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1. Rehabilitation counselors can

- A. Provide vocational guidance
- B. No answer is correct
- C. Develop individualized plans
- D. All answers are correct

2. In order to practice as a certified rehabilitation counselor, it is essential to have graduated from a(n) _____ program.

- A. Accredited
- B. Certified
- C. Licensed
- D. Recognized

3. Which of the following is NOT a standard responsibility of a rehabilitation counselor?

- A. Counseling sessions
- B. Job placement services
- C. Investment management
- D. Client advocacy

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4. In the context of rehabilitation counseling, what does person-centered therapy emphasize?

- A. adhering strictly to counselor's guidance
- B. all of the above
- C. using the most recent therapeutic approach regardless of client's needs
- D. focusing on past mistakes



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5. When developing a client's rehabilitation plan, a certified rehabilitation counselor should first:

- A. Consult with medical professionals
- B. Conduct an assessment
- C. Start job placement
- D. Implement training sessions

6. What are the core values that guide ethical practice in rehabilitation counseling?

- A. Informing clients, setting goals, making referrals, continuous learning, providing feedback
- B. Client autonomy, non-maleficence, beneficence, confidentiality, veracity
- C. Respect for dignity and worth of all people, integrity, social justice, competence, professional responsibility
- D. Empathy, compassion, dedication, collaboration, teamwork

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7. Which act shifted the vision of rehabilitation counseling towards a commitment to independent living and self-sufficiency for individuals with disabilities?

- A. Education for All Handicapped Children Act
- B. Americans with Disabilities Act (ADA)
- C. Social Security Act
- D. Affordable Care Act

8. The Americans with Disabilities Act (ADA) of 1990 was a significant milestone in enhancing rights for individuals with disabilities. However, what was one of the early challenges that employers faced in implementing this Act?

- A. Employers struggled with providing reasonable accommodations due to lack of resources and understanding of the requirements.
- B. The ADA wasn't applicable to small businesses.
- C. The ADA required immediate and complete accessibility in all public and private facilities.
- D. There was no compliance monitoring system initially set in place.

9. Which act marked the beginning of federal involvement in providing vocational rehabilitation services to veterans with disabilities?

- A. Smith-Fess Act
- B. Rehabilitation Act of 1973
- C. Barden-Lafollete Act
- D. Soldier's Rehabilitation Act



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10. Which legislation extended vocational rehabilitation services to include individuals with severe sensory impairments and chronic illnesses?

- A. Workforce Innovation and Opportunity Act
- B. Social Security Act Amendments
- C. Vocational Rehabilitation Act Amendments of 1954
- D. Americans with Disabilities Act

11. Which piece of legislation was the first to authorize public funding for services for people with developmental disabilities?

- A. The Social Security Act of 1935
- B. The Developmental Disabilities Services and Facilities Construction Amendments of 1970
- C. The Americans with Disabilities Act of 1990 (ADA)
- D. The Rehabilitation Act Amendments of 1954

12. Which type of rehabilitation counseling service can be provided in both educational institutions and corporate settings?

- A. Career counseling
- B. Substance abuse counseling
- C. Financial counseling
- D. Mental health counseling

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13. Which piece of legislation established provisions for the accessibility of public services and accommodations for individuals with disabilities?

- A. The Rehabilitation Act of 1973
- B. The Developmental Disabilities Assistance and Bill of Rights Act of 1970
- C. The Architectural Barriers Act of 1968
- D. Americans with Disabilities Act of 1990



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14. Are there differences between public and private rehabilitation counseling practices? If so, explain. Aspect Public Rehabilitation Counseling Private Rehabilitation Counseling Population Served Eligible individuals with disabilities who meet specific state criteria Individuals who can afford services or have suitable insurance coverage Funding Source State or federal funding Private payments or insurance reimbursements Scope of Services Wide range of basic services aimed at facilitating employment Comprehensive and customized services, often including more specialized treatments

- A. No, the services and funding sources for public and private rehabilitation counseling practices are identical.
- B. Yes, public rehabilitation counseling focuses only on physical disabilities, while private counseling addresses all types of disabilities.
- C. Yes, public and private rehabilitation counseling practices differ in populations served, funding sources, and scope of services provided.
- D. No, both public and private rehabilitation counseling practices serve the same populations and have similar funding sources.

