

**Comprehensive Preparation  
Comprehensive Examination (CPCE)  
and National Counselor Exam (NCE)  
Practice Materials**



**Counseling and School Psychology  
Clinical Mental Health Counseling**

# Study Questions

Question	Answer
Describe Section D of The ACA Code of Ethics.	Section D: Relationships with other Professionals, stresses that counselors must respect different approaches to treatment and develop good working relationships and communications with colleagues so that services to the clients are enhanced. This section also addresses working with an interdisciplinary team, informing employers if inappropriate practices are observed, the selection and treatment of employees, and the provision and use of consultation services.
Describe Section G of The ACA Code of Ethics	Section G: Research & Publication, encourages researching counselors to contribute to the profession's knowledge base. This section describes the parameters for research using human participants and requires that counselors observe stringent safeguards to protect the rights and welfare of the participants. Among the rights of the participants are informed consent, limits on the use of deception, confidentiality of the collected information, and clarification of the nature of the study. The section also covers disposal of research documents and the relationships between the researcher and the participants. Publication guidelines are also included.
Describe Section E of the ACA Code of Ethics	Section E: Evaluation, Assessment and Interpretation, addresses the reasons for assessment and states that the assessment method must be appropriate for the client and within the competence of the counselor. The client must give informed consent for the assessment. This section also discusses the release of assessment data. Assessment techniques used to diagnose mental disorders must be carefully selected and used appropriately, and the client's cultural and socioeconomic background must be considered in the diagnosis. Forensic evaluation is also covered in this section.
Describe Section F of the ACA Code of Ethics	Section F: Supervision, Training and Teaching, deals with the role and responsibilities of the counseling supervisor who has the obligation to secure training in supervision. The section also addresses the issue of competence; multiculturalism and diversity; and relationships between supervisors and supervisees, including sexual relationships and sexual harassment. Also delineated in this section are the responsibilities of counselor educators, who develop, implement, and supervise programs of education that include clinical experience for future counselors. Student welfare and responsibilities, student evaluation and remediation, and the relationship between educators and students are covered in this section.
Describe Section H of the ACA Code of Ethics	Section H: Resolving Ethical Issues, addresses the necessity of commitment to a high ethical standard, as exemplified by the ACA Code of Ethics. Conflicts between the ethical standards and the law should be resolved, if at all possible, without violation of the standards, but if such resolution is not possible, the counselor must abide by the law. This section also deals with the reporting of ethical violations, organizational conflicts, and cooperation with ethics committees.

Define the psychoanalytic family term: object	Object: the person, thing or concept to which a person relates.
Define the psychoanalytic family term: splitting	Splitting: the separation of contradictory or conflicting thoughts so that they can be handled separately since the person cannot consider them together.
Define the psychoanalytic family term: projective system.	because of childhood events or relationships, a person has unrealistic expectations of someone with whom s/he has an adult relationship. The term was defined by Robin Skynner.
Define the career counseling term TWA.	TWA: The Theory of Work Adjustment as developed by Renee V. Dawis and Lloyd Lofquist - the idea that the job must fill the needs of the person and the person must fit the job; correspondence or congruence between person and work.
Define the career counseling term PEC.	Person Environment Correspondence - the relationship between job satisfaction and an increase in productivity.
Define the career counseling term SCCT.	social - cognitive - career theory - posits that self-efficacy, or a person's belief in what s/he is capable of doing, influences career choice.
Define Section B of The ACA Code of Ethics.	Section B: Confidentiality, Privileged Communication and Privacy, covers how information about clients must be handled and deals with the issue of trust. This section delineates the circumstances under which confidential information may be disclosed. Confidentiality in group work is discussed as is the storage and disposal of records. Prior consent from the client is required for the recording of a counseling session and for the transfer of information to third parties unless specific exceptions permit the transfer. This section also states that counselors must disguise the identity of a client when information is used in training, research, or publication. Information must be handled in a culturally sensitive manner.
Define the family therapy term: mimesis.	Mimesis: as defined by Minuchin, the copying of a family's style by a counselor.
Define the family therapy term: perverse triangle.	Perverse Triangle: as used by Hayley, the situation in which two members of a family team up against another member in an effort to reduce his/her authority.
Define the family therapy term: skeleton key.	Skeleton Key: as used by Steve deShazer, a standard intervention that can be used in dealing with several problems.
Define the following family therapy term: integrative psychotherapy.	Integrative Psychotherapy: the integration of multiple therapy approaches, used by 30-50% of therapists.
Define the following family therapy term: XO.	XO: An abbreviation used by counselors. X means treatment and O indications observation. Can also indicate a measurement score or dependent variable.
Describe Section A of The ACA Code of Ethics.	Section A: The Counseling Relationship describes the counselor's obligation to respect the dignity of the client and promote his or her welfare. This section requires that the counselor receive informed consent for the counseling, that he or she communicates important information such as the client's rights and responsibilities both verbally and in writing. Also in this section is a review of the relationship of the counselor and with the client as an individual, as part of a group and at the institutional and societal levels. Sexual contact with clients is expressly forbidden. The quality of care for terminally ill clients, the collection of fees and receiving gifts are also covered in this section, as is the ethical use of technology.

Define Section C of the ACA Code of Ethics.	Section C: Professional Responsibility, states the requirements that counselors within their competence levels, continue their education, avoid working with clients who might be harmed by the counselor's problems, and truthfully represent their credentials and services in advertising and at other times. The section also prohibits the recruitment of clients through a counselor's other employment or social contacts, sexual harassment, exploitative relationships with subordinates, and unjustified compensation. Relationships with other professionals serving the clients and employment conditions that might negatively impact the counselor's work are also covered. Techniques and procedures must be based in accepted theories or the client must be told they are unproven.
Discuss ethical issues that must be addressed in group counseling.	The ethical issues such as informed consent that pertain to individual counseling are valid for group counseling. One issue that expands for a group is confidentiality. Confidentiality must be maintained for all members of the group so that no identities or other information is revealed to anyone outside of the group, although there should be a clear understanding of when confidentiality must be waived. Members should not engage in social relationships with each other or discuss the sessions outside of the meetings. The counselor should maintain an environment that discourages cliques and subgroups, but encourages respect for all group members regardless of such factors as race, gender, religion, sexual orientation, or socioeconomic level.
Define the following: defamation.	Defamation: an attack upon a person's reputation by slander (untrue verbal statement) or libel (untrue written statement)
Define the following: Contempt of court	Contempt of Court: Disrespect or disobedience to the authority of a court. Counselors who refuse to testify in a court proceeding may be charged with contempt.
Define the following: CRC	CRC: Certified Rehabilitation Counselor - a person who has earned at least a master's degree in rehabilitation counseling and passed the certification exam
Define the following: MAC	MAC: Master Addictions Counselor - a specialty certified by the National Board for Certified Counselors.
Define the following: Abandonment	Abandonment - a counselor closes a practice or is unavailable for some time without notifying the clients.
Define: Morphostasis	An adaptability skill a family may use in balancing stability.
Define: Morphogenesis	An adaptability skill a family may use in handling change.
Define: Aspirational ethics	Ideal Practices.
Define: Quid Pro Quo	Something for something - an exchange in which each person does something for the other. An unethical practice for a counselor would be for the counselor to exchange counseling for some service the client could provide.
Define: Paradox	Prescribing the problem but with an exaggeration or some sort of twist - should not be used with addictive behaviors that harm the client or others, or with suicidal or homicidal clients.
Define: Differentiation	The ability of each member of a family to maintain his or her own sense of self.
List the legal aspects of counseling.	Laws governing counseling practices are usually made at the state level and often overlap ethical principles. Among the issues addressed by law are the requirement that suspected child abuse be reported, that insurance claims not be fraudulent, and that counselors not engage in sexual contact with clients. In most cases parents or guardians of minor children have access to the child's records, although there are some circumstances under which a child can receive counseling with parental consent. In most states licensure grants privileged communication between counselor and client.

<p>Discuss ethical issues that must be addressed in family counseling.</p>	<p>In family counseling both the counselor and the family involved must be very clear as to whether the family as a whole or an individual family member is actually the client. The identity of the client will determine how the counselor deals with diverse issues (family vs. family member) and where the counselor focuses attention. Confidentiality is another issue that will arise, since there is a distinction between information shared with the counselor in an individual session and in discussion when the entire family is present. If the counselor learns of child abuse or incest, that information must be reported to the authorities. Confidentiality may be waived if the counselor is required to testify in court in cases of child abuse or incest, that information must be reported to the authorities. Confidentiality may be waived if the counselor is required to testify in court in cases of abuse, involuntary commitment, or child custody. The counselor must be aware of his/her own biases and prejudices and able to set them aside when dealing with an alternative family or with a family from a different cultural background.</p>
<p>Explain the following: ICD</p>	<p>ICD: The Manual of the International Statistical Classification of Diseases, Injuries and Causes of Death. A publication of the World Health Organization that can be used as an alternative to the DSM-IV in coding client diagnoses for insurance purposes.</p>
<p>Explain the following: PL94-142</p>	<p>The Education Act for All Handicapped Children, which was passed in 1975, is a federal law that provides a free education for all children between the ages of 5 and 21, that placement for handicapped persons will be in the least restrictive environment and that an Individualized Education Plan (IEP) will be provided for every child.</p>
<p>Explain the following: 1958 National Defense Education Act.</p>	<p>(NDEA) - a federal law passed in reaction to the launch of Sputnik, that provided student loans in areas of science and technology and also in such fields as counseling, librarianship and foreign language.</p>
<p>List the steps in establishing a counseling program.</p>	<ol style="list-style-type: none"> <li>1) Develop an understanding of the context in which the program will operate.</li> <li>2) Assess the need for the program and develop a mission statement.</li> <li>3) Set goals and objectives and establish criteria for measuring success.</li> <li>4) Set up feedback procedures.</li> <li>5) Check for problems by conducting a small-scale pilot program.</li> <li>6) Create a development plan that includes needed personnel, facilities, funding, and other resources.</li> <li>7) Create an implementation plan with a schedule for hiring and training personnel and other start-up activities.</li> <li>8) Start operations and fine-tune procedures and services.</li> <li>9) Evaluate the program and report to the responsible authorities.</li> <li>10) Review the program and make modifications as needed.</li> </ol>
<p>Describe the principles of ethical decision-making and the purpose of the ACA Code of Ethics.</p>	<p>While each counselor has his or her own ethical standards, some general principles underlie many of the ethical decisions counselor make. These principles include: beneficence, not causing harm, respect for freedom of choice and self-determination, fairness, and honoring commitments. The ACA Code of Ethics and Standard of Practice is a document produced by the ACA that establishes principles of ethical behavior to which all ACA members must adhere.</p>

