



FREE TASTER

Free taster

ICF ACC Practice Question Pack

Five original practice questions with answers and rationales, to test your thinking before the ACC credential exam

About 20 minutes. Answer the questions on page 3 first, then check yourself on page 4. You will need a pen.

Name _____

Date _____

STARBUCK & ASSOCIATES

COACHING & LEADERSHIP DEVELOPMENT

Practise the thinking, not just the answers

The ICF ACC Practice Question Pack is for coaches preparing for the Associate Certified Coach (ACC) credential exam. It gives you realistic, scenario based questions and, just as importantly, the reasoning behind each answer.

Most people who find exam questions hard are not short of coaching knowledge. The difficulty is that two or three options can look reasonable. The pack helps you see why one response fits the ICF core competencies better than the others, so you can apply the same thinking to questions you have never seen.

What is inside

PART	WHAT YOU GET
ACC Practice Questions	A PDF of realistic, exam style practice questions set in everyday coaching situations.
ACC Answers and Rationales	A PDF with the answer to each question and the thinking behind it.
How competencies are evaluated	Rationales that explain how the ICF looks at coaching competencies, not just which option is correct.
Scenario based questions	Situations you will recognise from real sessions: contracting, listening, ethics and more.
Learning time	About 2 learning hours, at your own pace.
Access	A one-off purchase. Download the PDFs and come back to them as often as you like.

HOW TO USE THIS TASTER

Answer the five questions on page 3 without looking ahead. Then turn to page 4, mark yourself and use the table to see which competency to revisit. The full pack works the same way, with more questions and fuller rationales.

Five practice questions

Choose the single best response. More than one may seem reasonable, so pick the one that best reflects the ICF core competencies.

1. At the start of a session your client says, "I just want to talk about work stuff today." What is the most effective next step?

- A. Start exploring the work stuff straight away, so the client feels heard
- B. Suggest picking up the topic you covered last time, to keep continuity
- C. Ask what they would like to have by the end of today's session, and how they will know they have it
- D. Share a short agenda you have prepared for the session

2. Your client says, "I'm fine with the restructure, really. It's just a lot of change for the team." Which response is best?

- A. "You said you're fine, then you talked about the team. What is it like for you?"
- B. "It's good to hear you're fine with it."
- C. "Restructures are always hard. Here is what has helped other people."
- D. "Shall we look at your goals for the restructure?"

3. Your client's employer pays for the coaching. The HR director asks you what your client has been talking about. What should you do?

- A. Say it is going well and the client is making progress with their manager
- B. Give a brief, high level summary, as the organisation is paying
- C. End the engagement to protect the client
- D. Refer to the confidentiality terms agreed with all parties, share no session content, and suggest progress is discussed as agreed at contracting

4. Your client keeps saying they "should" apply for a promotion. Which question is most likely to evoke awareness?

- A. "Have you thought about talking to your manager?"
- B. "What do you notice about the word 'should' as you say it?"
- C. "When will you apply?"
- D. "What is stopping you from just doing it?"

5. Near the end of a session your client has a new idea about a way forward. What is the most effective next step?

- A. Invite them to decide what they will do, how they will know it is working and what support they need
- B. Summarise an action plan for them and email it afterwards
- C. Set them a task to complete before the next session
- D. Tell them which of their options you think is strongest

Answers and rationales

Q	ANSWER	WHY
1	C	Establishes and Maintains Agreements. The coach partners with the client to define what they want from the session and how success will be measured. A skips the agreement, and B and D put the coach's agenda first.
2	A	Listens Actively. The coach notices the shift in what the client says and reflects it back without judgement. B takes the words at face value, C moves to advice and D changes the subject.
3	D	Demonstrates Ethical Practice. Confidentiality is agreed with all parties at the start. A sounds harmless but still discloses session content. C is out of proportion to the request.
4	B	Evokes Awareness. The question invites the client to explore their own language and what sits beneath it. D carries judgement in "just", and A is advice dressed as a question.
5	A	Facilitates Client Growth. The client designs their own actions and ways to measure progress. B, C and D leave the coach holding the ownership.

Score yourself

QUESTION AND COMPETENCY	MY ANSWER	RIGHT?	WHAT I WANT TO REVISIT
1. Establishes and Maintains Agreements			
2. Listens Actively			
3. Demonstrates Ethical Practice			
4. Evokes Awareness			
5. Facilitates Client Growth			

WORTH KNOWING

A wrong answer is useful information. Look at the option you chose and ask what it says about your habits as a coach. Do you tend to advise, reassure or move on? That pattern is worth more attention than the score.

From five questions to full preparation

This taster gives you a feel for the style. The full pack gives you enough questions and explanations to build real confidence across the competencies.

- 1 Work through the practice questions.**
Answer them in one sitting or a few at a time, without looking at the answers.
- 2 Check the answers and rationales.**
Read the rationale for every question, including the ones you got right. The reasoning is where most of the learning is.
- 3 Spot your patterns.**
Notice which competencies catch you out, and whether you tend to choose options that rescue, advise or move on too quickly.
- 4 Revisit and practise.**
Go back to the competencies you found hardest and look for them in your own sessions.
- 5 Try again before the exam.**
Come back to the questions a week or two later and see how your thinking has changed.

Who gets most from it

- Coaches preparing for the ACC credential exam
- Coaches in training who want to test their understanding of the core competencies
- Mentor coaches looking for discussion material with the coaches they support

HOW PEOPLE USE IT

Some coaches work through the pack alone in a couple of sittings. Others use it with a study partner, answering separately and then talking through where they differed, which often teaches more than the answer key.

Either way, treat it as practice for your thinking. The exam will use different questions.

What I am going to do

Two or three small changes that you actually make will do more than a long list you never start.

My three actions

WHAT I WILL DO	WHEN	WHO I WILL TELL

Coming back to this

Put a date in your diary about a month from now and answer these three questions.

What has changed since I did this taster?

What did I not get to, and what got in the way?

What am I carrying forward?

READY FOR THE FULL HUB?

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Realistic practice questions for the ACC credential exam, with answers and rationales that explain the thinking behind each response.

£20 per person, one-off, inc. VAT

Enrol at academy.starbuckassociates.com/courses/icf-acc-practice-question-pack

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