

## Sample questions Coach Knowledge Assessment (CKA) ICF

The following five questions are representative samples of the types of questions that may be on the test. Correct responses are shown in **bold**.

### Domain: Setting the Foundation

The client is a high-energy manager with a generally positive outlook. Just before coming to the coaching session, the client was told that their responsibilities are about to drastically change and will no longer be doing the work they are passionate about. The client has come to the session in a particularly negative mood, and has expressed the desire to address this situation during today's session. What is the BEST way for the coach to proceed?

- a. Ask the client about all of the potential positive outcomes from this situation.
- b. Remind the client that the agenda for this session was set at the end of the last session.
- c. Explore the outcomes for the session and ensure that the client and coach are both clear on them.**
- d. Point out to the client how extremely important it is to be passionate about the work we do.

### Domain: Co-Creating the Relationship

A client is explaining a situation to a coach, who senses that there is more that the client is not sharing. How should the coach approach the situation?

- a. Interrupt the client and ask for greater disclosure.
- b. Give the client the "bottom-line" read on the situation.
- c. Ask the client's permission to probe a little deeper.**
- d. Give the client feedback on the importance of honesty in coaching.

### Domain: Communicating Effectively

When dealing with a client who brings many issues to the table, it is best for the coach to pick the option

- a. where the coach has the most expertise.
- b. of asking what the client would like to start with.**
- c. that looks most likely to be handled in the time available.
- d. that the coach thinks can do the most good for the client.

### Domain: Facilitating Learning and Results

An appropriate role for a coach in goal setting, planning, and prioritizing with a client is

- a. critiquing and embellishing a client's goals.
- b. letting the client self-determine the need for goals.
- c. taking charge of the process to ensure it is completed accurately.
- d. facilitating a process around the client's goal setting, planning, and prioritizing.**

### Domain: Coaching Foundations and Knowledge Base

Every coaching conversation should include

- a. an action plan.
- b. an agenda identified by the client.**
- c. review of fieldwork.
- d. a summary by the coach of the client's progress.