List ethical standards of practice.	1) The counselor must adhere to a code of professional ethics. 2) The profession defines ethical practice. 3) Informed consent must be obtained before treatment is started. 4) Clients must be informed if it is necessary to break confidentiality. 5) Parental consent must be obtained when treating a minor. 6) Clients must be informed if a session is to be recorded, a supervisor will observe, or if the counselor is still in training. 7) The counselor must never engage in a sexual relationship with a client. Any such contact must be delayed for at least five years after the end of the counselor/client relationship. 8) The counselor may inform the client's partner if the client has AIDS or is HIV positive. 9) Counselors should not treat friends or family. 10) Counselors should continue their education, including the development of an awareness of other cultures. 11) Confidentiality must be maintained except in the specific circumstances of danger to the client or others, consultations with other professionals, release of information to such agencies as the client's insurance company. 12) The counselor's primary responsibility is the client.
Explain the following: third party payment.	Third party payment: Payment of the counselor's charges through an insurance company or through the employer if the counselor is employed by an agency or under the supervision of a psychologist.
Explain the following: Managed health care.	Managed Health Care: A system that controls the delivery of health care to members of the system and the payment for that care. Members of Health Maintenance Organizations (HMOs) and Preferred Provider Organizations (PPOs) must choose care providers from lists supplied by the organizations in order for insurance to pay for the services.
Explain the following: HIPPA.	HIPPA: (Health Insurance Portability and Accountability Act) - a national law that sets the privacy standards for client information and the transfer of information.
Explain the following: EPA	EPA (Employee Assistance Programs) - programs provided by companies to assist employees in dealing with problems, either through an in-house counselor or referrals to outside agencies.
Describe the skills needed in order to manage a counseling program.	Counseling program managers need the same management skills as managers in any other field. Among the necessary abilities are planning, organizing, establishing goals, setting standards, creating management skills, including hiring, training, supervision, scheduling, and evaluation, are vital. It is quite likely that marketing, dissemination of information about the program, report writing, and fund raising may also be included in the manager's responsibilities.
List professional standards of practice.	In some states standards of practice are part of the laws that govern counselor licensure. At least twenty states require counselors to adhere to the ACA Code of Ethics. Among the major ethical and legal issues are: 1) Counselors should be familiar with the standards of the state in which they practice and with the ACA Code of Ethics. 2) Counselors should use diagnostics systems to assess client's needs and fit the techniques and procedures used to each client. 3) Methods and techniques should be justified by the theoretical basis of each program. 4) The counselors should use methods, procedures, and techniques that are consistent with their training and experience. 5) Each counselor should practice within his or her level of competence. 6) Training and credentials must not be misrepresented. 7) The relationship with a client must be terminated when the counselor's services are no longer helpful.

<p>Explain licensure in the counseling profession.</p>	<p>Licenses are issued by the states and each state has its own laws and requirements for licensure. Most states require a master's degree in counseling with courses in eight content areas, student field experience, post-degree supervised experience, and a passing score on a state exam. Both the National Counselor Exam and the National Clinical Mental Health Counseling Exam are used. Some states have just a "title control" law, which allows non-licensed counselors but forbids their usage of the "Licensed Professional Counselor (LPC)" title. Other states have "title and practice control" laws. Some states limit the use of psychological tests and others are reducing the scope of counseling practice. Some psychologists object to the licensure of counselors.</p>
<p>Explain the Tarasoff the Case and the duty to protect.</p>	<p>The 1976 the Tarasoff family sued the University of California Board of Regents after Prosenjit Proddar, a client of a university psychologist, murdered Tatiana Tarasoff. The psychologist, in maintaining confidentiality, had failed to warn Ms Tarasoff that Poddar was a danger to her. The outcome was that counselors are now required to warn their clients intended victims even when the warning violates both confidentiality and privileged information.</p> <p>The duty to protect means that a counselor that a counselor has a responsibility to protect clients from suicide. The counselor should have procedures and guidelines in place for handling such situations, be aware of referral possibilities, and be thoroughly familiar with signs that the client may be planning suicide.</p>
<p>Explain professional liability and malpractice.</p>	<p>Professional liability is the counselor's responsibility to provide clients with services that meet the standards of the profession. Malpractice is the legal term for a situation in which the counselor fails to deliver services, the services are substandard, or harm results to the client b/c of the negligence or ineptitude of the counselor. Clients who feel they have not received proper services or have been harmed by the counselor's treatment may bring a malpractice suit against the counselor and/or the agency. Successful malpractice suits require that there was a client/counselor relationship, the counselor was negligent or the services were substandard, the client was physically or psychologically harmed, and the injury resulted from a breach of duty. Counselor can protect themselves by carrying liability insurance, which is available through the ACA and other agencies.</p>
<p>Discuss certification in the counseling profession.</p>	<p>National Certified Counselor (NCC) is a designation held by nearly 40,000 American counselors. The designation means that each has met the qualifications set by the National Board of Certified Counselors (CBCC). Those qualifications include an educational requirement of an advanced degree in counseling with coursework in eight content areas and that the candidate serves an internship, a supervised experience requirement of 3,000 hours in the counselor's specialty, and a passing score on the National Counselor Examination for Licensure and Certification. The CBCC was established in 1982 and has responsibility for certifying counseling professionals. After achieving the NCC a counselor may qualify for a specialty credential in school counseling, mental health counseling, or working with addictions. A continuing education requirement of 100 clock hours per five years of certification must be met in order for the counselor to maintain certification. Graduate students in a CACREP program can be certified at graduation. Rehabilitation counselors are certified by a separate board. School and drug and alcohol counselors are also certified by the states in which they practice.</p>
<p>Explain confidentiality and privileged communication.</p>	<p>These two issues are related but not identical. Confidentiality is an ethical issue that requires a counselor not to discuss a client, or even acknowledge that a particular person is a client, with anyone outside of the agency. Privileged information is a legal issue established by law that prohibits communications between counselors and clients from being revealed in court. There are some situations that require or permit the waiver of privileged information and confidentiality. These situations include child abuse allegations, involuntary hospitalization, the client is a threat to himself or others, or a court order requires the release of information.</p>

emphasize verbal mediation	cognitive modifications
influence of past events on current functioning	cognitive insight therapies
use of imagery to bring about change	behavioral therapies
training procedures w/o mediation	behavioral modifications
increase awareness of influence of current feelings on attitudes/behaviors	active insight
Steps for Making Ethical Decisions	Identify Problem Clearly Review relevant codes Seek Consultation Brainstorm List Consequences Decide
breaching confidentiality to a 3rd party b/c client allowed you to	voluntary disclosure
breaching confidentiality to 3rd party w/o client's permission	non-voluntary disclosure
holds practitioner immune to disclosure	privilege
Ethical Issues	Confidentiality Informed Consent Right to know Conflicts of Interest Professional Relationships
Steps for Disclosing Information w/ Client Consent	Discuss with client Make sure client understands consequences Specify EXACTLY what is being disclosed and to whom in WRITING Show to client before releasing information
Client Threat Process	Discuss threat process w/ client Seek Consultation Seek legal consultation Error on side of safety Document Every Step in Writing Warn client of legal constraints of confidentiality Always act in good faith/follow guidelines
professional responsibility to inform clients about therapy/treatment and getting consent from person/guardian	Informed Consent

Inform the client of...	Theoretical Orientation Types of techniques/treatment How different Professional Background Limitations of Practice Guidelines of Practice Right to Terminate at Anytime
leads to possibility of exploitation of client - any relationship w/ client outside of treatment	Client-Therapist Conflict of Interest
conflict between clients and someone else involved with client	Client-3rd party Conflict of interest
when therapist is in simultaneous relationship with more than one client	Client-Client Conflict of Interest
client's right to a careful explanation of the therapists perceptions of their problems and functioning shared in a way they can understand and that are therapeutic and not damaging	Right to Know
failure to provide proper service through ignorance or negligence which results in injury or loss to client	Malpractice
Principles of Ethics	A - beneficence and Nonmaleficence (do no harm) B- fidelity and responsibility (promote trust) C- Integrity - promote honesty D- Justice - protect client against bias E - respect for people's rights and dignity
stresses role of unconscious and its functioning in psychic life  uses free association and relies on transference and resistance	psychoanalysis
belief that every psychic event you experience is determined by ones that preceded it; unconscious forces can be brought to consciousness and controlled	Psychic Determinism

