique**

Terminate the interview immediately

Encourage the client to let the panic out

Refer the client for mental health services

*Correct answer: Lead the client in a grounding technique*

*Rehabilitation counselors, and especially those working with clients who have experienced violence, should be familiar with and comfortable leading clients in grounding exercises to alleviate symptoms of trauma if needed. Clients may experience panic attacks, flashbacks, dissociative episodes, or strong emotions during assessments. Grounding techniques are exercises that help clients reconnect with the present and affirm that they are in a safe place. Examples include breathing exercises, reminding clients where they are and that they are safe, or guided imagery.*

*Terminating the client while a client is having a panic attack reduces their chance to make an autonomous decision and limits their access to services. Seeking to establish rapport and gather enough information to determine an appropriate treatment plan would be of more benefit to the client. Encouraging a client having a panic attack to "let the panic out" may be helpful to some but is vague and may lead others to experience increased panic. Engaging in evidence-based grounding techniques is a more appropriate approach. It may be appropriate to refer a client to mental health services, but to do so an assessment must be conducted. Additionally, the client's most immediate need is to resolve the panic attack and current symptoms. Grounding exercises are more likely to do this.*

---

**161.**

The first core action in providing psychological first aid to individuals who have experienced a disaster is:

**Contact and engagement**

Safety and comfort

Stabilization

Practical assistance

*Correct answer: Contact and engagement*

*There are eight identified core actions in the psychological first aid model:*

- 1. Contact and engagement*
- 2. Safety and comfort*
- 3. Stabilization*
- 4. Information gathering*
- 5. Practical assistance*
- 6. Connection to social supports*
- 7. Information on coping*
- 8. Linking to collaborative services*

*Personal connection is integral to crisis and trauma support as the counselor-client relationship is a significant indicator of the success of treatment. PFA (Psychological First Aid) aims to address immediate impacts of events such as natural disasters and the Red Cross offers training to counselors interested in learning the model.*

---

**162.**

The CDC has identified the most helpful response counselors can provide to individuals who have experienced a climate-related disaster to be:

**Empathetic listening**

Sympathetic listening

Referral for grief counseling

Immediate risk assessment

*Correct answer: Empathetic listening*

*In 2016, the CDC indicated that individuals who have experienced a climate-related disaster benefit most from being able to talk about their experiences, emotions, and behaviors with a counselor who is engaged in empathetic, active listening. Providing reassurance and validation can be of significant benefit to clients in this population. Sympathetic listening is not recommended in a counseling setting as it may lead a client to feel pity rather than empathy. Many clients who experience natural disasters do experience symptoms of grief and referral to mental health services may be appropriate, but this does not supersede the need to be listened to. Additionally, due to the traumatic nature of many natural disasters, risk assessment may be indicated, but active listening is an essential component of any risk assessment and would be necessary to determine if a formal assessment is necessary.*

---

**163.**

A behavior therapist would treat recurrent nightmares and panic attacks experienced by an adolescent with a PTSD diagnosis by:

**Engaging in exposure therapy**

Bilateral stimulation

Dream analysis

Exploring the unconscious

*Correct answer: Engaging in exposure therapy*

*Exposure therapy is a method commonly used by behavioral therapists in an effort to reduce symptoms of panic and anxiety. By experiencing exposure to stimuli that the client may avoid or find triggering, anxiety can be decreased and automatic nervous system responses can be decreased over time. This method can be used with adolescents and adults alike.*

*Bilateral stimulation while recalling traumatic memories is a technique used in EMDR (Eye Movement Desensitization and Reprocessing), another type of trauma therapy that is evidence-based and proven to be effective with clients who have experienced trauma resulting in PTSD. Dream analysis and exploration of the unconscious are techniques used in psychoanalysis and are not inherently trauma-based treatments used to decrease panic attacks. Psychoanalysis may help clients decrease the number of nightmares experienced, but it is not a behavioral therapy model.*

---

**164.**

A community has designated a specific shelter to meet the needs of individuals with disabilities and incorporated resources into the shelter's response plan including sign language interpreters, physical accessibility, and inclusion of service animals. Which of the following practices would be prohibited under the ADA?

**Requiring individuals with a disability to stay in that shelter**

Allowing people with disabilities to stay in a shelter of their choice

Developing a shelter specific to a particular type of disability

Developing shelters for individuals with disabilities that are separate from mass shelters

---

*Correct answer: Requiring individuals with a disability to stay in that shelter*

*The ADA does require that state and local governments ensure that measures are in place for individuals with disabilities in the event of a disaster or emergency. In regard to shelter, this can be done by incorporating accessibility into each shelter and by developing shelters specific to individuals with disabilities. However, it explicitly prohibits requiring individuals with disabilities to shelter at a specific shelter developed for individuals with disabilities. State and local governments must "respect the right of people with disabilities to make choices about where to shelter."*

---

**165.**

When working with clients who have disabilities related to violence, a rehabilitation counselor should first assess:

**If basic needs are being met**

If referral to mental health services is appropriate

If referral for medical services is appropriate

For co-occurring disorders

*Correct answer: If basic needs are being met*

*During an intake assessment, it is essential that a rehabilitation counselor provide psychoeducation regarding service eligibility in addition to completing the assessment. Referral to appropriate services is recommended if needs are identified. The first thing to assess is if an individual's basic needs are being met. Per Maslow's hierarchy of needs, if an individual's basic needs are not being met, they will be unable to engage in deeper healing. If food, safety, housing, or other needs are identified, it would be appropriate to refer the client to a food bank, shelter, support group, etc.*

*Once basic needs have been assessed, it is appropriate for rehabilitation counselors to assess for co-occurring disorders, the need for referral for mental health counseling, and the need for additional medical services. It is also important for rehabilitation counselors to avoid re-traumatization during the intake process.*

---

**166.**

When conducting a risk assessment, attempted suicide is defined as:

**A prior behavior, self-injurious in nature, with some degree of suicidal intent and variable lethality**

A self-inflicted action that results in death

Nonfatal injury to oneself with a limited degree of suicidal intent

A physical threat to life demonstrated by a client's risk level, plan, and access to means to end their own life

---

*Correct answer: A prior behavior, self-injurious in nature, with some degree of suicidal intent and variable lethality*

*Attempted suicide refers to any behavior, self-injurious in nature, with some degree of suicidal intent and variable lethality. It is essential to note a history of attempted suicide when conducting a risk assessment, as this increases the likelihood of a future suicide attempt.*

*Suicide is defined as a self-inflicted action that results in an individual's death. A nonfatal injury to oneself with a limited degree of suicidal intent is referred to as self-injurious behavior. A physical threat to life demonstrated by a client's risk level, plan, and access to means to end their life is the level of lethality. When assessing suicide, it is important that counselors understand the various terms related to suicide and use appropriate language. The IS PATH WARM acronym is a helpful tool when assessing suicide risk.*

---

167.

All of the following are considered core competencies of disability-related counseling, except:

**Working with persons with chronic illness or disability in involuntary settings**

Understanding and accommodating the disability experience

Advocacy for persons with chronic illness or disability and support of self-advocacy

The counseling process and relationship

*Correct answer: Working with persons with chronic illness or disability in involuntary settings*

*The American Rehabilitation Counseling Association identified five core competencies for providing disability-related counseling in present-day America. Those competencies include:*

*A. Understanding and accommodating the disability experience*

*B. Advocacy for persons with Chronic Illness or Disability (CID) and support of their self-advocacy*

*C. The counseling process and relationship*

*D. Testing and assessment*

*E. Working with or supervising persons with CID in school, employment, community, or clinical settings*

*These competencies can certainly be applied to working with individuals with disabilities in involuntary settings (such as inpatient psychiatric settings or detention centers), but there is not a separate competency specific to this population.*

## 5. Medical and Psychosocial Aspects of Chronic Illness and Disability

---

### 5. Medical and Psychosocial Aspects of Chronic Illness and Disability

168.

A rehabilitation counselor meets with a client who expresses frustration around the agency not using their preferred name or pronouns. When the counselor investigates, they learn that the agency has a policy that legal names and pronouns must be used as they accept Medicaid and everything must match. The rehabilitation counselor should:

**Advocate for a change in agency policy to respect preferred pronouns and names**

Use the client's preferred name and pronouns in their interactions and inform the client of the agency policy

Follow the agency policy but provide psychoeducation around the policy to the client

Refer the client to a different agency

---

*Correct answer: Advocate for a change in agency policy to respect preferred pronouns and names*

*Transgender and gender nonconforming clients face increased rates of discrimination, transphobia, and disregard for preferred names and/or pronouns, even in counseling settings. This high level of stigmatization has a correlational effect on this population's mental health, access to care, and feelings of safety. Per the code of ethics, it is the rehabilitation counselor's responsibility to become knowledgeable about potential barriers to treatment and advocate on behalf of clients at times. Rehabilitation counselors are expected to seek knowledge related to providing care to this population, advocate for changes to agency policies that are discriminatory, and advocate for safe environments in schools and workplaces.*

*Informing the client of the policy and using preferred names and pronouns is not fulfilling the duty to advocate for destigmatized care. Similarly, providing psychoeducation around a policy that is discriminatory is likely to damage the therapeutic rapport and does not advocate for the client's best interests. It may be*

*necessary to refer a client to a different agency if the issue cannot be resolved, but the counselor should first engage in advocacy efforts.*

---

**169.**

A teenager diagnosed with obsessive compulsive disorder would most likely be prescribed:

**Zoloft**

Vyvanse

Lithium

Abilify

*Correct answer: Zoloft*

*Zoloft is an SSRI (Selective Serotonin Reuptake Inhibitors) medication indicated for treatment of depression and obsessive compulsive disorder. When treating obsessive compulsive disorder in an adolescent, an SSRI is recommended and the two most effective medications to treat OCD (Obsessive-Compulsive Disorder) in adolescents are Zoloft and Luvox.*

*Vycanse is a stimulant medication used to treat ADHD (Attention-Deficit/Hyperactivity Disorder) in children and adults. Lithium is a mood stabilizing medication used to treat bipolar disorder in children and adults. Abilify is an antipsychotic medication used to treat schizophrenia in children and adults.*

---

170.

If an individual who carries a diagnosis of schizophrenia that specifically significantly limits their ability to perform activities of daily living, they would be said to have a:

**Psychiatric disability**

Mental illness

Low IQ

Physical disability

*Correct answer: Psychiatric disability*

*Psychiatric disability is the most appropriate term to use when attempting to convey that an individual has a mental illness that impairs their ability to perform major life activities. A person can have a mental illness, or diagnosis that is mental or emotional in nature, without that illness significantly impacting their ability to carry out tasks of daily life. IQ and the presence of a mental illness or psychiatric disability are separate components of an individual's medical and psychiatric profile. An individual can have a high IQ and carry a mental health diagnosis or have a psychiatric disability. Physical disabilities are those specifically related to an individual's inability or limited ability to perform a specific physical task.*

---

171.