15. Nonprofit organizations offering vocational rehabilitation services are often referred to as _____ vocational rehabilitation services.

- A. clinical
- B. community-based
- C. commercial
- D. enterprise

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16. In rehabilitation counseling, what is 'vicarious trauma'?

- A. when the counselor and the client share a common trauma.
- B. when the counselor develops strong personal feelings for the client.
- C. when the client feels intense emotions due to the counselor's stories.
- D. when the counselor experiences trauma symptoms due to exposure to clients' trauma stories.

17. In ethical rehabilitation counseling practice, which of the following statements is correct?

- A. All are correct.
- B. Ethics involve not only the law but also professional values.
- C. Ethics guide counselors to act in the best interest of their clients.
- D. Ethical dilemmas can arise when values and principles conflict.



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18. Disclosing a client's disability status at their workplace

- A. could result in a legal action against the counselor.
- B. is necessary in some cases.
- C. all are correct.
- D. should not happen without the client's consent.

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19. Which of the following actions by a rehabilitation counselor is considered unethical?

- A. to enter into a sexual relationship with a client.
- B. to provide counseling services to family members.
- C. to practice techniques they are not trained in.
- D. to exploit a client for personal gain due to their position of power.

20. Why is it challenging to monitor ethical practices among rehabilitation counseling professionals?

- A. Definitions of ethical behavior can vary in different contexts.
- B. All of the above.
- C. Counselors may be reluctant to report unethical behavior.
- D. Ethical issues are not always straightforward.

21. John's counselor shares details about John's addiction treatment with John's employer without obtaining John's consent. What ethical principle has the counselor violated?

- A. Has committed malpractice
- B. Has violated duty to warn
- C. Has not violated confidentiality
- D. Has violated confidentiality

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22. Which of these is NOT one of the core principles of ethical counseling practice?

- A. Client independence
- B. Confidentiality
- C. Professional boundaries
- D. Informed consent



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23. What is the role of informed consent in rehabilitation counseling?

- A. Mandatory only when the client is a minor
- B. Optional if the client trusts the counselor completely
- C. Enabling clients to make knowledgeable decisions about their care
- D. Ensuring that clients agree to treatment plans out of fear of repercussions

24. Which of the following responsibilities are required of Certified Rehabilitation Counselors?

- A. Providing confidential counseling
- B. Conducting vocational assessments
- C. Ensuring client informed consent
- D. None are responsibilities of Certified Rehabilitation Counselors

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25. Dr. Smith is a licensed rehabilitation counselor who insists that using crystals and chanting cures severe depression, even though there is no scientific backing for these methods. He does not use any other form of treatment. Which patient right is Dr. Smith violating?

- A. All are correct
- B. Right to effective treatment
- C. Right to informed consent
- D. Right to confidentiality

26. Sam, a rehabilitation counselor, has been working with her client, Alex, for several months. Alex asks Sam to connect on social media to keep her updated with new motivational content. Sam feels this request may blur professional boundaries. What steps should Sam take?

- A. accept the request; social media can enhance the therapeutic relationship
- B. refer Alex to another counselor immediately
- C. discuss the potential boundary issue with a supervisor or colleague and develop an appropriate plan
- D. ignore the request and act as if it was never mentioned



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27. Maria frequently evaluates her interactions with clients to ensure she follows the fundamental principles of the rehabilitation counseling profession. She considers whether she respects each client's individuality, promotes their autonomy, and commits to their well-being. What are these fundamental principles called in the context of rehabilitation counseling ethics?

- A. risk management
- B. the six pillars
- C. the code of conduct
- D. the enforceable standards

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28. John is conducting an internal review of a rehabilitation counselor's professional conduct. Which section of the ethical guidelines should he reference to assess the counselor's actions?

- A. the enforceable standards
- B. the principles
- C. the six pillars
- D. the values

29. John is exploring a new career path and is interested in the field of rehabilitation counseling. He wants to understand the professional conduct, responsibilities, and values expected in this field. Which resource should he consult to gain this information?