Life Instinct whose energy is Libido striving for life and to become whole; founding behavior for our reproduction	Eros
Death instinct whose energy is aggression and repetition compulsion	Thanatos
sexual life energy that drives the ID	Libido
things you are currently aware of - constantly changing	Conscious
Long term memory that influences behavior - can be retrieved if desired	Preconscious
unaware of but influential of behavior - primarily personality component	Subconscious
thoughts/memories that are too painful to keep in mind; what really drives us	Unconscious
ruled by pleasure principle; concerned with drive satisfaction	ID
ruled by reality principle; controls and channels ID; rational thought	EGO
balance between ID and Ego; morals - like conscience	Superego
pleasure through oral mechanisms; 0-1 yr	oral stage
control over biological processes; pleasure through excretion of waste	anal stage
libidinal energy focused on genitals; pleasure through genital stimulation; become aware of gender	phallic stage
energy is focused on social environment	latency stage
sexual energy reoccur outside of family	genital stage

Four sources of Tension (psychoanalytic theory)	Physiological growth Frustration Conflicts Threats
Four ways to deal with Reducing Tension	Identifications Displacement Sublimation Anxiety and Defenses
refusing to accept that the feeling is present or that the event occurred very primitive!	denial
redirecting anxiety causing impulses into socially acceptable actions  most mature	sublimation
reverting to the comfort of behaviors of an earlier stage of development in order to cope	regression
taking actions opposite to one's feelings in order to deny reality of the feelings	reaction formation
relegating anxiety-causing thoughts to the unconscious, refusing to think about them	repression
substituting a less threatening object for the subject of the hostile or sexual impulse	displacement
creating intellectually acceptable arguments for thoughts or behaviors to hid actual anxiety causing impulses	rationalization
attributing one's undesirable traits or actions so they become the problem instead of you	projection
Change Process according to Psychoanalytic Theory (5)	Results from making unconscious conscious Adopts problem solving approach Emphasis on affective behavior Working through transference and resistance therapist-patient relationship

the sum total of the emotional relationship between patient and therapist	transference
everything that works against the progress of therapy	resistance
ratio vs. interval reinforcement schedule	ratio - based on number of responses interval - based on time elapsed
fixed vs. variable reinforcement schedule	fixed - implies reinforcement always (takes place after fixed number or time) variable - implies an average number or time frame is used
Premack principle	"an efficient reinforcer is what the client likes to do" LPB - low probability behavior HPB - high probability behavior
higher order conditioning	when a new stimulus is paired with CS and the new stimulus takes on the power of the CS
operant	B.F.Skinner. a behavior which is not elicited by an obvious stimulus (vs. respondent - consequence of a known stimulant)
Robert Carkhuff	creator of 5 point scale: empathy, genuineness, concreteness, respect
congruence	genuine, real, authentic (characteristic of counselor)
biofeedback device	does not change client, but provides biological information. used primarily to teach clients to relax or to control ANS function.
Robert Kegan	"holding environment" (in counseling) client can make meaning in the face of a crisis and can find new direction suggests 6 stages of life span development (incorporative, impulsive, imperial, interpersonal, institutional, and interindividual)
maturational view	(that of plant growth) mind driven by instinct. the environment provided nourishment, placing limitations. counselors allow clients to work through early conflicts
equilibration	Piaget. balance between assimilation (taking in new information) and accommodation (modification of cognitive structure)
critical period	Konrad Lorenz. makes imprinting possible. signifies a special time when a behavior must be learned or it wont be learned at all
learned helplessness	Martin Seligman. a pattern in which a person is exposed to situations that he is truly powerless to change. believes he has no control
fixation	Freud. when development comes to a halt... when frustration and anxiety are too great... the client remains in a stage where he feels safe

Daniel J. Levinson	80% of men experience moderate-severe mid life crisis. views the crisis as somewhat (+), pointing out that men who do not face it may stagnate
Eric Erikson. view of ego identity	ego strives to produce a unique autonomous self. it is not content with the mere assimilation of parental views
BASIC-ID	Arnold Lazarus behaviorist approach. feels counseling is multimodal, relying on a variety of therapeutic techniques: Behavior Affective response Sensations Imagery Cognitions Interpersonal relationships Drugs
symbolic schema	Piaget. preoperational stage a cognitive structure that grows with life experience allows language and symbolism in play to occur
centration	Piaget. preoperational stage focusing on a key figure of a given object while not noticing the rest of it
Konrad Lorenz	ethnology - the study of animal behavior in their natural environment *imprinting - instinct... infant instinctively follows the first moving object it encounters illustrated the point of "critical periods"
empiricists	(-> behaviorism) believe development consists of quantitative changes. scientists can only learn from objective facts experience is the source for acquiring knowledge
organismic theorists	qualitative (measure of internal changes) rather than quantitative
sensorimotor	Piaget 0-2 years reflex "practical intelligence" object permanence (>8 months) representational thought concept of time (one event takes place before or after another) causality
instinctual	behavior that manifests itself in all normal members of a given species (innate, unlearned behaviors)
duty to warn	Tarasoff a client in imminent danger to self or others (may contact another party to prevent the dangerous situation)
privileged communication	CLIENT chooses disclosure anything said to a counselor by a client will not need to be divulged outside the counseling setting *qualified - exceptions may exist

DMS-IV multi-axial classification	I-clinical syndromes, V codes II-developmental / personality disorders III-physical disorders / conditions IV-severity of psychological stressors V-GAF
V codes	the focus of treatment, but not attributable to a mental condition (marital problems, malingering, etc... day to day problems, not psychological disorders)
CPT	current procedural terminology includes the nature of the treatment; may include length of service time
mental health consultation	Caplan consultant does not see the client directly, but advises the consultee (recommends the consultant be responsible for the clients welfare)
SCII	Strong Interest Inventory measures interest, not ability based on Holland's typology untimed forced choice format (like, indifferent, unlike)
Kuder Career Search	Interest Inventory
ASVAB DAT GATB	Armed Service Vocational Aptitude Battery Differential Aptitude Test General Aptitude Test Battery (used by state employment)
trait factor theory	Parson, Williamson, Patterson assumed that via psychological testing one's personality could be matched to an occupation which stressed those particular traits
trait-factor approach	Parsons, Williamson, Patterson attempts to match worker and work environment (job factors) relies heavily on testing *one time process structural theory differential psychology
Holland	believed personality must be congruent with the environment 6 personality types: Realistic - machines Investigative - research, think Conventional - conform, structure, rules Enterprising - leaders Artistic - Social - interpersonal skills
Donald Super	career development... longitudinal, reversible emphasizes self-concept 5 life stages: Growth Exploration (15-24y) Establishment (24-44y) Maintenance (44-64y) Decline (65+)

Anne Roe	<p>personality theory of career development  based on a premise that a job satisfies an unconscious need  (8) fields / (6) levels</p>
Anne Roe	<p>career choice influenced by:  genetics  parent-child interaction (parenting styles)  unconscious motives  current needs  interests  education  intelligence  Maslow's hierarchy</p>
Roe's parenting styles	<p>overprotective  avoidant  acceptant  one develops a personality that gravitates (or not) to others</p>
A.A.Brill	<p>personality theory of career choice  *psychoanalytic  brings Freud's theory to career counseling - emphasizes sublimation (when one expresses  an unacceptable need in a socially acceptable manner)</p>
sublimation	<p>expresses an unacceptable need in a socially acceptable manner</p>
Tiedman O'Hara	<p>decision making theory of career choice  *individual has the power to choose  (1) anticipation  (2) implementation / adjustment</p>
John Krumboltz	<p>behavioristic model  social learning approach to career choice (bandura)  *modeling  *decision making is a skill that can be learned</p>
Edwin Bordin	<p>emphasized unconscious mind career choice could solve unconscious conflicts (similar to  Roe)  *psychoanalytic  difficulties related to job choice are indicative of neurotic symptoms</p>
Henry Murray	<p>"needs-press" theory  *the occupation is used to meet a person's current need  TAT projective test</p>
pioneers of developmental approach to career counseling	<p>Eli Ginzberg  Sol Ginsburg  Sidney Axelrod  John Herma</p>
longitudinal approach to career counseling	<p>Super  Tiedman  O'Hara</p>
John Crites	<p>research in career maturity</p>

Gelatt Decision Model

information is the fuel of the decision. although career choice is ongoing, there are times when a key decision must be made  
information can be organized into three systems:  
predictive (probable alternatives, actions)  
value (preference)  
decision (rules for evaluation)

# Practice Exam 1

## Human Growth and Development

In general, the elements of this standard relate to the variety of psychological changes and/or cognitive developments that occur in a person across the life span (i.e. from birth to death). The following are sample items that illustrate the type of questions asked about human growth and development.