A rehabilitation counselor is working with an LGBTQIA+ client who has recently been rejected by their family due to their gender identity. The best next step for the counselor to take is:

**Provide emotional support and explore alternative support networks**

Encourage the client to sever ties with their family to protect their mental health

Advise the client to hide their gender identity from family to promote continued connection

Suggest the client tries to conform to their family's expectations to preserve relationships

*Correct answer: Provide emotional support and explore alternative support networks*

*Rejection from family as a result of sexual orientation, gender identity, or other LGBTQIA+ cultural elements is not uncommon and rehabilitation counselors must provide support and encouragement to the client to explore alternative support networks. The concept of "chosen family" is particularly relevant as it is inherent to LGBTQIA+ culture due to the history of rejection by families. Chosen family refers to social supports and connections that an individual identifies as extremely helpful and important. Clients can also be encouraged to explore other social supports such as LGBTQIA+ community centers or advocacy groups.*

*Encouraging a client to sever ties with their family is not advised as that should be the client's decision and unless a client feels that is the best option for them it may be detrimental to their well-being. Advising a client to hide their identity or conform to familial expectations is dangerous and is not advised as it may generate internalized homophobia or transphobia which is detrimental to the client's well-being.*

---

172.

When working with clients who are hard of hearing, rehabilitation counselors would benefit from understanding that in Deaf culture:

**Being Deaf is not considered a disability**

Only individuals who have severe or total hearing loss are considered part of the Deaf community

Speaking is frowned upon

Sign language is a universal language

*Correct answer: Being Deaf is not considered a disability*

*Deaf culture is one that promotes a strong sense of community among its members stemming from historical components of the community, literary and artistic traditions, and social engagement. Within Deaf culture, being deaf or hard of hearing is not considered a disability but rather a shared cultural identity. As it is a broader culture, the Deaf community is inclusive of individuals with all levels of hearing loss. Misconceptions surrounding the Deaf community include that speaking is frowned upon and/or that all Deaf individuals are unable to speak, that sign language is universal, that all Deaf individuals can read lips, and that other senses are heightened. It is important that rehabilitation counselors familiarize themselves with Deaf culture when working with Deaf individuals just as they would with other cultures (i.e., racial cultures, foreign cultures, etc.). The education burden rests on the shoulders of the counselor and not the client.*

---

173.

The four main pharmacokinetic processes include:

**Absorption, distribution, metabolism, and excretion**

Ingestion, distribution, metabolism, and excretion

Absorption, processing, metabolism, and excretion

Absorption, distribution, metabolism, production

*Correct answer: Absorption, distribution, metabolism, and excretion*

*Pharmacokinetics is the study of what the human body does to drugs. The four primary pharmacokinetic processes include:*

- 1. Absorption: moving the drug from the stomach into the bloodstream*
  - 2. Distribution: getting the medication from the bloodstream to the treatment organ*
  - 3. Metabolism: breaking the drug down*
  - 4. Excretion: removing the inactive form of the drug from the body*
-

174.

Attention-deficit/hyperactivity disorder is characterized by "a persistent pattern of inattention and/or hyperactivity-impulsivity that interferes with functioning or development" per the DSM-5. All of the following are subtypes of ADHD, except:

**Mixed**

Inattentive

Hyperactive

Combined

*Correct answer: Mixed*

*The DSM-5 classifies ADHD under neurodevelopmental disorders and identifies three distinct subtypes: inattentive, hyperactive, and combined. The inattentive subtype is closely linked to a difficulty in sustaining attention and symptoms including making mistakes at work, difficulty following instructions, deficient working memory, distractibility, and frequently losing items. The hyperactive type is closely linked to a constant need for movement, frequent interrupting, and challenges in self-control. The combined type is the most common subtype of ADHD and is a manifestation of symptoms of both inattention and hyperactivity. The DSM-5 does not use the modifier "mixed type" in reference to ADHD as it does with other illnesses.*

---

**175.**

The medical term that refers to the death or failure in nerve function in a person's brain is:

**Dementia**

TBI

Stroke

Hypertension

*Correct answer: Dementia*

*Dementia is an umbrella term for the cluster of diagnoses that involve the death or failure of nerve function in a person's brain. Impairments can be observed in a person's ability to complete activities such as eating, drinking, fine motor skills, decision-making, and memory. Some of the most prevalent forms of dementia include Alzheimer's disease, vascular dementia, Parkinson's disease dementia, and frontotemporal lobar dementia. Alzheimer's disease is the most common form of dementia and key indicators of this disease include an inability to make plans, solve problems, complete everyday tasks, confusion related to time and place, and mood changes.*

*TBI, or Traumatic Brain Injury, refers to dysfunction in the brain as a result of outside force. Stroke refers to an event that can cause damage to the brain as a result of disruption to the blood supply. Hypertension refers to the condition of having high blood pressure.*

---

**176.**

A client diagnosed with schizophrenia is experiencing a lot of negative symptoms. This client would most likely be prescribed:

**Zyprexa**

Haldol

Prolixin

Celexa

*Correct answer: Zyprexa*

*Negative symptoms, symptoms that indicate a lack of something, are common among individuals who have psychotic illnesses such as schizophrenia. Examples of negative symptoms include a lack of affect, anhedonia, and social withdrawal. Atypical, or second generation, antipsychotic medications are sometimes able to treat these negative symptoms whereas typical, or first generation, antipsychotics do not treat negative symptoms. Zyprexa is a commonly used second generation antipsychotic medication. Other common second generation antipsychotic medications include abilify, clozapine, invega, seroquel, and geodon.*

*Haldol, prolixin, thorazine, taractan, and serentil are all examples of first generation antipsychotic medications. Celexa is an SSRI (Selective Serotonin Reuptake Inhibitors) medication typically used to treat depression.*

---

**177.**

The practice of developing appreciation and understanding of a variety of cultures including one to which an individual belongs and those that they do not belong to is:

**Cultural competence**

Cultural humility

Intersectionality

Diversity

*Correct answer: Cultural competence*

*Cultural competence is an essential practice within rehabilitation counseling as counselors will encounter clients from a wide array of cultural backgrounds and to provide effective counseling, a level of cultural competence must be present. Cultural competence as a practice involves developing appreciation and understanding of a variety of cultures, including one to which an individual belongs and those which they do not belong to. Cultural competence is expected as a part of the code of ethics.*

*Cultural humility refers to holding a perspective that is rooted in "other-oriented" thinking when working with clients who belong to cultures that are different than the counselor's own. Intersectionality refers to the understanding that individuals hold multiple identities that influence their experience in the world. Diversity is defined as the presence of a variety of backgrounds including ethnicity, nationality, gender, sexual orientation, and/or socioeconomic status.*

---

178.

A client with a disability that was observable at birth has a:

**Congenital disability**

Acquired disability

Developmental disability

Progressive disability

---

*Correct answer: Congenital disability*

*Congenital disabilities are those that an individual inherits and are evident at birth, such as Down syndrome or a cardiac defect.*

*Acquired disabilities are those that result from a trauma experienced during the life course, such as TBI (Traumatic Brain Injury) or physical injury. Developmental disabilities are those that become apparent throughout the lifespan rather than at birth, such as intellectual impairment or ADHD (Attention-Deficit/Hyperactivity Disorder). Progressive disabilities are those that worsen over time and are generally inherited, such as dementia and muscular dystrophy.*

---

179.

All of the following are extrapyramidal side effects, except:

**Glucophage**

Dyskinesia

Dystonia

Akathasia

*Correct answer: Glucophage*

*Extrapyramidal side effects are movement disorders commonly associated with antipsychotic medications. Examples include dyskinesia, dystonia, and akathasia. This side effect is significantly more common in traditional antipsychotic medications such as thiorazine and prolixin.*

*Glucophage is a medication used to assist in preventing type 2 diabetes weight gain, which is another common side effect of antipsychotic medications. It is not uncommon for individuals with psychotic illness diagnoses to be prescribed both an antipsychotic medication and Glucophage.*

---

**180.**

When working with a client who reports they are scheduled to receive a regional anesthetic intervention for chronic pain management, which of the following interventions would not be appropriate for the rehabilitation counselor to provide?

**Providing information about alternative treatment options**

Reviewing pre and post-operative instructions with the client

Generating an opioid contract with the client

Developing assertiveness skills

*Correct answer: Providing information about alternative treatment options*

*It is essential that clients give informed consent when agreeing to undergo any medical procedure. However, it is the responsibility of the assigned physician to review surgical procedures with the client as they have the appropriate expertise, credentials, and practice experience to adequately discuss options, alternatives, risks, and benefits of a medical procedure.*

*Once the client and physician have had appropriate discussions, it is appropriate for a rehabilitation counselor to provide interventions aimed at increasing medical literacy. Appropriate interventions include reviewing pre/post-operative instructions to ensure that the client understands, reviewing medication guidelines provided, initiating opioid contracts if necessary, and working to develop assertiveness skills so that clients feel comfortable asking questions of providers.*

---

**181.**

A rehabilitation counselor uncovers a bias against individuals with a schizophrenia diagnosis. The counselor wants to work on this to ensure that it does not impact service delivery to potential clients. The best way for the counselor to address this is:

**Seek out friendships or personal connections with individuals with similar diagnoses**

Do not work with clients with this diagnosis to ensure poor services are not provided

Inform the client of the bias and request feedback about performance

Watch movie and TV shows that have depictions of the specific diagnosis to increase comfort

*Correct answer: Seek out friendships or personal connections with individuals with similar diagnoses*

*It is inevitable that rehabilitation counselors will experience some variety of implicit (or overt) bias during their careers. This is why self-reflective practice is essential in helping professions. Some counselors will identify bias against a particular diagnosis or disability. The best strategy to uncover, learn more about, and correct bias is to seek out friendships or personal connections with individuals with the same or similar diagnoses and listen to their stories. This can be supplemented by conducting research about myths and facts related to the disability and reading recovery narratives.*

*Declining to work with a client as a result of their diagnosis or disability could be a form of discrimination and may cause harm to the client. This is not considered ethical behavior. Requesting feedback from the client places the burden on the client's shoulders and holds the potential to harm both the client and the therapeutic rapport. Watching movies and TV shows with characters with specific illnesses may be helpful but media narratives are often harmful and stereotypical rather than personal and accurate. This could lead to further bias toward the diagnosis.*

---

182.

