

IAC Practice Test Questions and Answers

1. Why is goal setting important in coaching?

- A) To create confusion in the coaching process.
- B) To measure coaching outcomes and track progress
- C) To avoid accountability.
- D) To terminate the client relationship.

2. What is the effect of reflective listening?

- A) It confuses the client.
- B) It helps the client feel heard and builds trust
- C) It shortens the coaching session.
- D) It increases the coach's control of the conversation.

3. Why should a coach use silence strategically?

- A) To make the session longer.
- B) To give space for the client's thoughts and insights
- C) To show the coach is disengaged.
- D) To signal the session is ending.

4. What is a key feature of the CLEAR coaching model?

- A) It avoids setting clear goals.
- B) It emphasizes passive communication.
- C) It includes structured steps for coaching sessions
- D) It focuses only on performance appraisals.

Answers: 1-B 2-B 3-B 4-C

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