1. Counselors adhering to the personality theory espoused by C.G. Jung often have to help people with problems related to what Jung called “individuation.” Jung defined this term as the process
  - a. which occurs when adolescents leave home to establish their own residences.
  - b. occurring throughout life in which a person is becoming an individual.
  - c. through which parents come to have unique patterns of interaction with each of their children.
  - d. which is an outgrowth of the psychoanalytic principle of determinism.
  
2. A counselor completing a report for an insurance company was required to indicate whether a client had a phobia or an anxiety reaction. The counselor was able to indicate the correct classification because the counselor knew that the primary distinction between the two conditions is the
  - a. age of onset of severe psychological distress.
  - b. ease with which the symptoms are eliminated.
  - c. frequency of symptom occurrence.
  - d. specificity of the fear-causing source.
  
3. Erickson presented an eight-stage theory of human development, the last stage of which he entitled “integrity vs. despair.” A person’s challenge in this stage is to achieve acceptance of the finality of life. Erickson postulated that such acceptance could be achieved only if the person had
  - a. reached a parallel level of moral development.
  - b. established an economic environment such that the person need not be concerned about having good living conditions.
  - c. successfully met the challenges of the previous stage.
  - d. developed the ability to distinguish among the various roles the individual had filled in life.

4. Humanists in the existential tradition assert that personal decisions are (personally) effective only if they are made consistent with personal beliefs, principles, and regardless of whether they are in agreement with those of most people or the known consequences of the decisions. This assertion also is an appropriate description of which of Kohlberg's stages of moral development?
  - a. naively egotistic orientation.
  - b. respect for authority and social disorder.
  - c. contractual-legalistic orientation.
  - d. conscience orientation.
  
5. A counselor was hired to develop educational activities that would promote development of gender-fair (ie. non sex-role stereotypic) attitudes among older elementary school age children. The counselor decided to develop the activities within the context of social learning theory. Which of the following activities would be most appropriate for use to the counselor?
  - a. having the children view movies that depict males in so-called traditionally feminine occupations (e.g. nursing) or activities (e.g. ironing) and vice versa.
  - b. providing some reward (e.g. small candy) to children who make gender-fair statements during a discussion of "what people do when they grow up."
  - c. instructing the children how to ask their parents what their parents' beliefs are about appropriate roles for women and men.
  - d. having the children share what they believe are each of their parent's feelings about activities they do (e.g. active and passive play behaviors).
  
6. In attempting to understand the life perspectives and characteristics of their clients, some counselors use Kohlberg's theory of moral development as a theoretical framework. These counselors know that Kohlberg's theory includes three progressive levels culminating in
  - a. self-actualization, wherein the individual is fully humanistic.
  - b. principled thought, wherein the individual adopts a self-accepting set of standards of behavior.
  - c. androgyny, wherein the individual exhibits both male and female stereotypic behaviors.
  - d. personhood, wherein the individual is free from moral dilemmas.
  
7. A professional counselor determines fees for monthly consultation services on a job-by-job basis. This is an example of which of the following types of reinforcement schedules?
  - a. variable interval.
  - b. fixed interval
  - c. variable ratio.
  - d. Fixed ratio

8. Competitiveness between children in the same family is known as
  - a. Sibling rivalry.
  - b. The Oedipus conflict
  - c. The Electra conflict.
  - d. The Foundling conflict
  
9. The best descriptor of the emotion that results when a feeling or fear is not understood by the person experiencing it is
  - a. Anxiety
  - b. Affect
  - c. Anger
  - d. Arousal.
  
10. Many counselors in their work use stage theories of human development with older persons because they facilitate understanding older person's general life situations. In this context, Erickson described the development stage that occurs late in life as
  - a. intimacy vs. autonomy
  - b. integrity vs. despair
  - c. trust vs. isolation
  - d. intimacy vs. distrust
  
11. In some settings, counselors must use diagnostic classification systems as part of the overall program management plan of the service facility. The term Aparanoia is used in such systems to include a group of psychotic disorders characterized mainly by a(n)
  - a. Slowing of emotional responses to a state of absolute calm
  - b. Onset of increasingly complex delusions
  - c. Frenzy of intense social interactions
  - d. Irrational response to a specific stimulus

## Social and Cultural Foundations

In general, the elements of this standard relate to lifestyle, cultural, multicultural and human condition aspects of life in today's world. The following are sample items.

12. Many members of the counseling profession have engaged in social reform efforts intended to reduce spouse abuse. These efforts have had limited effect because
- spouse abuse occurs primarily among persons of low socioeconomic status, a group of people not generally prone to
  - many people, both male and female, believe that spouse abuse is a family matter and, therefore, not subject to intervention from persons outside the family.
  - increasing incidence of incarceration of spouse abusers has reduced the need for counseling services.
  - all of the above.
13. A counselor was working with a client who had been referred by a supervisor because the client had been having problems with co-workers, problems primarily attributable to the client's prejudicial attitudes toward ethnic minorities. The counselor asked how the client had come to hold the (prejudicial) attitudes the client was presenting. The client replied I don't really know or care. It just makes those folks easier to understand. The client's statements reflect which of the following models that have been used to explain the formation of prejudicial attitudes?
- social learning.
  - information processing.
  - social conflict.
  - authoritarianism.
14. A client was referred to a counselor by a physician. On the physician's advice, the client had been taking valium to alleviate minor instances of stress. Initially, small doses of valium were sufficient to alleviate the client's stress. However, over a period of approximately one-year, the client had found it necessary to take increasingly larger doses to bring about similar stress reduction. The counselor surmised that the client had developed a(n) to the valium.
- psychological dependence.
  - addiction.
  - physical dependence.
  - tolerance.

15. Because of the nature of the counseling process, some concepts from the field of speech and communications are readily applied to counseling. For example, counselors often find it appropriate to give (i.e. send) persuasive messages to clients. Such messages are more likely to be received (i.e. heard and accepted) if the counselor, as the message sender, exhibits certain characteristics. Which of the following is NOT a primary characteristic of effective persuasive communicators?
- a. emotionality.
  - b. attractiveness.
  - c. expertness.
  - d. trustworthiness.
16. In recent years the language used in federal and many state legislative acts relative to counseling services for persons with handicaps has tended to shift from the use of general categorical definitions to non-categorical definitions of functional limitations of handicapping conditions. This change appears to reflect a realization that
- a. the medical (ie. physical) diagnosis is the most accurate basis for determining an appropriate level of funding.
  - b. a specific disability has essentially the same effect in any educational or work setting.
  - c. funding bases should not incorporate considerations of categories of disabilities.
  - d. all categorically disabled people do not have the same functional limitations in all work or educational situations.
17. Research on the development in a person with a so-called humanistic life outlook has shown that it is facilitated by
- a. formal educational experiences.
  - b. observational learning experiences.
  - c. diverse interpersonal interactions.
  - d. all of the above.
18. When persons who are characteristically shy and withdrawn participate in assertiveness training, initially they experience uncertainty and self-doubt. Counselors refer to this social-psychological concept as
- a cognitive dissonance.
  - b. dissociation.
  - c. individuation.
  - d. acculturation.

19. A group of people living together with prescribed patterns of interdependent behavior could be best described as a
- a. culture.
  - b. society.
  - c. class.
  - d. cult.
20. Which of the following does NOT influence conformity to the expected standards of behavior within a culture?
- a. physical punishment.
  - b. praise.
  - c. acceptance.
  - d. events.
21. In counseling older adults to achieve greater life satisfaction, counseling goals are more easily defined with the recognition that life satisfaction among older persons is primarily related to
- a. economic well-being.
  - b. sexuality.
  - c. self-concept.
  - d. all of the above.
22. Counselors use a variety of terms to describe patterns of interpersonal interactions because those terms reflect sets of behavioral characteristics. For example, a primary characteristic of a closed interpersonal system is
- a. group membership inflexibility.
  - b. high levels of education among group members.
  - c. erratic interpersonal interactions.
  - d. limited appropriate conversational topics.
23. When communicating with other professionals, counselors use various words or phrases to describe the behaviors being exhibited by their clients. For example, when a client is attributing personally held feelings to another person, a counselor might say that the client is engaging in a process known as
- a. sex-role orientation.
  - b. universalization.
  - c. identification.
  - d. projection.

## Helping Relationships

In general, the elements of this standard relate to bases, factors, and conditions that influence the nature of counseling and consultation processes. The following are sample items.

24. A counselor who follows an eclectic approach to counseling primarily bases the choice of utilized techniques upon
- a. the severity of the emotional distress exhibited by the client.
  - b. the client's intellectual, emotional, and environmental resources.
  - c. whether the client was referred or volunteered for counseling.
  - d. the theoretical orientation espoused in the counselor's professional preparation program.
25. Client: I just can't see myself working in a hospital, being around sick kids all day.  
Counselor: You just don't like kids. The counselor in this example has made which of the following types of reflection error?
- a. depth.
  - b. capitulation.
  - c. meaning.
  - d. syntax.
26. The counseling technique used by the counselor to explain to a client the logical inconsistencies in the client's statements is known as
- a. confrontation.
  - b. summarization.
  - c. paradoxical intention.
  - d. systematic desensitization.
27. In the context of the reality therapy approach to counseling, the counselor strives to achieve a counseling relationship in which the counselor assumes a(n) \_\_\_\_\_ role in decision-making relative to the client.
- a. superordinate
  - b. equal.
  - c. subordinate.
  - d. antithetical.