An example of a vector-borne disease is:

**Lyme disease**

Influenza

Tuberculosis

Thrush

---

*Correct answer: Lyme disease*

*Vector-borne diseases are those transmitted by living organisms. Most vector-borne diseases are transmitted by blood-sucking insects such as mosquitos or ticks. Lyme disease is the most commonly contracted vector-borne disease in the US presently and is transmitted by ticks.*

*Influenza is considered a viral disease alongside COVID-19, hepatitis, and RSV (Respiratory Syncytial Virus). Tuberculosis is considered a bacterial disease alongside strep throat, chlamydia, and UTI (Urinary Tract Infection). Thrush is considered a fungal disease alongside yeast infection, ringworm, and fungal nail infections.*

---

183.

When working with military veterans who are disabled, the best approach to address the potential stigma associated with seeking mental health services is:

**Promoting a culture of seeking help as a sign of strength**

Emphasizing self-reliance

Encouraging veterans to avoid discussing their experiences with other service members

Avoiding discussions about mental health

---

*Correct answer: Promoting a culture of seeking help as a sign of strength*

*As military culture is less accepting of seeking mental health support due to stigma, it is essential that rehabilitation counselors work actively to destigmatize seeking treatment by promoting a culture of seeking help as a sign of strength rather than weakness.*

*Emphasizing self-reliance, discouraging discussion among service members, and avoiding discussions about mental health all perpetuate stigma and discourage veterans from seeking help, support, and resources they need and would benefit from.*

---

184.

In the medical field, the acronym "CID" refers to:

**Chronic Illness and Disability**

Cognitive Information Delay

Childhood Illness and Disability

Chronic Instability and Distress

*Correct answer: Chronic Illness and Disability*

*Rehabilitation counselors will need to understand common terminology related to working with clients with disabilities. CID stands for Chronic Illness and Disability. Clients with CID are at higher risk of experiencing trauma, abuse, and/or distress throughout the lifespan than individuals without CID. As a result, it is important for rehabilitation counselors to be able to identify what CID means when coming across it in a client's medical record as there are implications for screening, assessment, and treatment. Rehabilitation counselors should assess and be mindful of both mental and physical wellbeing in clients with CID as a holistic approach is likely to promote positive outcomes for clients.*

---

**185.**

A common consequence of internalized stigma in individuals with disabilities and chronic illness is:

**Decreased self-esteem and self-efficacy**

Increased self-esteem and self-efficacy

Decreased self-advocacy and increased empowerment

Increased self-advocacy and decreased self-efficacy

---

*Correct answer: Decreased self-esteem and self-efficacy*

*Stigma is defined as "a set of negative and often unfair beliefs that a society or group of people have about something." When an individual internalizes stigma it means that they have come to believe the set of negative beliefs prevalent in society surrounding a disability or characteristic that they possess.*

*Internalization of stigma-based beliefs can have profoundly negative impacts on a client's self-esteem and self-efficacy. It can result in feelings of depression, anxiety, worthlessness, and increased dependence upon others.*

---

**186.**

A client with a disability uses a battery-powered wheelchair to enable independent mobility following an accident that left her paralyzed. The client's wheelchair is an example of:

**Assistive technology**

Workplace accommodation

IEP

Biotechnology

*Correct answer: Assistive technology*

*Assistive technology devices are devices that increase the level of independent functioning for individuals with physical disabilities. Assistive Technology Device (ATD) is a term that has been included in legislation to add a layer of protection for individuals with disabilities. Examples of ATDs include wheelchairs, canes, prosthetics, etc. ATDs can be complex (like a motorized wheelchair) or simple (like an extender to help a client reach things).*

*Workplace accommodations are changes made to the work environment to enable a person with a disability to complete job functions as though there is not a disability present. Examples include therapeutic seating options, modified schedules, etc. IEPs are Individualized Education Plans to assist students with disabilities in the classroom. Biotechnology refers to the integration of technology and natural sciences.*

---

187.

When assessing for disability, the most appropriate assessment tool is:

**The WHODAS 2.0**

The DSM-IV

The DSM V

The ICD-10

*Correct answer: The WHODAS 2.0*

*The WHODAS 2.0, or World Health Organization Disability Assessment Schedule 2.0, was developed by the World Health Organization to be used in clinical settings where an individual's functioning can be assessed to determine if a disability is present and to what degree it impacts functioning. This would be the most appropriate tool to assess for disability.*

*The DSM, or Diagnostic and Statistic Manual, is a clinical guide to assessing psychiatric diagnoses to ensure appropriate treatment is provided based off a standardized set of symptoms. The most current version of the DSM is the DSM-V-TR. The ICD-10, or International Statistical Classification of Diseases and Related Health Problems, is a medical diagnostic guide developed by the WHO.*

---

**188.**

Pain that occurs as a result of the brain, spinal cord, or peripheral nerves is referred to as:

**Neuropathic**

Nocioceptive

Mixed

Undetermined

---

*Correct answer: Neuropathic*

*Chronic pain is currently the leading cause of disability in the United States and an understanding of pain is essential in rehabilitation counseling. Pain can be broken into three types: neuropathic, nocioceptive, and mixed/undetermined. Neuropathic pain is the result of damage to the brain, spinal cord, or peripheral nerves.*

*Nocioceptive pain exists as a result of on-going, nonneural tissue damage and is a result of activation of nocioceptors. Mixed/undetermined are the same category of pain and are relatively self-explanatory. If an individual has both neuropathic and nocioceptive pain, it is considered of mixed type. Often, the root cause of pain is not able to be identified and in this case it would be considered undetermined. Examples of chronic pain include migraine headaches and fibromyalgia.*

---

189.

Prescribing stimulant medications to treat ADHD in children:

**Is 70–80% effective**

Is contraindicated due to appetite and cardiac symptoms

Is considered a second line treatment when paired with therapy

Eliminates the need for accommodations in school

*Correct answer: Is 70–80% effective*

*Between 7% and 8% of children in elementary school carry an ADHD (Attention-Deficit/Hyperactivity Disorder) diagnosis. The first line treatment option for ADHD in children is medication intervention paired with therapeutic intervention, as stimulant medications have shown between 70% and 80% effectiveness in this specific population. It is important that children remain connected to a prescriber for the duration they take stimulant medications, as regular labs are recommended to ensure that side effects do not have an adverse impact on the child.*

*While appetite and cardiac symptoms may occur in children prescribed stimulant medications, this does not make them contraindicated but rather necessitates regular labs to ensure that there is not a detrimental impact on the child's overall well-being. It is also important to note that taking medication is not a barrier to school accommodations, and an IEP (Individualized Educational Plan) can still be put into place to meet the child's needs.*

---

**190.**

A rehabilitation counselor has been asked to provide case management assistance so that a client can get regular blood draws completed to ensure their medication is not impacting them negatively. That client is most likely taking:

**Clozaril**

Wellbutrin

Cymbalta

Ativan

*Correct answer: Clozaril*

*Clozaril is an atypical antipsychotic medication used to treat illnesses such as schizophrenia and schizoaffective disorder. This medication carries a higher risk of a client developing agranulocytosis, or a significant drop in white blood cell count, which can increase the risk of illness. As a result, clients taking this medication must have regular labs completed to ensure that consumers are not experiencing this side effect.*

*Wellbutrin and Cymbalta are antidepressant medications that do not require regular blood work. Ativan is an antianxiety medication with a short half-life that does not require specialized labs.*

---

**191.**

When working with a client who has been diagnosed with cerebral palsy and has mobility challenges but has expressed a strong desire to participate in a local 5K, the best step for a rehabilitation counselor to take is:

**Support the client's goal and work together to find adaptive equipment and training options**

Discourage the client from participating due to the mobility challenges and potential for failure

Advise the client to focus on less physically demanding recreational activities

Assist the client in filing a grievance under the ADA as the race is not accessible

*Correct answer: Support the client's goal and work together to find adaptive equipment and training options*

*One of the primary roles that a rehabilitation counselor may find themselves in is case manager. When acting as a case manager a rehabilitation counselor may need to act as a broker to assist a client in obtaining the tools needed to accomplish their identified goals. Part of case management is to identify medical, recreational, and vocational needs and address them. This would include supporting a client's goal of completing a 5k and helping them obtain appropriate adaptive equipment and/or other resources to achieve their goals.*

*Discouraging a client from pursuing a goal out of fear of potential failure or due to it being challenging is not an ethical course to take. Rehabilitation counselors would be promoting internalized ableism by doing this, as opposed to assisting clients in completing goals they have identified. Filing a grievance would not be appropriate at this juncture as options for participation and support from the organization have not been explored and certain changes or requests could be viewed as "fundamental changes" of the event's purpose which the ADA does not require.*

---

**192.**

An example of a complementary health approach for the treatment of chronic pain is:

**Acupuncture**

Medical cannabis

Nonopioid analgesic medication

Muscle relaxers

*Correct answer: Acupuncture*

*Per the National Center for Complementary and Integrative Health, complementary health approaches are treatment options that are developed outside mainstream Western medicine but often used in conjunction with mainstream Western medicine interventions. Examples include vitamins and supplements, acupuncture, yoga, massage therapy, mindfulness, and relaxation techniques. Common examples specific to individuals with chronic pain include yoga, spinal manipulation, massage therapy, heat and cold therapy, meditation, acupuncture, traditional herbal medicines, vitamins, and minerals.*

*Medical cannabis is accepted in 23 states and DC and is still considered a controversial treatment approach for chronic pain. Research into the effectiveness and side effects of cannabis for pain management is ongoing and will likely remain a controversial treatment option until more studies have been conducted. Nonopioid analgesic medications, opioids, SSRIs, muscle relaxers, and sleep medications are all considered pharmacological interventions that may be applicable to pain management.*

---

193.

An extreme heat event is least likely to impact which of the following clients?

**A client experiencing chronic pain**

An elderly client

A client taking psychotropic medication

A client with a history of suicidal ideation

---

*Correct answer: A client experiencing chronic pain*

*As extreme heat events and other climate-related events have become more prevalent, it is essential that rehabilitation counselors have an understanding of how these events may impact client groups. Extreme heat is particularly challenging for elderly clients as they are more vulnerable to severe weather circumstances. Clients taking psychotropic medications are at increased risk during extreme heat or cold as many psychotropic medications negatively impact the body's ability to regulate temperature. Clients with a history of suicidal ideation are also at increased risk during extreme heat events and heat waves as research indicates consistent rises in suicide attempts during heat waves.*

*Clients who experience chronic pain may experience increased discomfort during extreme heat but there is not evidence to indicate a direct correlation between heat and chronic pain.*

---

194.

