



# NCE<sup>Q&As</sup>

National Counselor Examination

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### QUESTION 1

What does RIASEC stand for?

- A. Realistic, Instigating, Artistic, Social, Enterprising, Conventional
- B. Realistic, Investigative, Artistic, Social, Enterprising, Conventional
- C. Reformed, Investigative, Artistic, Social, Enterprising, Conventional
- D. Realistic, Inquiring, Artistic, Social, Enterprising, Committed

Correct Answer: B

Career theorist John Holland developed these 6 categories describing different work environments. He believed an individual's personality needed to match their work environment in order to maximize happiness and success.

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### QUESTION 2

Which is NOT one of the original 3 stages of career development identified by Ginzberg and his associates?

- A. Exploratory
- B. Fantasy
- C. Tentative
- D. Realistic

Correct Answer: A

During childhood, individuals are in the fantasy stage. Through play and imagination, they experience many different careers. Once an individual reaches adolescence, he or she enters the tentative stage. This stage has four sub-stages: interest, capacity, values, and transition. The realistic stage begins around age 17 and lasts through the early 20s. In this stage, the individual will engage in exploration, crystallization, and specification of a specific career. Later, Ginzberg changed his outlook and said that career choice is a life-long process and does not end in the early 20s. Instead, people optimize.

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### QUESTION 3

Cultural norms:

- A. measure conduct
- B. describe how people belonging to a certain group are supposed to act
- C. show how to interact with someone from another culture
- D. were first described by Freud

Correct Answer: B



While understanding cultural norms may help you understand the behavior and actions of someone from another culture, thereby making it easier to interact with that person, they do not provide a roadmap showing how to interact.

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#### QUESTION 4

Despite its age, Kohlberg's Theory of Moral Development is still in widespread use. Which of the following is the final level in the theory?

- A. Personhood
- B. Principled thought
- C. Self-actualization
- D. None of the above

Correct Answer: B

Principled thought comes after moving through the 6th stage, which Kohlberg believed few people actually reached. Self-actualization is the highest level of development one can reach according to Abraham Maslow's hierarchy of needs.

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#### QUESTION 5

Your patient enters your session excited about the New Age therapy you tried last session. She had brought in an article, and because of her enthusiasm and the fact that it did not require any new training, you had agreed to give it a try. She asks you to continue during this session, but you have done your homework: it's been proven ineffective and, in a select few clients, the condition was slightly worsened. You validate your patient, noting how glad you are that she's excited to try something new. Then you tell her that, unfortunately, you won't be able to continue with these types of treatments. With this act, you are expressing:

- A. Anti-Consumerism
- B. Beneficence
- C. Exploitation
- D. Non-Maleficance

Correct Answer: D

Non-maleficance" is refraining from providing ineffective treatments or acting with malice towards a patient. "Anti-consumerism" is incorrect because is not a therapeutic or ethical term. "Beneficence" is incorrect because it means that you take actions to benefit others. "Exploitation" is incorrect because it is a therapist's misuse of power to influence and exploit clients for their own benefit and to the clients' detriment.