28. In Schein's Doctor-Patient model of consultation, which of the following conditions must be met for the consultation process to be effective?
- The consultee correctly interprets the systems identified.
  - The consultee trusts that the consultant has provided accurate diagnostic information.
  - The consultee is willing to implement the suggestions made by the consultant.
  - All of the above conditions must be met.
29. A client comes to a counselor complaining of being generally unhappy. However, the client is unable to clarify further the nature of the unhappiness other than through vague allusions to being not interested in anything. At this point, in the process, the counselor would be best advised to
- confront the client's inability to clarify the reasons for the unhappiness.
  - explore activities that the client enjoyed in the past.
  - use active-listening skills until the client is better able to describe the problem.
  - generate and discuss possible reasons for the client's unhappiness.
30. Client: Most of the time things are fine, but I hate it when my parents fight. It makes me want to run away from home. Counselor: Is it possible that you both love and hate your parents? The counselor's response is an example of the counseling skill known as
- reflection.
  - interpretation.
  - summarization.
  - confrontation.
31. Which of the following is a basic assumption underlying effective use of Caplan's Mental Health Consultation model?
- Mental health consultation is a supplement to other problem-solving mechanisms within an organization.
  - Consultee attitudes and affect must be dealt with directly in the mental health consultation process.
  - The technical expertise of the mental health consultant is sufficient for design of the effective intervention.
  - The consultant and consultee share responsibility for case management.

32. Ellis' rational emotive therapy and Meichenbaum's cognitive behavior modification approaches to counseling are similar in that both hold that
- a. a client's cognitions are hypotheses to be tested, not absolute facts or truths.
  - b. clients should perform personal experiments to determine if cognitions and beliefs are consistent with objective reality.
  - c. restructuring of cognitions is an important aspect of therapeutic change.
  - d. all of the above.
33. Clients and counselors sit closer together, presumably reflecting being psychologically closer, when they are similar in terms of factors such as age, social status, and general appearance (eg. style of clothing worn). However, research in proxemics also has shown that forward (upper-body) trunk lean by a counselor is likely to cause a negative, distancing reaction initially in a client who is
- a. depressed and crying.
  - b. less intelligent than the counselor.
  - c. a different race from the counselor.
  - d. much shorter than the counselor.
34. Counselors who follow a behavioral counseling orientation know that primary emphasis in it is the development of
- a. a loving counselor-client relationship.
  - b. the client's awareness of subconscious feeling.
  - c. an awareness of client behavioral stimuli and reinforcements.
  - d. the client's needs hierarchy in behavioral terms.
35. In the context of the counselor's use of active learning skills, the following is an example of which type of reflection error? Client: I just can't see myself sitting at a desk job all day.  
Counselor: You want to do outdoor work.
- a. depth.
  - b. language.
  - c. meaning.
  - d. implication.

36. Men (used here to mean all people) are disturbed not by things, but by the view which they take of them. This quote, attributable to Epictetus, most closely describes the counseling theory developed by
- a. Rogers.
  - b. Carkhuff.
  - c. Freud.
  - d. Ellis.
37. The counseling technique in which the counselor intensifies the client's emotional state in order to help the client understand the irrationality of the emotional reaction is known as
- A. confrontation.
  - B. paradoxical intention.
  - C. systematic desensitization.
  - D. reconfiguration.

### **Group Work**

In general, the elements of this standard relate to the bases, factors, and conditions that affect group and group-counseling processes. The following are sample items.

38. Although group effectiveness is difficult to define and is related to the purposes and leadership of the group, some general principles have been agreed upon. For example, group processes generally are most effective when the group
- a. has an authoritarian leader who maintains interpersonal rules and directions for the group.
  - b. develops new ways of functioning in response to emerging needs and patterns of interaction among group members.
  - c. identifies group members who inhibit movement toward the group's goals.
  - d. works on several group tasks simultaneously, thereby increasing group efficiency.
39. A counseling group member stated, I feel so much better knowing that many of you have had similar problems. I guess we're all in the same boat! This member's statement is an example of a group process phenomenon known as
- a. transference.
  - b. universality.
  - c. catharsis.
  - d. intellectualization.

40. In some counseling groups the members feel dependent upon the group counselor (leader) for direction and movement and are passive in other ways as well, and the group counselor is easily fatigued and irritated because of the responsibility to make everything work in the group. According to Yalom (among others), this situation is most likely to arise in groups
- a. that have failed to establish self-disclosure as an appropriate behavior for group members.
  - b. in which unstructured, freely interactive behavior is the norm for group members.
  - c. in which the meaningfulness of the group to each of the respective members is too high.
  - d. that have not assumed responsibility for their own functioning.
41. Which of the following is the LEAST important consideration that a group leader should employ in the selection of potentially appropriate strategies to be used in a group?
- a. the types of people who will constitute the group.
  - b. the leader's of self-knowledge.
  - c. the members' previous experience in groups.
  - d. the extent to which the leader will be involved in the group.
42. The members of a group seemed to be rebelling against the group counselor's leadership, fighting with one another to establish dominance in the group, confronting the group counselor as well as one another, and generally being in a state of conflict. Based on these characteristics and behaviors, the group counselor determined that the group was in which of the following states of group development?
- a. orientation.
  - b. transition
  - c. action.
  - d. completion
43. Counselors know that groups are formed for different purposes. For example, in some groups the primary goal is to yield some specified outcome, or product, while in others the primary goal is to focus on the process of interaction within the group. Which one of the following types of groups is more product than process orientated?
- a. behavioral.
  - b. transactional-analysis.
  - c. Adlerian.
  - d. client-centered.

44. In the context of group counseling, members who are high in conformity also tend to be high in
- a. independence.
  - b. authoritarianism.
  - c. intelligence.
  - d. superiority.
45. Counselors refer to the study of a person to person relationships within a group situation as
- a. syntacticality.
  - b. homeostatis.
  - c. sociometry.
  - d. psychodrama.
46. Which of the following is NOT a goal of Gestalt counseling groups?
- a. helping individuals achieve integration.
  - b. helping group members grow up.
  - c. helping individuals accept anxiety as a part of life.
  - d. All of the above are Gestalt counseling goals.
47. A specific technique for reinforcing desirable behaviors by pairing them with incompatible behaviors and incorporating principles for relaxation is
- a. satiation.
  - b. extinction gradient delineation.
  - c. mediation maximization.
  - d. systematic desensitization.
48. Diagnosis is most clearly a counselor's task in which of the following types of group counseling?
- a. existential.
  - b. client-centered.
  - c. rational emotive.
  - d. psychoanalytic.

## Career and Lifestyle Development

This area includes studies that provide understanding of career development and related life factors.

49. At the conclusion of a year-long career counseling activity designed specifically for 34 underemployed persons, you are able to report to you supervisors that 22 of the participants changed to training/education appropriate jobs, 4 became unemployed, 5 Remained in their same jobs, and 3 dropped out of the counseling program. This information is which of the following types of evaluation data?
- a. process.
  - b. context.
  - c. product.
  - d. validity.
50. The compensatory theory of leisure suggests that a certified public accountant would enjoy \_\_\_\_\_ whereas the spillover theory of leisure suggest that the accountant would enjoy as a leisure activity.
- a. racquet ball & chess.
  - b. backgammon & computerized games.
  - c. golf & tennis.
  - d. reading mysteries & bowling.
51. A counselor who works with adolescents is familiar with the knowledge that they tend to over-select professional positions and occupations when asked about what they are planning to do for a living when they grow up. In terms of Gelatt's decision making paradigm, adolescents tend to have errors in their systems.
- a. value.
  - b. prediction.
  - c. generalization.
  - d. decision.
52. A counselor who is following Super's theory of career development would not be surprised to learn that a person whom the counselor believed to be in the Establishment stage had
- a. quit work altogether.
  - b. changed careers.
  - c. sought preretirement counseling.
  - d. been promoted to a management position.

53. One of the primary differences in clients' uses of career counseling resources in print media format (eg. Dictionary of Occupational Titles or Occupational Outlook Handbook) and those in computerized format (eg. Choices, Discover II, SIGI, or ECES) is the
- a. number of jobs/occupations for which information is available.
  - b. speed with which information can be retrieved for use.
  - c. lack of need for counselors when the computerized format is used.
  - d. lack of need for the computerized format when the print media format is used.
54. A counselor who structures a career counseling group to help group members understand a fields and levels approach to careers is following the theory of
- a. Super.
  - b. Roe.
  - c. Holland.
  - d. Tiedeman.
55. The concept of career maturity has been described and researched most extensively by
- a. Crites.
  - b. Hoyt.
  - c. Tiedeman.
  - d. Ginzberg.
56. Which of the following is NOT one of the four major elements in Super's approach to career development?
- a. vocational maturity.
  - b. career patterns.
  - c. values clarification.
  - d. vocational life stages.
57. The Dictionary of Occupational Titles
- a. would not be useful in face-to-face counseling with an individual.
  - b. is more useful than the Occupational Outlook Handbook.
  - c. could be useful in helping a counselee expand occupational options.
  - d. would be useful at the conclusion of the counseling process.

58. Career counseling should include

- a. exploration of values and attitudes.
- b. information and factual data about counselees' resources.
- c. recognition of counselees' needs, conflicts, and relationships.
- d. all of the above.