A rehabilitation counselor working with a child who is Deaf who wants to ensure that the child develops a healthy sense of identity would:

**Promote engagement in Deaf culture**

Promote exclusive use of sign language

Discourage social engagement with hearing peers

Limiting exposure to Deaf role models

---

*Correct answer: Promote engagement in Deaf culture*

*Fostering a strong connection to Deaf culture is critical in the healthy development of a sense of self for Deaf and hard-of-hearing children. Best practices include exposure to Deaf culture, Deaf history, and the use of sign language, as these are integral parts of Deaf identity.*

*Promoting exclusive use of sign language and discouraging social interaction with hearing peers can lend itself to becoming isolating and limit opportunities for healthy social development. Limiting exposure to Deaf role models can also hinder the child's understanding of their cultural identity.*

---

**195.**

The recommended approach when providing rehabilitation services to individuals with disabilities from diverse cultural backgrounds is:

**A culturally competent approach**

A color-blind approach

Encouraging assimilation into the dominant culture

Ignoring the impact of culture on disability

---

*Correct answer: A culturally competent approach*

*Rehabilitation counselors are encouraged to adopt a culturally competent and culturally sensitive approach when providing services to individuals from diverse cultural backgrounds. This approach acknowledges and respects cultural differences and tailors rehabilitation strategies accordingly.*

*A color-blind approach is discouraged as it ignores the significance and impact of cultures. Assimilation into the dominant culture is not appropriate or desired as it devalues cultural diversity and can negatively impact a client's sense of self. Ignoring the impact of culture on disability can lead to poor treatment and therapeutic rapport.*

---

**196.**

The neurological disorder that includes symptoms such as throbbing or pulsating pain, light sensitivity, nausea, sound sensitivity, vomiting, and visual disturbance is:

**Chronic migraines**

Fibromyalgia

Diabetes

Dementia

*Correct answer: Chronic migraines*

*Chronic migraines impact over 35 million Americans and can be debilitating for those who experience them. The most common symptoms include throbbing or pulsating pain, light sensitivity, nausea, sound sensitivity, vomiting, and visual disturbance. To be considered chronic, the individual must experience 15 or more in a 90 day period. An individual who experiences fewer migraines would be diagnosed with episodic migraine. Pharmacological interventions and lifestyle interventions are common for those with migraines.*

*Fibromyalgia is a chronic disorder that causes body pain and tenderness. Common symptoms include musculoskeletal pain, fatigue, memory lapses, mood change, and sleep disturbance. Diabetes is a chronic health condition that impacts the body's ability to turn food into energy. Dementia is a group of conditions that occur as a result of changes in brain function. Examples include Alzheimers disease and major neurocognitive disorder.*

---

**197.**

A client diagnosed with ASD who experiences hyposensitivity would most likely:

**Listen to the TV at a high volume**

Wear sunglasses in florescent lighting

Wear earplugs in noisy places

Wear soft clothing without tags

---

*Correct answer: Listen to the TV at a high volume*

*Individuals with ASD (or Autism Spectrum Disorder) may experience hyposensitivity. This is defined as an undersensitivity to external stimuli. Common examples of hyposensitivity include listening to things at an extremely high volume, hugging or shaking hands too firmly, or finding it difficult to identify feelings such as hunger or pain. Listening to the TV at a high volume is a potential indicator of auditory hyposensitivity.*

*On the other hand, hypersensitivity is the over-response to external stimuli. Common examples include difficulty tolerating loud sounds, bright lights, or textures in food or on clothing. Wearing sunglasses in fluorescent lighting, wearing earplugs in noisy places, and wearing soft clothing without tags are examples of accommodations for individuals who experience hypersensitivity.*

---

**198.**

Which of the following is a medication commonly used to slow the progression of dementia?

**Aricept**

BuSpar

Ativan

Klonopin

---

*Correct answer: Aricept*

*There is not currently a cure for dementia and as a result medical interventions are typically centered around pharmacological interventions to slow the progression of the disease. Common medications used for this purpose include Aricept, Cognex, Namenda, and Exelon. Some of the side effects commonly experienced by clients taking these medications include stomach upset, dizziness, fatigue, increased drowsiness, vomiting, and feeling nauseated.*

*BuSpar, Ativan, and Klonopin are antianxiety medications, specifically benzodiazepines, prescribed to clients who experience intense anxiety and/or panic attacks. These medications are indicated for short-term use due to their addictive nature.*

---

**199.**

Dementia refers to a cluster of diagnoses that all result from failure in the function of the nerve cells in the brain. The type of dementia often referred to as "poststroke dementia" is:

**Vascular dementia**

Alzheimer's disease

Normal pressure hydrocephalus

Frontotemporal lobar dementia

*Correct answer: Vascular dementia*

*Vascular dementia is caused by decreased blood flow causing damage to brain tissue and is often referred to as "post-stroke dementia" as a result of its common occurrence with left-hemisphere stroke. Vascular dementia is the second most common form of dementia following Alzheimer's disease.*

*Alzheimer's disease is the most common dementia diagnosis and is thought to be the result of the build-up of certain substances in the brain that causes plaques and tangles that impact the brain's ability to function. Normal pressure hydrocephalus is the result of too much fluid in the brain increasing pressure in brain tissues. Frontotemporal lobar dementia is caused when the brain is damaged by disease in the frontal and temporal lobes of the brain.*

---

**200.**

Individuals who have been diagnosed with chronic pain have been experiencing the identified pain for at least:

**Three months**

Six months

One year

180 days

---

*Correct answer: Three months*

*Chronic pain is defined as pain that persists past a typical course of illness or injury healing greater than three months that negatively impacts the individual's overall well-being. Pain that lasts less than three months or within the standard healing course is considered acute pain and is viewed as a warning signal from the body to prevent further injury. It is important to note that chronic pain can wax and wane and it is not uncommon for severity to fluctuate significantly. Chronic pain not only causes physical discomfort but can negatively impact mood, sleep, and cognition.*

---

**201.**

Socially accepted constructs that identify a characteristic, trait, or diagnosis that leads to a person being discredited, is a catalyst for discrimination, and/or indicates the loss of status is best identified as:

**Stigma**

Prejudice

Stereotyping

Psychosomatic

*Correct answer: Stigma*

*Stigma is commonly associated with disability, especially if that disability is related to mental health or is the result of environmental or behavioral decisions a person made. It is essential that rehabilitation counselors understand the widespread impact that stigma has on individuals who have disabilities or mental illnesses. Stigma often prevents individuals from seeking support, treatment, or services to assist them in their everyday life, work, or school settings. Stigma can also impact rehabilitation counselors as people often hold their own biases that must be reflected upon and steps must be taken to ensure that patient care is not negatively impacted.*

*Prejudice is a negative bias against a group of people based on race, sexuality, etc. that is not rooted in fact.*

*Stereotypes are widely believed views or opinions about a group of people that are oversimplified and not generally rooted in fact.*

*Psychosomatic conditions are conditions that manifest physical symptoms where there is no medical explanation, likely due to psychological factors.*

---

**202.**

A rehabilitation counselor is meeting with a new client and wants to engage in a helpful, culturally competent way. The counselor reflects upon the intersection of the client's race and disability and how those factors might influence their experience seeking services. This is referred to as:

**Broaching**

Advocacy

Social justice

Cultural humility

*Correct answer: Broaching*

*Broaching involves providing consideration for how the client's background is influenced by sociopolitical factors and how those factors might influence the client's experience seeking out and engaging in rehabilitation services. If rehabilitation counselors don't consider the client's perspective and needs, concerns cannot be addressed appropriately and the counseling experience will be hindered.*

*Advocacy involves taking specific actions to promote changes that would correct observed and experienced social injustices. Advocacy is included in the rehabilitation counselor's code of ethics. Social justice refers to the concept that not all individuals have the same experience in the world and the idea that changes to promote equity should be pursued. Cultural humility refers to the practice of holding an "other-oriented" perspective and promoting the cultural factors that are important to the client.*

---

**203.**

Rheumatoid arthritis impacts the cardiovascular and respiratory systems in addition to the immune and skeletal systems. As a result, it is classified as a:

**Systemic disease**

Comorbidity

Co-occurring disease

Terminal illness

*Correct answer: Systemic disease*

*Systemic diseases are those that impact the entire body as opposed to a single part of the body or a single organ. Rheumatoid Arthritis (RA) impacts multiple systems and is subsequently considered to be a systemic disease. Most RA diagnoses occur in the 60s, but it often emerges between 30 and 70. Common symptoms include pain, swelling, and stiffness in joints as the illness is an autoimmune disorder that results in the immune system attacking joints.*

*Comorbidity refers to the presence of two or more illnesses in the same person. Co-occurring illness refers to the presence of a substance-use disorder and another diagnosis in the same individual. Terminal illnesses are those that will ultimately result in the individual's death.*

---

**204.**

A client who has polytrauma would have:

**Multiple severe injuries or conditions**

An injury that impacts multiple joints in the body

A traumatic injury that resulted from experiencing a natural disaster

A minor injury that resulted in long-term disability

---

*Correct answer: Multiple severe injuries or conditions*

*The VA (Veterans Affairs) defines polytrauma as "two or more injuries to physical regions or organ systems, one of which may be life-threatening, resulting in physical, cognitive, psychological, or psychosocial impairments and functional disability." Some of the conditions seen most often when a client has polytrauma include TBI (Traumatic Brain Injury), PTSD (Post Traumatic Stress Disorder), amputations, loss of vision, loss of hearing, etc. Polytrauma is most closely associated with military combat veterans and the VA has developed a polytrauma system of care that includes rehabilitation centers, network sites, support clinic teams, and points of contact all specifically for clients with polytrauma.*

---

**205.**

A rehabilitation counselor is meeting with a new client for an assessment. The counselor notices that the client is having a difficult time speaking despite apparent effort. The counselor would note that the client has:

**Aphasia**

Hemiparesis

Dysphagia

Hemiplegia

*Correct answer: Aphasia*

*Aphasia, dysphagia, hemiparesis, and hemiplegia are all common impacts of a stroke. A stroke occurs when the brain suffers damage due to the disruption of blood flow, generally the result of a blood vessel either rupturing or becoming blocked. Aphasia refers to difficulty speaking or understanding spoken words. The client is struggling to speak and is experiencing aphasia.*

*Hemiparesis refers to weakness on one side of the body. Hemiplegia refers to one-sided paralysis. Dysphagia refers to difficulty swallowing. Individuals who experience a stroke may experience any of these symptoms (or other symptoms) after the event itself. There is often a correlation between the severity of post-stroke side effects and an individual's health prior to and/or the level of damage caused by the stroke.*

---

**206.**

An adult client diagnosed with major depression would most likely be prescribed:

