

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

National Counselor Examination

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### QUESTION 1

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 2

Which theorist believed a person's personality needs to be congruent with their work environment?

- A. Holland
- B. Parsons
- C. Freud
- D. Moreno

Correct Answer: A

Holland believed that if a person chose to work in an environment congruent with their personality, they would feel happier and more satisfied. The six work environments he identified are: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Parsons believed careers had to be matched to talents, skills, and personality.

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### QUESTION 3

Which of the following is true about counseling within a cultural context?

- A. Behaviors cannot be measured as accurately.
- B. Personal identity becomes more clearly defined.
- C. The consequences of problems are more ambiguous.
- D. Counseling interviews hold less meaning.

Correct Answer: B

Personal identity becomes more clearly defined within a cultural context. Furthermore, behaviors are measured more accurately, consequences of problems are more obvious and counseling interviews are more meaningful when held within a cultural context. When a counselor counsels within a cultural context, the clients will be able to relate to what the counselor is saying and will be able to view themselves and self-reflect.

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#### QUESTION 4

Which test measures key personality factors?

- A. WISC
- B. WAIS
- C. MBTI
- D. 16PF

Correct Answer: D

The 16 Personality Factor Questionnaire (16PF) is a self-report personality test developed using several decades worth of empirical research. Cattell and his associates set to measure the following personality factors: warmth, intellect, emotional stability, aggressiveness, liveliness, dutifulness, social assertiveness, sensitivity, paranoia, abstractedness, introversion, anxiety, open mindedness, independence, perfectionism, tension. The Myers Briggs Type Inventory is a self-report personality inventory which indicates how people perceive the world and make decisions. The WISC and the WAIS are tests designed to measure cognitive intelligence.

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#### QUESTION 5

A counselor who chooses their theory and techniques in order to match the client's attributes, resources, and situation is called:

- A. eccentric
- B. eclectic
- C. holistic
- D. informal

Correct Answer: B

The eclectic approach can be quite successful. Most counselors using this approach still adhere to one or two main counseling theories, but draw techniques from many different theories. A counselor using a holistic approach would consider the person as a whole (body, mind, emotions, spirit) rather than the separate parts when meeting with a client.