59. Counselors following particular theoretical career development orientations typically refer to them by the names of persons primarily responsible for their development. For example, counselors following Roe's theory of career development know that it is characterized by

- a. an emphasis on early childhood experiences.
- b. consideration of individual needs and wishes.
- c. clarification of individual skills and abilities.
- d. all of the above.

60. You are conducting career counseling with a 19-year-old female who had a B average in high school, reports having studied only moderately, and currently works in a machine shop. Both she and her supervisor report that she is very adept at the work. She also is a student at the local college and is making mostly C and D grades, but reports that she becomes morose and sullen if she studies for long periods of time. She also reports that her parents want her to enter a profession, but are vague as to which one. Which of Ginzberg's stages of career development would be applicable to this person at the time?

- A. exploration.
- B. confirmation.
- C. crystallization.
- D. specification.

## Appraisal

In general, the elements of this standard relate to the psychometric properties and characteristics of tests and testing, as well as the use of test data in the context of helping processes. The following are sample items.

61. A student obtained a score of 93 on a test having a standard error of measurement of 4 points. In interpreting results, the counselor correctly informed the student that
- the student could not get a score above 97 no matter how many times the test was retaken by the student.
  - the student had scored among the top 11 percent of those who had taken the test.
  - the student had achieved a score that was at least four points above the national mean.
  - more than likely the student would get a score between 89 and 97 if the student took the test again.
62. In a consulting capacity with a local business college, a counselor had recommended administration of a clerical aptitude test to students in each of the two first-year classes; 35 students in one class and 29 students in the other. The tests had been scored by computer and an internal consistency reliability coefficient of .78 had been found for the entire group. The counselor, however, was interested in the classes separately, and therefore, calculated the reliability coefficients for each class. The counselor would expect the reliability coefficients for the separate classes to be .78.
- lower than
  - about the same as
  - higher than
  - Insufficient information is provided to make an estimate.
63. A counselor was reviewing pre-workshop parenting knowledge test data from a group of 40 couples (i.e. 80 respondents) who would soon be participating in a five-session workshop on parenting. The counselor observed that the local group's mean was essentially the same as the national mean but that there was a negative skew in the local group's test data. The counselor correctly reported to the workshop participants that
- they, as a group, tended to be below average in parenting knowledge.
  - they, as a group, tended to be above average in parenting knowledge.
  - there was an error in scoring the test.
  - some participants could not benefit from participation in the workshop.

64. A respondent took a standardized aptitude test which yielded percentile ranks for three normative groups. The respondent's results were as follows: 55th percentile for local norms, 69th percentile for state norms, and 61st percentile for national norms. A counselor interpreting this data could correctly conclude that
- a. similar group respondent aptitude scores in the state are generally higher than local respondent score aptitude.
  - b. similar group respondent aptitude scores nationally are lower than respondent aptitude scores locally.
  - c. similar group respondent aptitude normally is lower than respondent aptitude in the state.
  - d. no valid comparison among the respective distributions can be made from these data.
65. In analyzing response data from a test, one type of information considered to be important in evaluating the test is the percentages of respondents who answered each item correctly. This percentage is known as the item index.
- a. discrimination.
  - b. parameter.
  - c. proportionality.
  - d. difficulty.
66. Person A and Person B both took the same test. Person A got a score of 100 while Person B got a score of 75. In order for a counselor to determine whether the difference between their scores was because of chance, the counselor would need to know which of the following characteristics of the test?
- a. mean.
  - b. standard deviation.
  - c. standard error of measurement.
  - d. standard error of the mean.
67. A person got a score of 83 on a norm-referenced test. This means that the person
- a. mastered 83% of the material covered on the test.
  - b. achieved a score better than 83% of those taking the test.
  - c. answered 83 questions correctly.
  - d. Sufficient information has not been provided to answer the question.

68. A measure that is highly reliable can be depended on to
- a. be equivalent.
  - b. measure accurately.
  - c. give consistent results.
  - d. be specific.
69. A client's number that indicates how many persons taking the same test performed worse than or equal to the client.
- a. norm
  - b. percentile rank
  - c. rank equivalent
  - d. test rank
70. If several raters report a high degree of agreement in assessing a person, their rating could be characterized as having a high degree of
- a. validity.
  - b. identify.
  - c. discrimination.
  - d. reliability.
71. A counselor gave a student the Stanford-Binet Intelligence Scale (S-B) and the student achieved an I.Q. of 97. The same counselor re-tested the student with the S-B one-year later and the student achieved a full scale I.Q. of 122. Which of the following is most likely reason for the difference in results?
- a. the student's interim learning
  - b. the counselor's improved administration proficiency
  - c. a practice effort from repeated administrations
  - d. an error in the assessment process
72. A counselor administered two self-concept measures to a group of subjects and found the Pearson product-moment correlation between two tests to be .70. The A coefficient of determination for this correlation is
- a. .21.
  - b. .49.
  - b .70.
  - d. indeterminate from the information provided.

## Research and Program Evaluation

In general, the elements of this subsection cover conducting research in terms of guiding principles related to methodology and ethical practice, and statistical applications in research procedures. The following are sample items.

73. A counselor is conducting a survey wherein observers are rating frequency of aggressive behavior among a group of children in a play-counseling group. Most of the children are neatly dressed and well groomed, but a very few are untidy and disheveled. If the observers' ratings were biased because they psychologically equate untidiness and aggressive behavior, it would be an example of the \_\_\_ effect in research.
- a. Hawthorne
  - b. placebo
  - c. multiple treatment
  - d. halo
74. A standard deviation is a measure of
- a. discrepancy.
  - b. variability.
  - c. convariability.
  - d. stability.
75. A counseling researcher computed a Pearson product-moment correlation coefficient of  $+0.71$  between the Graduate Record Examination Total (GRET) scores and the Graduate Grade-Point Average (GGPA) of a group of 28 students in a counselor education program. The researcher correctly concluded that
- A. approximately half of whatever was being measured by GGPA was also being measured by GRET for that group of students.
  - B. the correlation coefficient was not statistically significant.
  - C. it would have been better to correlate separately the GRE Verbal and Quantitative subsection scores with GGPA.
  - D. a larger sample was needed to validly determine the correlation between the variables.

76. A counseling researcher completed a study, the essence of which was the clients' ratings of counseling effectiveness were positively and statistically significantly related to counselors' frequencies of use of active listening (ie. facilitative responding) skills. The counselor then wrote a manuscript describing the study and its results and implications, and submitted copies of it to the Journal of Counseling and Development, Counselor Education and Supervision, and the Journal of Counseling Psychology. The counselor was likely to
- have the manuscript accepted for publication very soon.
  - have the manuscript rejected because the findings were old news in the counseling profession.
  - be advised to restructure the manuscript into a brief report format.
  - be charged with violation of ACA's ethical standards and NBCC's Code of Ethics.
77. A counseling researcher conducted a study in which adult males and females who had exhibited symptoms of depression were randomly assigned to one of three treatment conditions: A) individual counseling, B) group counseling, or C) family counseling. For each condition the counseling intervention was conducted for at least six weeks, at which time the Beck Depression Inventory was administered to the subjects. The researcher was particularly interested in a treatment X gender@ interaction effects. Therefore, the researcher would be best advised to conduct a(n)
- one-way analysis of variance.
  - factorial analysis of variance.
  - multivariate analysis of variance.
  - bi-level analysis of variance.
78. A counselor conducted a study intended to evaluate the effectiveness of ongoing group career counseling on the vocational maturity of high school sophomores. The study was begun in September and continued until June. This study is particularly susceptible to which of the following threats to the validity of an experiment?
- regression
  - maturation
  - reactive effects of experimentation
  - multiple treatment interference

79. A counselor designs a study where two experimental groups and one control group complete pre- and post-experiment measures of self-concept. The subjects were not randomly assigned to the groups because of scheduling problems. Which of the following techniques is MOST appropriate for analyzing the resultant data?
- a. analysis of covariance
  - b. correlated t-tests
  - c. analysis of variance
  - d. Wilcoxon matched-pairs signed-ranks test
80. If a theory covers a maximum of facts with a minimum of assumptions, it is referred to as being
- a. verifiable.
  - b. abstract.
  - c. concrete
  - d. parsimonious
81. What would be the dependent variable in the statement A rolling stone gathers no moss?
- A. no
  - B. stone
  - C. moss
  - D. rolling
82. With which of the following types of experimental validity is the counseling researcher concerned with when attempting to generalize research findings to other circumstances and subjects?
- A. internal
  - B. external
  - C. deductive
  - D. inductive

83. A counselor was reviewing articles in professional journals and found four articles where a one-way analysis of variance had been applied as the primary statistical analysis. However, the counselor concluded that it had been applied correctly in only one case. If the following are brief synopses of the studies, for which one was the analysis of variance correctly applied?
- a. two groups, where ordinal data were gathered from a well adjusted group and a poorly adjusted group
  - b. three groups, where nominal data were gathered from each group through telephone surveys
  - c. three groups, where ratio data were gathered from the results of a self-esteem inventory
  - d. four groups, where nominal data were gathered from a self-help book sales records
84. In Pre-Post experimental design studies that use raters to evaluate the effectiveness of counseling performance, which of the following threats to external validity is always in operation.
- a. reactive effects on pre-testing
  - b. maturation
  - c. statistical regression
  - d. selection bias

### **Professional Orientation**

In general, the elements of this standard cover aspects of professionalism, professional credentialing, and involvement's of professional in other appropriate activities.