**Wellbutrin**

Ativan

Clozaril

Prolixin

---

*Correct answer: Wellbutrin*

*Depression in adults is typically treated with therapy and pharmacological intervention using an SSRI (Selective Serotonin Reuptake Inhibitors), TCA (Tricyclic Antidepressants), or NDRI (Norepinephrine and Dopamine Reuptake Inhibitors). Wellbutrin is an NDRI that works by blocking dopamine from being absorbed after release.*

*Ativan is an antianxiety medication. Clozaril is a new class of antipsychotic medication used to treat schizophrenia. Prolixin is a first generation antipsychotic medication used to treat schizophrenia. Of note, first generation antipsychotic medications do not treat negative symptoms as well as newer antipsychotics.*

---

**207.**

The attitude toward victims of domestic violence that involves judgment and a lack of empathy for remaining in an abusive relationship is referred to as:

**Victim blaming**

Discrimination

Transference

Countertransference

*Correct answer: Victim blaming*

*Clients may experience barriers rooted in attitudes or perspectives when seeking rehabilitation counseling services. An example is the phenomenon of "victim blaming" toward individuals who have not left an abusive relationship. Victim blaming results in thoughts and feelings that lack empathy and are judgmental in nature and can be harmful to the client as well as the therapeutic alliance. It is essential that rehabilitation counselors engage in reflective practice to ensure that biases or victim blaming is not occurring and becoming a barrier to the client receiving the best possible treatment. This may require seeking education on the cycle of violence and cultural considerations of leaving a relationship.*

*Transference in the counseling relationship refers to a client experiencing an emotional reaction to a counselor, generally due to an unconscious association with a different relationship in their life. Countertransference occurs when a counselor experiences an emotional reaction to a client, also generally due to an unconscious association with a different relationship in their life. Discrimination involves unjust or prejudicial treatment of a person or group of people based on a categorical identifier such as race or sexuality.*

---

**208.**

Medical professionals, including counselors, working with individuals with disabilities are encouraged to identify their strengths as practitioners and limitations in the pursuit of professional growth and development. This practice requires recognition of potential biases, knowledge deficits, and past mistakes. This practice has been termed:

**Reflective practice**

Self-assessment

Clinical competency

Self-care

*Correct answer: Reflective practice*

*Reflective practice is encouraged among doctors, counselors, and social workers to ensure that professional evaluation and improvement is an ongoing and effective practice. It involves addressing implicit biases (that often impact care clients with disabilities encounter), areas for growth, and practice limitations, in addition to identifying clinical strengths. The end goal is to provide culturally competent, evidence-based, quality care to clients.*

*Though self-assessment is part of the reflective practice process, it is not all-encompassing and is not the term used to identify this process. Clinical competency refers to the clinicians' overall ability, knowledge, and execution of evidence-based assessment, intervention, and treatment practices. Self-care is a practice promoted throughout the medical and mental health fields as integral for both the patient and the clinician. Self-care ranges widely and encompasses preventative medical care, relaxation, social engagement, boundary setting, and engagement with hobbies.*

---

**209.**

An example of a "high-level" behavior associated with Autism Spectrum Disorder is:

**Routine rigidity**

Hand flapping

Pacing

Toe walking

*Correct answer: Routine rigidity*

*People diagnosed with Autism Spectrum Disorder (ASD) can often be observed engaging in repetitive behaviors or having an exceptionally high level of interest in particular activities or topics. These behavioral patterns are sorted into two distinct categories:*

- Lower level: These behaviors are involuntary and are typically movement-related; examples include hand flapping, pacing, toe walking, and spinning. These movements are sometimes referred to as "stimming" behaviors.*
  - Higher level: These behaviors are characterized by rigidity and inflexibility; examples include a need to adhere to a rigid routine, intense focus on a particular area of interest, or having a desire for sameness.*
-

210.

A cultural perception of aging in the Native population is:

**Elders are a source of wisdom and knowledge in the community**

Elders are a physical and mental burden to be carried

Elders are a group who age out of inclusion in governing and decision making

Elders are independent individuals who no longer have a specific role in the community

*Correct answer: Elders are a source of wisdom and knowledge in the community*

*Within the Native and Indigenous cultures in America, elders are typically viewed as a source of knowledge and wisdom in the community. As a result, they are highly respected and hold places of power. Research has shown that there tends to be less ageism present in Native communities than in most other American communities.*

*Elders are not viewed as burdens (mental or physical) to be cared for but rather well-respected members of the community who should be respected. There is also no cultural norm for elders within Native communities to be excluded from holding roles within the community or engaging in governing and decision-making practices. As a result of the view that they hold increased wisdom and knowledge, the elders are often looked to for advice and recommendations.*

---

**211.**

Which of the following would not be considered a regional anesthetic intervention to treat chronic pain?

**Nerve decompression**

Nerve blocks

Spinal analgesic infusion pumps

Epidural steroidal injections

*Correct answer: Nerve decompression*

*Regional anesthetic interventions are procedures that are invasive means of administering medication at the pain site. Examples include sacroiliac joint injections, epidurals, nerve blocks, and spinal analgesic infusion pumps. These measures are not generally taken unless prior medication trials have failed. If these procedures are not successful, a surgeon may opt to provide a more invasive surgical treatment such as a nerve decompression to treat carpal tunnel syndrome or a disc replacement. Rehabilitation counselors must have an understanding of the level of invasiveness of a procedure as it may impact or dictate what rehabilitation counseling measures need to be employed. It would be of benefit to engage as a multidisciplinary team when possible so that team members can collaborate to ensure all client needs are being met.*

---

**212.**

Research indicates the most effective, and thus most common, pharmacological intervention for treating PTSD centers around prescribing:

**SSRI medications**

Antianxiety medications

Antipsychotic medications

Mood stabilizer medications

*Correct answer: SSRI medications*

*Selective Serotonin Reuptake Inhibitors are the class of psychiatric medication most commonly prescribed to treat PTSD as they have been shown to be the most impactful. SSRIs are effective in treating both the primary symptoms of PTSD and common comorbid diagnoses (such as depression and anxiety). It is not uncommon for antianxiety medications to be prescribed to individuals with PTSD. However, they have not been shown to be as effective on their own and create a higher risk of dependence upon or addiction to medication. Antipsychotic medications are generally only prescribed in the event that psychotic symptoms are observed due to their specifically targeted nature and higher-risk side effects. Mood stabilizers are commonly prescribed with the intention of augmenting the impact that an SSRI is having on PTSD symptoms.*

---

213.

Analgesics are:

**Medications used to manage pain**

Medications used to manage psychosis

Medications used to prevent germ growth

Medications used to reduce fever

*Correct answer: Medications used to manage pain*

*Analgesic medications are a class of medications used to manage pain and can include both opioid and non-opioid types. Common types of analgesic medications include morphine, ibuprofen, fentanyl, and tramadol. Individuals who experience chronic pain are likely to take analgesic medications.*

*Medications used to treat psychosis are referred to as antipsychotics and common antipsychotic medications include Clozapine, Abilify, Risperdol, and Olanzapine. Medications used to prevent germ growth are called antibiotics and common antibiotics include amoxicillin, azithromycin, and doxycycline.*

*Medications used to reduce fever are called antipyretics and common examples include aspirin, naproxen, and acetaminophen.*

---

**214.**

When treating a client who has experienced sexual trauma and abuse, the most appropriate treatment includes:

**Individual and group therapy**

Individual therapy and pharmacological intervention

Group therapy and pharmacological intervention

STD testing and individual therapy

*Correct answer: Individual and group therapy*

*The gold standard treatment approach for survivors of sexual abuse is a combination of individual and group therapy. Individual therapy is often trauma-focused (EMDR (Eye Movement Desensitization and Reprocessing), CBT (Cognitive Behavioral Therapy), and PE (Prolonged Exposure) are most common) and addresses crisis, if appropriate. Group therapy can provide social connection and support that helps the client feel less isolated, find encouragement from peers, improve self-esteem, and engage in reality testing.*

*Pharmacological interventions may be appropriate if indicated, but this would be in addition to individual and group therapy and would need to be assessed by a psychiatrist rather than a rehabilitation counselor. STD testing may also be indicated in certain circumstances but would need to be determined on a case-by-case basis.*

---

**215.**

A culturally informed approach that is recommended when working with LGBTQIA+ clients is:

**Affirmative therapy**

Reparative therapy

Gender-conforming therapy

Conversion therapy

---

*Correct answer: Affirmative therapy*

*Affirmative therapy emphasizes the importance of acknowledging and validating a client's identity. This is the recommended approach when providing rehabilitation counseling to an individual who identifies with the LGBTQIA+ population. This approach provides clinically appropriate support in regard to the client's experiences and culture.*

*Reparative therapy and conversion therapy both have goals of changing sexual orientation for LGBTQIA+ clients and are considered unethical and harmful. In some states, these practices are illegal following social justice engagement. Gender-conforming therapy aims to have clients conform to the gender assigned at birth and promotes adherence to traditional gender roles. This practice is also considered unethical and harmful to clients.*

---

## 6. Assessment/Evaluation, Occupational Analysis, and Service Implementation

---

### 6. Assessment/Evaluation, Occupational Analysis, and Service Implementation

216.

A rehabilitation counselor conducting a job analysis wants to compare their analysis to comparable positions across the industry. This information is available via:

O\*NET

JAN

EARN

Official records request from the department of labor

---

Correct answer: O\*NET

O\*NET is the primary resource in the United States for occupational and employment data including the components of a job analysis (job duties, job requirements, education requirements, performance standards, work conditions, level of supervision, etc.). O\*NET specifically allows the sorting of data by abilities, interests, knowledge, skills, activities, environment, styles, and values. For each profession identified within O\*NET tasks, skills, work activities, context, geographic location, training, credentials, apprenticeship availability, knowledge, education, interests, values, styles, and wage trend data are available. Data can be viewed on a national average or tailored to a specific region/state.

JAN, or the Job Accommodation Network, provides a wealth of data surrounding disabilities, accommodations, limitations, ADA policy, and provides resources for job seekers and employers. EARN, or the Employer Assistance and Resource Network on Disability Inclusion, provides resources and training with a goal of promoting recruitment, hiring, retention, and advancement of individuals with disabilities in the workforce. It is not necessary to submit a records or data request from the Department of Labor as employment information is available online for public access at no cost.