- A. the professional association's website
- B. an informational pamphlet from a career counselor
- C. a rehabilitation counseling textbook
- D. Code of Professional Ethics for Rehabilitation Counselors

30. Maria has discovered a new counseling technique that has shown promising results in reducing anxiety. However, she has not received formal training in this method. Maria feels confident in her ability to implement the technique despite this. What should Maria do next?

- A. consult with her client to decide whether to use the new technique
- B. begin using the technique immediately because it could benefit her client
- C. obtain formal training before using the technique
- D. continue using her current counseling methods even though they are less effective



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Answer Key & Explanations

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1. D — All answers are correct

Rehabilitation counselors perform a variety of roles including assessing clients' needs, providing vocational guidance, and developing individualized plans to help clients achieve their goals.

2. A — Accredited

Accredited programs meet established educational standards and are required because certification bodies evaluate coursework, practicum, and curriculum consistency; graduation from an accredited rehabilitation counseling program ensures the candidate received necessary training. "Certified" is typically used for individuals, not programs, so it's not the correct descriptor. "Licensed" refers to individual practitioners regulated by state boards rather than program status. "Recognized" and "Approved" are vague terms without the formal quality assurance and peer-reviewed standards that accreditation provides, so they do not guarantee the program meets certification requirements.

3. C — Investment management

Rehabilitation counselors are primarily involved in client advocacy, vocational assessment, counseling sessions, and job placement services. Investment management is not typically within their scope of responsibilities.

4. A — adhering strictly to counselor's guidance

Person-centered therapy emphasizes the client's self-exploration and self-acceptance. It encourages individuals to realize their own potential for growth by fostering an environment of empathy, genuine interaction, and unconditional positive regard. This approach empowers clients to uncover their own insights and solutions.

5. B — Conduct an assessment

Conducting an assessment is essential for determining the client's needs, strengths, and barriers to employment. This helps in creating a personalized rehabilitation plan tailored to the client's specific situation.

6. C — Respect for dignity and worth of all people, integrity, social justice, competence, professional responsibility

The core values that guide ethical practice in rehabilitation counseling are: (1) respect for dignity and worth of all people, (2) integrity, (3) social justice, (4) competence, and (5) professional responsibility. These values ensure that counselors empower clients, prioritize their well-being, and uphold professional standards.

7. B — Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) of 1990 significantly influenced rehabilitation counseling by promoting the principles of independent living and self-sufficiency for individuals with disabilities.

8. A — Employers struggled with providing reasonable accommodations due to lack of resources and understanding of the requirements.

One of the significant challenges employers faced after the implementation of the ADA was providing reasonable accommodations due to a lack of resources and understanding. Many employers were unsure



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about what constituted reasonable accommodations and how to implement them effectively within their budget constraints.

9. D — Soldier's Rehabilitation Act

The Soldier's Rehabilitation Act, also known as the Vocational Rehabilitation Act of 1918, was signed into law on June 27, 1918. This act marked the beginning of federal involvement in providing vocational rehabilitation services to veterans with disabilities.

10. C — Vocational Rehabilitation Act Amendments of 1954

The Vocational Rehabilitation Act Amendments of 1954 extended the eligibility for vocational rehabilitation services to individuals with severe sensory impairments and chronic illnesses, broadening the scope to better address diverse needs in the rehabilitation process.

11. B — The Developmental Disabilities Services and Facilities Construction Amendments of 1970

The Developmental Disabilities Services and Facilities Construction Amendments of 1970 is the first piece of legislation that authorized public funding for services for people with developmental disabilities.

12. A — Career counseling

Career counseling services can be provided in various settings such as educational institutions where students seek guidance on career paths, and corporate settings where employees seek career advancement or transition guidance.

13. D — Americans with Disabilities Act of 1990

The Americans with Disabilities Act of 1990 established provisions to ensure the accessibility of public services, accommodations, and employment for individuals with disabilities, greatly impacting their quality of life and inclusion in society.

14. C — Yes, public and private rehabilitation counseling practices differ in populations served, funding sources, and scope of services provided.

Public and private rehabilitation counseling practices serve different populations and have different funding sources. Public rehabilitation counseling typically serves individuals who meet state-specific criteria and are funded by state or federal sources. Private rehabilitation counseling, on the other hand, tends to be funded through private payments or insurance and offers a wider range of specialized services.