85. The NBCC Code of Ethics and Ethical Standards of the American Counseling Association (ACA) do not include a statement reflecting the principle that
- a. counselors have a right to protect clients from themselves if the clients give evidence of being self-injurious.
  - b. revelation of a counselor's notes on a client should not be made to other professional unless the client has provided written permission to do so or the information has been subpoenaed by a court of law.
  - c. counselors should receive appropriate fees for services rendered regardless of the situations or settings in which the services were rendered.
  - d. improvement of the profession through a variety of professional involvement's is a responsibility of all counselors.

86. The state in which you reside does not yet have counselor licensure, so a local civic club has asked you to address their members to present an overview of counselor licensure and its benefits to the public. In your presentation to the group you note that
- a. licensure automatically entitles counselors to receive third-party payments from insurance companies.
  - B. some professional groups (e.g. psychologists) have opposed counselor licensure although the need for mental health services for the public has increased steadily.
  - C. state-level counselor licensure laws have existed for over 40 years although it is only recently that a majority of the states have counselor licensure laws.
  - D. one of the ways that counselor licensure laws protect the public's general welfare is through restriction of the use of the term counselor to those persons who have graduated from counselor education programs.
87. A client has concluded a series of counseling sessions with another counselor and has now come to you for counseling. According to the NBCC Ethical Standards, you should
- a. proceed as you would with any other new client.
  - b. contact the other counselor and find out if it is appropriate for you to counsel the client.
  - c. contact the other counselor to ensure that you do not cover the same topic areas with the client.
  - d. advise the client to continue with the other counselor.
88. Your employer has a policy which necessitates that you report all instances of child abuse to state authorities. A client alludes (in your judgment) to the possibility of (the client) being a child abuser. As a counselor you should
- A. contact your lawyer; the policy is a violation of the fair trade laws.
  - B. refer the person elsewhere; receipt of a salary constitutes voluntary agreement with the employer's policies.
  - C. inform the client of the policy and let the client decide how to proceed.
  - D. contact a consultant; then do as the consultant suggests.

89. A married couple comes to you, as a counselor in private practice, and tells you that they are having marital difficulties and have sought counseling for resolution of them. In the course of an initial session with them, one of the spouses reports being a new and active member of the local Alcoholics Anonymous (AA) group. You should
- A. investigate the nature of the local AA's activities and continue counseling if those activities do not include accepted definitions of counseling.
  - B. terminate counseling with the one spouse but continue to work with the spouse who is not an AA participant.
  - C. offer to co-counsel with the staff of the local AA.
  - D. refer both spouses to the local AA.
90. The Council for Accreditation of Counseling and Related Educational Programs (CACREP) Standards for Preparation
- A. constitute the legal basis for certification and licensure requirements for professional counselors.
  - B. specify the minimum professional competencies (i.e. skills) which a counselor is expected to possess.
  - C. have been adopted by more than 60% of the approximately 480 counselors preparation programs in the United States.
  - D. are a set of guidelines for the desirable elements of and experiences in counselor preparation programs.
91. A member of the local clergy telephones and asks for your evaluation of the moral values of a person whom the caller knows was one of your clients. The caller wants your opinion because the former client is an applicant to a theological institution for which the caller is the local applicant evaluator. You should
- a. respond orally but require that no records be made of the conversation and that no comments be attributed to you.
  - b. inform the caller that under no circumstances are you ethically permitted to divulge whether a person is or has been a client or any information about a client without the client's permission.
  - c. inform the caller that you need to call the former client and obtain the client's permission before you can express your opinion.
  - d. seek the counsel of your supervisor to determine what types of information it would be permissible to divulge.

92. You have been providing career counseling to a client who is seeking employment. Concurrent to the counseling, and with your knowledge, the client has made application for employment with several employers. A potential employer calls you and asks for your opinion as to your client's suitability for the employer's job opening. Under which of the following conditions are you free (ie. not in violation of professional ethics) to provide the information requested?
- a. when it is clear that the client will not get the job unless the information is given.
  - b. when you are certain that the information you would provide would assure that the client would get the job.
  - c. when in your best judgment you believe the information would enhance the client's chances for getting the job.
  - d. none of the above.
93. As applied to professional licensure of counselors, the term reciprocity means that
- a. one licensing agency agrees to accept the licensing standards of another as sufficient for its own.
  - b. a licensed counselor may legally perform the functions of a licensed psychologist.
  - c. certification is synonymous with licensure.
  - d. graduation from a fully accredited counselor education program automatically constitutes eligibility for licensure.
94. The publication that is likely to average the largest number of current research articles on the counseling process is the
- a. Journal of Counseling Psychology.
  - b. Review of Educational Research.
  - c. Journal of Counseling and Abnormal Psychology.
  - d. Journal of Nervous and Mental Diseases.
95. According to the NBCC Code of Ethics and the ACA Ethical Standards, when should a counselor try to persuade the client to report knowledge of a crime to the appropriate law enforcement authorities?
- a. when there is imminent danger to others.
  - b. when there is a crime in progress.
  - c. after the crime.
  - d. never.

96. Third party reimbursement is a term pertinent to

- a. transactional analysis.
- b. behavioral therapy.
- c. insurance practices.
- d. veterans' educational programs.

CPCE PRACTICE ANSWERS

- |       |       |       |
|-------|-------|-------|
| 1. B  | 35. D | 65. D |
| 2. D  | 36. D | 66. C |
| 3. C  | 37. B | 67. D |
| 4. D  | 38. B | 68. C |
| 5. A  | 39. B | 69. B |
| 6. B  | 40. D | 70. D |
| 7. C  | 41. C | 71. D |
| 8. A  | 42. B | 72. B |
| 9. A  | 43. A | 73. D |
| 10. B | 44. B | 74. B |
| 11. B | 45. C | 75. A |
| 12. B | 46. D | 76. D |
| 13. B | 47. D | 77. B |
| 14. D | 48. D | 78. B |
| 15. A | 49. C | 79. A |
| 16. D | 50. A | 80. D |
| 17. D | 51. B | 81. C |
| 18. A | 52. D | 82. B |
| 19. B | 53. B | 83. C |
| 20. D | 54. B | 84. A |
| 21. D | 55. A | 85. C |
| 22. A | 56. C | 86. B |
| 23. D | 57. C | 87. A |
| 24. B | 58. D | 88. C |
| 25. C | 59. D | 89. A |
| 26. A | 60. A | 90. D |
| 27. B | 61. D | 91. B |
| 28. D | 62. A | 92. D |
| 29. C | 63. B | 93. A |
| 30. B | 64. B | 94. A |
| 31. A |       | 95. A |
| 32. D |       | 96. C |
| 33. C |       |       |
| 34. C |       |       |

## Practice Exam 2

The following questions are presented as representative examples of items which may appear on the exam; actual exam items will vary from these examples by length, content, and difficulty levels.

1. In attempting to understand the life perspectives and characteristics of their clients, some counselors use Kohlberg's theory of moral development as a theoretical framework. These counselors know that Kohlberg's theory includes three progressive levels culminating in
  - a. self-actualization, wherein the individual is fully humanistic.
  - b. principled thought, wherein the individual adopts a self-accepted set of standards of behavior.
  - c. androgyny, wherein the individual exhibits both male and female stereotypical behaviors.
  - d. personhood, wherein the individual is free from moral dilemmas.
2. A professional counselor determines fees for monthly consultation services on a job-by-job basis. This is an example of which of the following types of reinforcement schedules?
  - a. Variable interval
  - b. Fixed interval
  - c. Variable ratio
  - d. Fixed ratio
3. Research on the development of a person in a so-called "humanistic life outlook" has shown that it is facilitated by
  - a. formal educational experiences.
  - b. observational learning experiences.
  - c. diverse interpersonal interactions.
  - d. all of the above.
4. When persons who are characteristically shy and withdrawn participate in "assertiveness training," initially they experience uncertainty and self-doubt. Counselors refer to this social psychological concept as
  - a. cognitive dissonance.
  - b. dissociation.
  - c. individuation
  - d. acculturation.

5. "Men (used here to mean all people) are disturbed not by things, but by the view which they take of them." This quote, attributable to Epictetus, most closely describes the counseling theory developed by
  - a. Rogers.
  - b. Carkhuff.
  - c. Freud.
  - d. Ellis.
6. The counseling technique in which the counselor intensifies the client's emotional state in order to help the client understand the irrationality of the emotional reaction is known as
  - a. confrontation.
  - b. paradoxical intention.
  - c. systematic desensitization
  - d. reconfiguration.
7. Counselors know that groups are formed for different purposes. For example, in some groups the primary goal is to yield some specified outcome, or "product," while in others the primary goal is to focus on the "process" of interaction within the group. Which of the following groups is more product- than process-oriented?
  - a. Behavioral
  - b. Transactional-analysis
  - c. Adlerian
  - d. Client-centered
8. In the context of group counseling, members that are high in conformity also tend to be high in
  - a. independence.
  - b. authoritarianism.
  - c. intelligence.
  - d. superiority.
9. A counselor who structures a career counseling group to help group members understand a "fields and levels" approach to careers is following the theory of
  - a. Super.
  - b. Roe.
  - c. Holland.
  - d. Tiedeman.
10. The concept of "career maturity" has been described and researched most extensively by
  - a. Crites.
  - b. Hoyt.
  - c. Tiedeman.
  - d. Ginzberg.