---

**217.**

When conducting a labor market analysis, all of the following are considered public sources of information, except:

**JobsEQ**

O\*NET

US Census Bureau

National Center for Education Statistics

*Correct answer: JobsEQ*

*It is unlikely that a rehabilitation counselor would be collecting their own data when conducting a labor market analysis. Rather, data is pulled from other sources who publish work force data they have collected. There are public, workforce, and business sources for collecting labor market data. The primary public sources of information include the US Bureau of Labor Statistics, the National Center for Education Statistics, the US Census Bureau, O\*NET, and a variety of different state and local level resources. Workforce system sources generally include not-for-profit resources who gather data sources, such as the Urban Institute or Workforce GPS. JobsEQ (a software program), EMSI (a privately run web-based source), and private companies may gather and publish data related to the labor market.*

---

**218.**

A client who has been out of work due to a disability is working with a rehabilitation counselor on a plan to return to work. They identify the client's limitations and wish to identify the psychological and physical requirements of her job, environmental concerns, and potential hazards to determine if the client can return to the same position. This is a:

**Job analysis**

Functional capacity evaluation

Ergonomic assessment

Vocational evaluation

*Correct answer: Job analysis*

*A job analysis involves identifying key characteristics of the job functions and work environments in an effort to determine if a client is able to meet the demands of the position (with or without accommodation). Job analysis reviews the psychological and physical requirements of a job, environmental concerns, and potential hazards the employee may face.*

*A functional capacity evaluation involves conducting tests and engaging in observation to determine a client's level of functioning in a specific environment or an array of environments. Ergonomic assessments review an employee at their designated work station to identify possible modifications to enable a client with a disability to perform a job duty or to reduce the risk of a physical hazard on the job. Vocational evaluations review client work preferences, owned skills, and capacity to perform in an array of employment roles.*

---

**219.**

Per the ICF, an impairment is defined as:

**A loss or abnormality in body structure or physiological function**

Problems (mental or physical) that impair functioning

Negative impacts on functioning as a result of disease or disability

A handicap related to mental or physical dysfunction

*Correct answer: A loss or abnormality in body structure or physiological function*

*The World Health Organization created the ICF, or international classification of functioning and health, in 2001 to augment diagnostic information and provide a standardized way for clinicians to discuss health and human functioning. The ICF uses person-centered ideology and language and defines impairments as "a loss of abnormality in body structure or physiological function." This is a shift from prior thinking that equated impairments to "problems." It is important to note that impairment does not necessarily mean that disease and/or disorder are present in the client. As a result of the shift toward person-centered thinking and language, the term "handicap" is no longer used and has been replaced by "participation restriction" and counselors should incorporate this into the language they use.*

---

**220.**

A rehabilitation counselor is working with a veteran with a disability who is seeking support finding employment as he transitions out of the military. The tool best suited to identify skills the veteran obtained during service that can be used in alternative occupational settings is:

**A transferrable skills assessment**

O\*NET's "My Next Move" tool

An ergonomic evaluation

A labor market survey

*Correct answer: A transferrable skills assessment*

*The transferrable skills assessment is a tool often used in the vocational rehabilitation service delivery model to identify a veteran's acquired skills and experience and which of those skills are transferrable to other occupations following discharge from the military. A TSA can be completed manually or via computer programs. Results, history, and other collateral are reviewed and compiled into a report that can be readily understood by the layperson.*

*The "My Next Move" tool found on O\*NET is a self-guided career exploration tool that clients can use on their own to identify occupations of interest to them. An ergonomic evaluation involves assessing a work station and work environment to identify ways in which it intersects with a client's identified disability. This aids rehabilitation counselors in identifying interventions that can be implemented to remove barriers. A labor market survey is a review of the local labor market with information about employment rates, salaries, work hours, and job availability.*

---

**221.**

A rehabilitation counselor working in a vocational rehabilitation setting would conduct an informal transferrable skills analysis when:

**A client returns to their previous place of employment**

A client returns to work with a new employer and job

A client returns to a job they have done before, with a new employer

A client is considering returning to work in the near future

*Correct answer: A client returns to their previous place of employment*

*A Transferrable Skills Analysis assesses a client's employment history, education, and experience to identify any skills that can be used to new or different employment opportunities. When a client is seeking to return to work with their current or previous employer, an informal transferrable skills analysis is recommended. This assists the client, rehabilitation counselor, and employer to identify skills and match them to positions that use identified skills. In this instance, a formal assessment is not required and the recommended course of action is to collaborate with the client and employer to find the best option moving forward.*

*When a client is pursuing employment at a new agency or employer, a formal transferrable skills analysis is required and a formal report must be generated. This is true even if a client is returning to the same position but at a different employer. If a client has not yet decided to return to work and identified if they would like to pursue work at a new agency or with their previous employer, an assessment is not recommended. It is best to identify the employer and allow that to determine if a formal assessment is necessary.*

---

**222.**

A rehabilitation counselor has identified that a client is receiving harassment from peers at work following implementation of an accommodation. The rehabilitation counselor decides to provide psychoeducation to the staff and management team at this client's place of employment. This intervention would be considered:

**Appropriate, as client's with disabilities are at increased likelihood of leaving employment due to harassment**

Appropriate, if the rehabilitation counselor obtains permission to disclose personal health information first

Inappropriate, as the rehabilitation counselor should not provide interventions on the behalf of the client

Inappropriate, as the counselor would be disclosing protected health information

*Correct answer: Appropriate, as client's with disabilities are at increased likelihood of leaving employment due to harassment*

*This would be considered an appropriate intervention. There is a high level of stigma and misconceptions surrounding many disabilities, accommodations, and ADA policies. As a result, peers, supervisors, and sometimes clients themselves may react negatively to an employee receiving accommodations on the job. By providing psychoeducation, stigma can be reduced. It is essential to note that it would be considered best practice to discuss this with the client and supervisory team prior to engaging in psychoeducation. Additionally, personal health information should not be disclosed but rather an overview provided (even if it is specific to a singular disability type). It would not be appropriate to request permission to disclose health information from the client to their peers.*

*While the overall goal is to empower client's, it is sometimes appropriate for an expert (such as a rehabilitation counselor) to provide comprehensive psychoeducation to an employment agency on behalf of the client. The key is to discuss with the client prior to engaging in psychoeducation.*

---

**223.**

When using O\*NET to match a client with a disability with potential jobs, a rehabilitation counselor can search by all of the following, except:

**Disabilities**

Abilities

Interests

Skills

*Correct answer: Disabilities*

*O\*NET, or the Occupational Information Network, is an online database developed by the US Department of Labor/ Employment and Training Administration. It was designed to provide up-to-date information about job definitions and other occupational information. These tools are designed to be used by students, job seekers, businesses, and workforce development professionals and contains a wealth of tools. Rehabilitation counselors can use it to help clients identify work interests, skills needed, macro data, and accommodation related data. It contains data that can be searched and categorized in a variety of different ways, including abilities, interests, knowledge, skills (basic), skills (cross-functional), work activities, work context, work styles, and work values.*

---

**224.**

The Armed Services Vocational Aptitude Battery measures aptitude to learn all of the following, except:

**Culinary skills**

Auto and shop information

Electronics information

General science

---

*Correct answer: Culinary skills*

*The ASVAB (Armed Services Vocational Aptitude Battery) is a multi-aptitude test battery used by the armed services to assess aptitude in an array of specialties to best match clients with work duties and specializations. The aptitudes measured include composite scores in verbal reasoning, math skills, and science and technical skills. Subtests on the ASVAB include: general science, arithmetic reasoning, word knowledge, paragraph comprehension, mathematics knowledge, electronics information, auto and shop information, and mechanical comprehension.*

---

**225.**

Common secondary symptoms for clients who are disabled by chronic pain include all of the following, except:

**Restlessness**

Fatigue

Reduced mobility

Difficulty concentrating

---

*Correct answer: Restlessness*

*Chronic pain may be the result of injury or illness and can be extremely debilitating for clients. Rehabilitation counselors may find themselves partnering with clients to overcome barriers to work. This will often involve ensuring that client's primary pain symptoms are being well treated, in addition to exploring treatment options and workplace accommodations for secondary symptoms. The most common secondary symptoms to chronic pain include fatigue, muscle weakness, reduced mobility, sleep problems, motor challenges, memory issues, and concentration challenges.*

*Restlessness is not commonly associated with chronic pain but would rather be associated with diagnoses such as ADHD.*

---

**226.**

When using the choose-get-keep framework for job matching, learning to complete a job application and identify employee strengths/weaknesses would occur during which phase?

**Get**

Choose

Keep

All phases

*Correct answer: Get*

*The choose-get-keep model is a tool that can be used during all phases of career development to assist clients in finding employment that enhances overall wellbeing, by identifying person-centered factors and matching them to work-environment focused factors. During the choosing phase, counselors work with the client to identify if they wish to work and if they can engage in work. Counselors can employ motivational interviewing, trying jobs, and world of work awareness to help the client identify possibilities. During the getting phase the counselor works with the client to ascertain work readiness, work adjustment needs, and skills for the application process. This includes skills needed to complete job applications, identify skills needed for jobs, identify strengths, and identify needed skills for employment. During the keeping phase, the counselor works with the client to identify needs the client may have to maintain employment, provide transitional employment opportunities, and connect the client to on-the-job skills training.*

---

**227.**

A school counselor meeting with students with disabilities to recommend career options and potential accommodations for students who have a disability administers vocational assessments and the Mental Functional Capacity Evaluation. The MFCE assesses the student's ability to understand, remember, and carry out instructions, the student's ability to maintain sustained concentration, adaptation to work changes, and:

**Social interactions**

Physical functioning

Aptitude

Achievement

*Correct answer: Social interactions*

*When working with clients with disabilities to assess mental and functional capacity in an effort to assess the impact on work skills, the two primary evaluation types include the Mental Functional Capacity Evaluation (MFCE) and the Physical Functional Capacity Evaluation (PFCE). The MFCE is broken into four categories including: ability to understand, remember, and carry out instructions, the ability to maintain sustained concentration, social interactions, and adaptation to work changes. These two assessments are considered functional assessments rather than aptitude or achievement tests. Additionally, the MFCE does not assess physical functioning as the PFCE is used for that explicit purpose. These two assessments are the most commonly used assessments during social security court cases.*

---

**228.**

O\*NET is a resource that can be used while conducting a labor market analysis to gather data on:

**Wages, growth projections, and state trends**

Growth projections, state trends, and applicant hiring rate

Wages, growth projections, and federal trends only

Growth projections, state trends, and promotion rates

---

*Correct answer: Wages, growth projections, and state trends*

*O\*NET uses data gathered by the Bureau of Labor Statistics to provide information relevant to labor market analysis (one of many informational domains available on O\*NET). Under the "Workforce Characteristics" section information regarding federal, state, and local wages; employment numbers; projected growth; projected job openings; state trends; top correlated industries; and state and local job openings can be gathered for each occupation within the database.*