15. B — community-based

Vocational rehabilitation services provided by nonprofit organizations are often referred to as community-based vocational rehabilitation services. These services may include job coaching, career counseling, and placement services that support individuals in their local communities.

16. D — when the counselor experiences trauma symptoms due to exposure to clients' trauma stories.

Vicarious trauma occurs when the counselor experiences their own trauma symptoms as a result of being exposed to the trauma narratives of their clients. It is crucial for counselors to engage in self-care and seek supervision to mitigate the effects of vicarious trauma.

17. A — All are correct.

All answers are correct. In rehabilitation counseling, ethics comprise professional values, laws, and the responsibility to act in the client's best interest. Ethical dilemmas arise when values and principles conflict, and confidentiality must be maintained unless it's necessary to prevent harm.



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18. C — all are correct.

All answers are correct. When a counselor needs to disclose a client's disability status at their workplace, the counselor should disclose as little as possible. The counselor should prioritize maintaining the confidentiality of the client's information. Unnecessary disclosure can lead to ethical and legal issues, including loss of certification, licensure, or involvement in a lawsuit.

19. A — to enter into a sexual relationship with a client.

All actions are considered unethical. Rehabilitation counselors should never enter into sexual relationships with clients, and they must avoid dual relationships that may lead to conflicts of interest, such as counseling family members or friends. Counselors must also only practice within their areas of competence and should never exploit their clients for personal gain.

20. B — All of the above.

All answers are valid. Ethical issues in rehabilitation counseling can be complex and often require case-by-case consideration. Counselors, especially those new to the field, are encouraged to seek guidance from experienced practitioners when faced with ethical dilemmas. Additionally, while it may be difficult for counselors to report unethical behavior of their peers, it is essential for maintaining the integrity of the profession.

21. D — Has violated confidentiality

Clients in rehabilitation counseling are entitled to discuss their issues with their counselors with a high degree of confidentiality. The counselor is only allowed to disclose information under specific conditions, such as danger to self or others. By sharing details with John's employer without consent, the counselor has breached this confidentiality.

22. A — Client independence

Ethical counseling practice is governed by principles such as confidentiality, professional boundaries, and informed consent. Client independence may be an important aspect but is not considered one of the core ethical principles.

23. C — Enabling clients to make knowledgeable decisions about their care

Informed consent is a critical ethical practice in rehabilitation counseling. It involves providing clients with all relevant information about the counseling process, including potential risks, benefits, and alternative treatments. This enables clients to make knowledgeable decisions about their own care.

24. A — Providing confidential counseling

All are responsibilities of Certified Rehabilitation Counselors. Confidential counseling ensures that clients' privacy is respected. Conducting vocational assessments is essential for understanding the clients' work capabilities. Ensuring informed consent is critical before any intervention or treatment.

25. B — Right to effective treatment

Dr. Smith is violating the right to effective treatment because his methods (crystals and chanting) are not evidence-based and do not offer a realistic opportunity to treat severe depression.

26. C — discuss the potential boundary issue with a supervisor or colleague and develop an appropriate plan

Maintaining professional boundaries is crucial in the client/counselor relationship. Sam should recognize that connecting on social media could potentially introduce a risk. She should consult with her supervisor or a



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colleague to discuss the situation and plan how to address Alex's request appropriately without compromising professional integrity or the therapeutic relationship.

27. B — the six pillars

The six pillars are core principles that guide the professional behavior of rehabilitation counselors, derived from the values outlined in the code of ethics. These principles help ensure that counselors respect client rights and dignity, appreciate diversity, and advocate for fair treatment.

28. A — the enforceable standards

The enforceable standards section of the ethical guidelines outlines the exact behaviors expected of rehabilitation counselors. These standards are used to measure a counselor's actions during a review or investigation.

29. D — Code of Professional Ethics for Rehabilitation Counselors

The Code of Professional Ethics for Rehabilitation Counselors outlines the core professional values and the standard conduct expected within the field. It provides guidelines on how rehabilitation counselors should ethically and professionally behave.

30. C — obtain formal training before using the technique

An ethical professional must seek appropriate training and only apply techniques they are adequately trained to deliver. Maria should get the necessary training for the new technique and ensure it is within the scope of her practice.



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