11. Person A and Person B both took the same test. Person A got a score of 100 while Person B got a score of 75. In order for a counselor to determine whether the difference between their scores was because of "chance," the counselor would need to know which of the following characteristics of the test?
  - a. Mean
  - b. Standard deviation
  - c. Standard error of measurement
  - d. Standard error of the mean
12. A person got a score of 85 on a norm-referenced test. This means that the person
  - a. mastered 85% of the material covered in the test.
  - b. achieved a score better than 83% of those taking the test.
  - c. answered 83 questions correctly.
  - d. Insufficient information.
13. A counselor conducted a study intended to evaluate the effectiveness of on-going group career counseling on the vocational maturity of high school sophomores. The study was begun in September and continued until June. This study is particularly susceptible to which of the following threats to the validity of an experiment?
  - a. Regression
  - b. Maturation
  - c. Reactive effects of experimentation
  - d. Multiple treatment interference
14. A counselor designs a study where two experimental groups and one control group complete pre- and post-experiment measures of self-concept. The subjects were not randomly assigned to the groups because of scheduling problems. Which of the following techniques is MOST appropriate for analyzing the resultant data?
  - a. Analysis of covariance
  - b. Correlated t-tests
  - c. Analysis of variance
  - d. Wilcoxon matched-pairs signed-ranks test
15. You have been providing career counseling to a client who is seeking employment. Concurrent with the counseling, and with your knowledge, the client has made application for employment with several employers. A potential employer calls you and asks for your opinion as to your client's suitability for the employer's job opening. Under which of the following conditions are you free; i.e., not in violation of professional ethics, to provide the information requested?
  - a. When it is clear that the client will not get the job unless the information is given.
  - b. When you are certain that the information you would provide would assure that the client would get the job.
  - c. When in your best judgment you believe the information would enhance the client's chances for getting the job.
  - d. None of the above.

16. As applied to professional licensure of counselors, the term “reciprocity” means that
- a. one licensing agency agrees to accept the licensing standards of another as sufficient for its own.
  - b. a licensed counselor may legally perform the functions of a licensed psychologist.
  - c. certification is synonymous with licensure.
  - d. graduation from a fully accredited counselor education program automatically constitutes eligibility for licensure.

ANSWERS: 1)b, 2)c, 3)d, 4)a, 5)d, 6)b, 7)a, 8)b, 9)b, 10)a, 11)c, 12)d, 13)b, 14)a, 15)d, 16)a

# Practice Exam 3

## Human Growth and Development

1. Erikson described independence as an important issue in the second year of life and identified this stage of development as
  - A. autonomy versus shame and doubt
  - B. concrete operations versus object permanence
  - C. motor versus mind development
  - D. self versus other differentiation
2. Cultural identity development models typically start with the \_\_\_\_\_ stage.
  - A. dissonance
  - B. immersion
  - C. conformity
  - D. introspective

## Social and Cultural Foundations

### Helping Relationships

3. According to Rogers, accurate empathy is most appropriately defined as
  - A. objective reflection to help identify the client's feelings.
  - B. non-judgemental acceptance of the client's reality.
  - C. recognition of the client's most prominent emotions.
  - D. subjective understanding of the client in the here-and-now.

### Group Work

4. A group leader can best enhance a group member's participation by
  - A. encouraging social interactions between members outside of group time.
  - B. requiring a commitment that group members not drop out.
  - C. stressing that substantial self-disclosure is expected.
  - D. modeling appropriate behaviors for the group.

## Career and Lifestyle Development

5. A basic assumption of the trait-and-factor approach to vocational counseling is that
  - A. career decisions should be based on evident needs.
  - B. personality and work environment are synonymous.
  - C. developmental constructs are of paramount importance.
  - D. there is one best goal for everyone.

## Appraisal

6. A primary benefit of converting raw scores to standard scores is that it facilitates
  - A. simplicity in interpretation of test results.
  - B. interpretation of the results relative to a normal distribution.
  - C. summarizing and organizing other qualitative data.
  - D. statistical analyses having greater quantitative accuracy.

## Research and Program Evaluation

7. The research design which manipulates the independent variables and a between-conditions comparison with no random assignment of subjects to conditions is known as
  - A. quasi-experimental.
  - B. single-subject.
  - C. time-series.
  - D. true experimental.

## Professional Orientation and Ethics

8. During the late 1970s and early 1980s, members of the American Personnel and Guidance Association (APGA) became aware that the words personnel and guidance did not accurately define or reflect their work. Therefore, in 1983, APGA changed its name to the
  - A. Association for Counselor Education and Supervision.
  - B. American Association for Counseling and Development.
  - C. American Mental Health Counselors Association.
  - D. Association of Counseling and Related Educational Professions.

## Answers to Sample Questions

1. **A.** Erikson identified autonomy as the second stage in the psychosocial development of the individual. Broderick and Blewitt (2003, p.10) describe this stage as spanning approximately ages 1-3 and representing an increasing "independence tied to the use of new mental and motor skills."
2. **C.** Sue and Sue (2003, p.215) summarize several identity models. The Racial/Cultural Identity Development Model begins with the Conformity stage. The notion that ethnic minorities develop a unique cultural/ethnic identity after a period of identification with a majority culture is similar to development models proposed by J.S. Phinney and by W.E. Cross.
3. **D.** Corey's (2001, pp.178-179) text summarizes Rogers' accurate empathy as active attempts to understand the client's subjective experience and feelings.
4. **D.** Corey (2004, p. 102) outlines behaviors a group leader might use to invite participation by a "resistant" member. Many of the behaviors he lists amount to modeling of appropriate sharing of personal responses in a confrontational, yet caring manner.
5. **D.** Zunker (2002) writes that one of the concern raising assumptions of the trait and factor approach is the assumption that "there is a single career goal for everyone" (p.27).
6. **B.** Drummond (2004) writes that one of the advantages of standard scores is that they are "derived from properties of the normal curve" (p. 115).
7. **A.** Heppner, Kivlighan, and Wampold (1999 p. 151) identify a lack of random assignment, while manipulating an independent variable as being characteristic of a quasi-experimental design. The inherent limitation therefore is the uncontrolled influence of selection on outcome.
8. **B.** The APGA changed their name to the American Association for Counseling and Development in 1983 (Remley & Herlihy, 2001, p. 33; Gibson & Mitchell, 2003, p. 12).

# Practice Exam 4

1. Which of the following persons has been called the Father of Individual Psychology?

- A) Freud
- B) Ellis
- C) Rogers
- D) Adler

2. A child has trouble understanding that the amount of juice she sees being poured is the same amount when it is in her sippy cup and when it is in her baby brother's bottle. She believes the narrower bottle has more juice. She is in the developmental stage labeled by Piaget as

- A) concrete operations
- B) sensorimotor operations
- C) pre-formal operations
- D) intuitive thinking stage

3. Alice is very afraid of flying. She starts with her counselor by talking about a flight. She ends the session by drawing a plane. She next time talks about her concerns looking at her picture, and then looks at three other pictures of planes. The third time she starts by looking at the plane pictures and seeing a model of a plane. She holds the plane model and starts to discuss a plan to visit the airport. This script mirrors a therapy technique called

- A) Imagination therapy
- B) REBT
- C) Narrative Adjustment
- D) Desensitization

4. Victor Frankl is known for

- A) Marriage therapy
- B) Logotherapy
- C) Cross cultural counseling
- D) Spiritual counseling

5. You are not certain that the test you are using is really measuring the anxiety trait you are interested in. It is correct to say that you are concerned about the test's

- A) Integrity
- B) Reliability
- C) Validity
- D) Standardization

6. During a group counseling meeting, a member makes several depressed remarks about his life. He mentions that he would be better off dead. Things progress for the group toward other issues and he is quiet. During the middle of the session he makes angry and threatening remarks towards his girlfriend. He states that he wants to kill her for flirting with a neighbor. The session moves to discussions of betrayal. At the close of the session he again repeats that he would be better off dead since people always betray him. As a counselor you are

- A) Required ethically to be silent about issues in the counseling sessions
- B) Required ethically to see him for private sessions only
- C) Required legally to be silent about issues in the counseling session
- D) Required legally to warn his girlfriend of his behavior

7. The shadow is an archetype that

- A) Does not exist in psychoanalytic theory
- B) Is the selfish side of the ego
- C) Is the judge of the superego
- D) Encompasses everything a person refuses to acknowledge

8. At a conference you hear a colleague talking about concerns of symptom substitution with a young client whose parents are pushing for rapid symptom reduction. You make the assumption that this colleague is

- A) A behavioral counselor
- B) A Logotherapist
- C) An analytically trained counselor
- D) A cognitively trained behaviorist

9. A conditioned association in a person means

- A) An unlearned association
- B) An instinctive association
- C) An operant
- D) A learned association

10. All behavioral reinforcers

- A) Always raise behavioral probability
- B) Always are positive
- C) Do not raise behavioral probability
- D) Never are positive

11. In a normal curve

- A) The standard distribution is equal to the mode
- B) The curve is not symmetrical
- C) The mean, median, and mode are at the same point
- D) The curve is symmetrical and the standard deviation equals four



Answer Key:

1. D
2. A
3. D
4. B
5. C
6. D
7. D
8. C
9. D
10. A
11. C