*O\*NET does not gather data surrounding applicant hiring rate or promotion rates.*

---

**229.**

A rehabilitation counselor has completed a TSA report. During the TSA follow-up conversation, the rehabilitation counselor is expected to discuss all of the following, except:

**Capacity and performance modifiers**

Labor market survey results

Wage-earning capacity

Other recommended rehabilitation services

*Correct answer: Capacity and performance modifiers*

*A TSA, or Transferrable Skills Analysis, is designed to identify occupational skills that a client has and locate employment opportunities that these skills may be transferrable to when discussing future employment interests and opportunities. The final step (after conducting the analysis and generating a report) is to engage in a TSA follow-up with the client. This discussion should review the results, review the information resulting from a labor market analysis, wage-earning capacity, and other possible rehabilitation services that may be beneficial.*

*Capacity and performance modifiers are found on the ICF (International Classification of Functioning) when discussing a client's ability to engage in activities and participate in society. They are not discussed within a transferrable skills analysis report.*

---

**230.**

Per the Matching Person & Technology Model, the three primary factors that should be taken into account to increase the likelihood of a positive outcome for use of the assistive technology include the environments in which the client will use the device, the client's preferences, and:

**The technology's features**

The technology's cost

The doctor's recommendations

The longevity of the device's functionality

*Correct answer: The technology's features*

*The Matching Person & Technology Model is the most widely studied, utilized, and recommended assessment tool for identifying the best assistive technology support tool for clients with disabilities. The developers provide free and paid resources on their website, including a breakdown of the process and key strategies. The model emphasizes the use of self-assessment tools during the process to identify three primary factors to increase the chances of a successful outcome. Those factors include the environments in which the client will use the device, the client's preferences, and the technology's features and functions. The model emphasizes the collaborative process and does take into account factors such as cost, medical recommendation, and lifespan of the device. However, these factors may not carry as much weight as the above-listed factors when it comes to a positive outcome. These three factors emphasize the client's autonomy and personal preferences.*

---

**231.**

At times, employers may request or require personality testing prior to offering employment to clients of rehabilitation counselors. Objective personality tests are generally considered more reliable than projective tests. An example of a widely used objective personality test is the:

**Minnesota Multiphasic Personality Inventory (MMPI)**

Rorschach Inkblot Test

Thematic Apperception Test (TAT)

Sentence Completion Test

*Correct answer: Minnesota Multiphasic Personality Inventory (MMPI)*

*The MMPI includes both self-report and multiscale measures and features a reliable, uniform scoring measure. As its results are easily interpreted, it is considered an objective test. An additional benefit of the MMPI is able to be administered and scored quickly as opposed to projective tests that require more interpretation and outside information. Other examples of objective personality tests are the Myers Briggs Type Indicator and the Neo-Personality Indicator.*

*The Rorschach inkblot test, TAT (Thematic Apperception Test), and sentence completion test are examples of projective personality assessments that require analysis of the unconscious from the clinician administering the test. As a result, they are not considered as reliable as objective tests.*

---

**232.**

A rehabilitation counselor who has received a referral for vocational assessment for a client whose disability is related to the client's lifestyle. The rehabilitation counselor would most likely be working with a client diagnosed with:

**Heart disease**

Multiple chemical sensitivity

Chronic Lyme disease

Asthma

*Correct answer: Heart disease*

*Individuals with disabilities related to lifestyle face increased rates of stigma compared to other types of disabilities. It is essential that rehabilitation counselors be able to identify such types of disability in an effort to engage in self-reflective practice and ensure bias is not negatively influencing treatment or service delivery. Heart disease, diabetes, and COPD are commonly associated with lifestyle choices (heart disease and diabetes as a result of eating habits and COPD as a result of smoking). It is important to note that many clients with these diagnoses have them as a result of circumstances outside their control and regardless of etiology, services should be provided bias-free.*

*Multiple chemical sensitivity, chronic lyme disease, and asthma are more commonly associated with climate-change-related disability.*

---

**233.**

A rehabilitation counselor is preparing to complete an intake assessment on a client who reportedly experiences chronic pain. This is the counselor's first referral for chronic pain. When preparing for assessment, the rehabilitation counselor identifies the most appropriate framework to assess a client with chronic pain is the:

**Biopsychosocial model**

Medical model

Psychosomatic model

Wellness model

*Correct answer: Biopsychosocial model*

*The biopsychosocial model uses a systems theory framework to assess biological, psychological, social, and spiritual factors contributing to a client's presentation. It views chronic pain as "a complex and dynamic interaction" between the biopsychosocial elements of a person's life that can impact one another and possibly perpetuate pain. Biological components include genetics, the existence of other illnesses, and bodily functioning. Psychological components assess mental health, psychological disorders, and resiliency. Social components include work, family history, social support structures, and cultural factors. Spiritual components are those related to religion or spirituality.*

*The medical model emphasizes the identification and treatment of problems within the body and does not generally take other factors into consideration. It is often criticized due to its emphasis on negative elements. Psychosomatic refers to illness caused by psychological distress and does not encompass all domains and factors of a client's life. The wellness model breaks health down into six components: occupational, physical, social, intellectual, spiritual, and emotional. It is similar to the biopsychosocial model but breaks categories down further and emphasizes the interconnectedness of wellness.*

---

**234.**

A rehabilitation counselor working with a client with chronic pain has, in conjunction with the client, determined that formal accommodations are not needed. The next step would be:

**To identify barriers and enablers to job satisfaction**

To terminate services with the client as they are no longer needed

To identify how they can apply pain management strategies they use at home in the workplace

Requesting accommodations the client may need in the future if pain progresses

*Correct answer: To identify barriers and enablers to job satisfaction*

*While many clients will need and benefit from formal accommodations, this is not true of all clients a rehabilitation counselor works with. Clients should be approached as individuals with individualized needs and desires. If a counselor and client determine that formal accommodations are not needed or wanted, the next step is to identify potential barriers to job satisfaction and/or factors that promote workplace satisfaction. This is recommended as a preventative and proactive approach to pain management in the workplace has been shown to promote self-efficacy and increase job retention rates. Once potential barriers to satisfaction have been identified, rehabilitation counselors should work with clients to identify pain management strategies the client can implement on their own. This can include the use of strategies the client finds effective in other environments. It would not be appropriate to request accommodations in the event that the client has determined that formal accommodations are not needed. This would minimize the client's autonomy and diminish the importance of accommodations generally.*

---

**235.**

A rehabilitation counselor is struggling to find employment opportunities to meet a client's abilities. The most appropriate test to administer to this client would be the:

**Differential Aptitude Tests (DAT)**

Miller Analogies Test (MAT)

Complete Minnesota Manual Dexterity Test

Development Test of Visual-Motor

*Correct answer: Differential Aptitude Tests (DAT)*

*There are three categories of aptitude tests:*

- *Scholastic: measures used to objectively assess an individual's ability to find success in academics*
- *Vocational: measures used to objectively assess an individual's ability to learn job-related skills and knowledge*
- *Special abilities: measures used to objectively assess specific skill sets and/or ability to learn a specific skill set*

*With a goal of finding employment for the client, the most appropriate test for a rehabilitation counselor to administer would be a vocational aptitude test such as the DAT, ASVAB, or O\*NET/ GATB.*

*The MAT, SAT, ACT, and GRE are examples of scholastic aptitude tests used to assess ability at a variety of academic levels. The Complete Minnesota Manual Dexterity test is a special abilities aptitude test used to assess an individual's psychomotor abilities. The Development Test of Visual-Motor is another special abilities test and is used to assess sensory-perceptual skills.*

---

**236.**

An example of a low-tech intervention for a client with a disability is:

**A handheld shower head**

Hand pedals in a car

Cochlear implants

A standing wheelchair

---

*Correct answer: A handheld shower head*

*Assistive technologies are generally broken out into two categories: low tech and high tech. The two are largely differentiated by cost, low tech solutions are generally those that cost less than \$100 while high tech solutions are those that cost greater than \$100. Examples of low tech solutions include handheld shower heads, splints to aid in holding tools, and button hooks. Examples of high tech solutions include powered wheelchairs, standing wheelchairs, hand pedals (or other modifications) in a vehicle, cochlear implants, bluetooth hearing aids, ORcams, or exoskeletons.*

---

**237.**

A rehabilitation counselor identifying appropriate accommodations for a client with Diabetes who has identified dietary needs as a limitation would be least likely to recommend:

**A modified workspace**

Flexible scheduling

Access to a mini refrigerator

Policy modifications

*Correct answer: A modified workspace*

*Per the Job Accommodation Network, the most common limitations associated with diabetes include fatigue, dietary needs, dizziness, memory loss, mental confusion, progressive vision loss, seizure activity, standing, medication needs, and walking. The three primary recommendations for dietary need limitations include a flexible schedule, a mini refrigerator or cooler, and modification of agency policies. These accommodations would remove dietary barriers such that the employee's ability to engage in the essential duties in the role would be less likely to be impacted negatively.*

*A modified workspace is an accommodation recommendation for limitations such as fatigue, seizure activity, and walking.*

---

**238.**

Following the completion of a job analysis, a rehabilitation counselor identifies several environmental barriers to a client with a disability performing essential job duties. The next step is to:

**Explore possible reasonable accommodations**

Work with the client to identify alternative employment

Work with the client and employer to identify alternative positions within the company

File a lawsuit on the client's behalf due to the inaccessible workspace

*Correct answer: Explore possible reasonable accommodations*

*Under the ADA, employers are required to provide reasonable accommodations to employees with disabilities to enable them to perform essential job duties. It is important to note that reasonable accommodations are considered those that do not require the essential job duties to be eliminated or significantly altered. As a result, the next best step is to evaluate the workspace and client limitations to determine if reasonable accommodations can be made to enable the client to perform essential duties.*

*If the client's functioning (even with reasonable accommodations) does not allow them to complete essential job duties, it is likely appropriate to explore alternative employment opportunities within the same organization or elsewhere. If the employer were to deny reasonable accommodations and the client expressed a desire to do so, it may be appropriate to file a lawsuit under ADA protections. However, more information and collaboration would be needed in order to pursue this route.*

---

**239.**

Per the WHODAS 2.0, a client who struggles to complete self-care tasks such as getting dressed and taking showers would benefit most from psychological testing of:

**Adaptive functioning**

Personality functioning

Aptitude

Neuropsychology

*Correct answer: Adaptive functioning*

*The WHODAS 2.0 was developed by the World Health Organization in an effort to provide universal assessment guidance for functioning and disability. The categories included and associated psychological testing domains include:*

- *Cognition: neuropsychological, intellectual functioning, aptitude, achievement*
  - *Mobility: neuropsychological, adaptive functioning*
  - *Self-care: adaptive functioning*
  - *Getting along: personality functioning, psychopathology*
  - *Life activities: aptitude testing, adaptive functioning, career development, interests, values*
  - *Participation: Adaptive functioning, in vivo assessment*
-

**240.**

The service that assesses potential career paths and obstacles using four paradigms (empowerment, cultural importance, universal design/assistive technology, and individualization) is:

**Vocational Evaluation (VE)**

International Classification of Functioning (ICF)

Mental Status Examination (MSE)

World Health Organization Disability Assessment Schedule (WHODAS 2.0)

*Correct answer: Vocational Evaluation (VE)*

*Per the Vocational Evaluation and Work Adjustment Association, vocational evaluation is a process that uses a client's work (it can be actual or simulated) as the primary source for vocational assessment and exploration. Data from interdisciplinary sources (counseling, social work, vocational, educational, etc.) is incorporated into the assessment and interventions. The theory is rooted in four paradigms:*

- 1. Empowerment: the client is provided information to allow them to make informed decisions*
  - 2. Cultural importance: the client's cultural background, the evaluator's cultural background, and the tool's cultural roots are understood to be intersectional and influential upon outcome*
  - 3. Universal design and assistive technology: these tools are included in planning to ensure equity in access is achieved*
  - 4. Individualization: emphasis is placed on the client's individual characteristics and preferences and client's are at the center of the decision-making process*
-

**241.**

A rehabilitation counselor using the ICF to complete an assessment wishes to indicate the severity or level of health for an applied code. The ICF allows clinicians to do this using:

**Modifiers**

Qualifiers

Components

Factor identification

*Correct answer: Modifiers*

*ICF codes are able to indicate severity, magnitude, and/or level of health for codes using qualifiers, similar to the DSM-5 use of severity rating from mild to severe. Qualifiers are different depending upon the component of functioning being addressed. The body function component is rated using a Likert-type scale assigning the level of impairment from mild to complete. The activities and participation domains are modified using capacity and performance scales.*

*The ICF breaks functioning into two parts (functioning and disability and contextual factors) and each part is further divided into two components. The functioning and disability part contains body function and structures and activities and participation components. The contextual factors part is broken down into environmental factors and personal factors. Qualifiers are not included in the ICF. Factor identification refers to the contextual factors part of the ICF which identifies how environmental and personal factors influence an individual's functioning.*

---

**242.**

The primary goal of generating a TSA report is to encapsulate outcomes and recommendations from the analysis and to:

**Relay information that can be used to determine next steps**

Identify the client's occupational goals

Identify workplace accommodations needed

Identify next steps for the client

*Correct answer: Relay information that can be used to determine next steps*

*A Transferrable Skills Analysis report is devised to review the means used to gather the information used in the analysis, the outcome of the analysis, recommendations for relevant employment opportunities, and information that can be used to determine next steps for the client. TSA reports must include data from the analysis itself and what resources were used to gather data (such as DOT or O\*NET) but should generally be in narrative form and easy for a lay person to read and understand. Additional pieces of information commonly found in a TSA report includes identifying information, the identified disability, related medical conditions, work restrictions, employment history, identified skills, potential jobs, and DOT job code.*

*A transferrable skills analysis does not generally include workplace accommodations needed as accommodations are typically identified in the identified work setting. The client's occupational goals would be identified on a treatment plan document, not a TSA analysis. Next steps are discussed between the worker, rehabilitation counselor, and potential employer. The information in the TSA report would be used to facilitate this discussion.*

---

**243.**

Using the ICF, a participation modifier of "4" would indicate:

**Complete problem**

No problem

Not specified

Moderate problem

*Correct answer: Complete problem*

*The ICF qualifier scale ranges from zero to four, with two additional annotations of eight and nine. The numerical indications are:*

- 0 - No problem
- 1 - Mild problem
- 2 - Moderate problem
- 3 - Severe problem
- 4 - Complete problem
- 8 - Not specified
- 9 - Not applicable

*This scale is the "generic qualifier" scale and it is important to note that environmental factors are scaled on a different rating system ranging from 0 indicating no barrier to +4 indicating complete facilitator.*

---

**244.**

A rehabilitation counselor seeking a database specific to assistive technology solutions including both high and low tech options would review the:

**The Department of Labor's Searchable Online Accommodation Resource**

The Department of Labor's Job Accommodation Network

JAN's A to Z of Disabilities and Accommodations

RESNA's Resource Database

---

*Correct answer: The Department of Labor's Searchable Online Accommodation Resource*

*The Department of Labor has compiled several resources that have become invaluable in the rehabilitation counseling sphere, including the Job Accommodation Network and the Searchable Online Accommodation Resource. The Job Accommodation Network includes consultation information, assessment tools, and resources for those working with individuals with disabilities who are in or entering the workforce. The Searchable Online Accommodation Resource is a database specifically designed for identifying high and low-tech accommodation solutions for individuals with disabilities. These databases are free to use.*

*JAN (Job Accommodation Network) provides a free encyclopedia of disabilities, related topics, and accommodation. While it does contain information about assistive technological accommodations, it is not specifically designed for this use. RESNA does not have a database of assistive technology resources but does offer many free resources on their website as they are the primary organization for AT credentialing, advancement, and research related to assistive technologies.*

---

**245.**

The Illinois Work and Well Being model emphasizes the interaction between contextual factors, career development, and participation as they influence an individual's well being. The contextual factors domain is comprised of:

**Personal factors, functioning, and environmental factors**

Individual awareness, education acquisition, education maintenance

Interventions and well being

Home, society, community, and work

*Correct answer: Personal factors, functioning, and environmental factors*

*The Illinois Work and Well Being model was developed from the World Health Organization ICF framework and identifies essential factors to assess within a person's life to assist them in not only finding employment success but improving overall functioning and engagement with society. The contextual domain encompasses personal factors, functioning, and environmental factors. The career development domain encompasses individual awareness, education and/or employment acquisition, and education/employment maintenance. The participation domain encompasses interaction with home, society, community, and work. When barriers are identified within the domains, interventions can be implemented to improve the client's functioning and overall well being.*

---

**246.**

Rehabilitation service plans for clients with ADHD and Autism spectrum disorder diagnoses should emphasize:

**Choice and preference**

Using a variety of intervention types

Accommodations at work or in school settings

Social skills training

*Correct answer: Choice and preference*

*Research has indicated that empowering individuals with ADHD and/or ASD diagnoses by use of choice and preference when developing rehabilitation plans leads to an increase in positive outcomes. Allowing the client to choose from options and indicate their preferences allows them to have an increased level of control over their life and can lead to a decrease in challenging behavioral patterns. This is often attributed to an increase in both engagement and motivation to find success in treatment.*

*Using a variety of intervention types may be of benefit to clients with ADHD and/or ASD, but if they are not aligned with a choice treatment modality or do not allow the client choice and preference, there may not be a positive influence on the outcome. Depending on formal and informal assessment conclusions, accommodations at school or work may be helpful or necessary. However, providing accommodations is not as highly correlated to positive outcomes as providing choice and preference is and may not be necessary if the client is successful in managing symptoms using other interventions. Social skills training is often a helpful intervention with clients diagnosed with ADHD and/or ASD, but it is important to provide choice and preference selection when choosing the specific social skills intervention to use.*

---

**247.**

The first step of developing a comprehensive treatment plan with a client involves:

**Assessment and diagnosis**

Problem identification

Goal development

Intervention selection

*Correct answer: Assessment and diagnosis*

*Treatment planning is an essential step in many rehabilitation counselor's roles. A treatment plan is a document that paves the path forward in treatment and includes statements that identify the client's presenting problem, diagnoses, goals, defining objectives, and interventions. Before identifying problems, determining goals or defining objectives, or selecting interventions, the counselor must complete an assessment and diagnose the client. A diagnosis can be used to help note symptoms, their etiology, and domains of functioning that may be impacted. In order to improve functioning using evidence-based practice, a diagnosis must be identified to guide the clinician's selection of an appropriate evidence-based practice to engage in.*

---

**248.**

Per JAN, when recommending job accommodation for a client with chronic pain following a car accident, the first question to be answered is:

**What limitations is the client experiencing?**

How do limitations impact job performance?

What accommodations are available?

Do supervisors require training?

*Correct answer: What limitations is the client experiencing?*

*JAN, or the Job Accommodation Network, offers resources to guide professionals such as rehabilitation counselors in identifying effective accommodations for clients with disabilities. One of the JAN features is an A to Z list of disabilities, limitations, work functions, topics, and accommodation solutions. When reviewing accommodation and compliance information for chronic pain (and all other disabilities), the first consideration is what limitations the employee is experiencing. Once limitations have been identified, the impact they have on performance, what tasks are disrupted, what accommodations are available, what trainings are required, and how often reevaluations should occur can be identified. JAN also offers accommodation recommendations sorted by limitation and work functions as well as training related to chronic pain.*

---

**249.**

A rehabilitation counselor has gathered and reviewed information pertaining to workforce supply and demand, unemployment rates, industry growth rates, wages, demographic data by occupation, and typical job requirements to provide to a client who has expressed interest in a particular field. This counselor has conducted:

**A labor market analysis**

A vocational assessment

An O\*NET data review

An assistive technology assessment

---

*Correct answer: A labor market analysis*

*Rehabilitation counselors will need to understand and be able to conduct labor market analyses during their careers to properly advise and provide clients with employment-related data. A labor market analysis entails identifying the scope, identifying metrics and analyzing data, and tailoring recommendations to the specific audience the analysis will reach. A typical labor market analysis will include information surrounding wages, education requirements, demographic information, unemployment rates, industry growth rates, and supply and demand of the workforce. This data is collected on federal, state, and local levels and is often publicly accessible via the US Bureau of Labor Statistics, the census, state agencies, and the National Center for Education Statistics.*

---

**250.**

The group of individuals that faces the highest rate of employment discrimination in the United States is:

**Transgender individuals of color**

Older veterans

Females with psychotic disorders

Female veterans

*Correct answer: Transgender individuals of color*

*Per the National Coalition of Anti-violence Programs, over 25% of transgender individuals reported that they have been fired from a job as a result of being transgender or gender-nonconforming. Transgender individuals of color face discrimination as a result of their race, perceived sexuality, and gender identity/expression. It is important for rehabilitation counselors to also be aware of state and local laws that may or may not provide protection against discrimination to transgender individuals. At this time, only 18 states have laws that protect transgender individuals against employment discrimination. Of note, another form of discrimination that transgender individuals may face in the workplace is healthcare barriers as many plans do not cover transition-related care.*

---