Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

SKU: 9781544333663-TEST-BANK

Chapter 2: Ethics for Career Professionals

Test Bank

Multiple Choice

1. Jerome is a career counselor who works with high school students. When he meets clients for the first time, he emphasizes that his job is not to steer clients in a particular career direction, but rather to help clients figure out the best direction for them as individuals. Jerome is letting clients know he is guided by what value?
A. autonomy
B. nonmaleficence
C. beneficence
D. justice
Ans: A
Cognitive Domain: Application
Answer Location: Ethics for Career Professionals
Difficulty Level: Easy

2. The ethical principle of _____ urges career counselors to prevent harm, while the ethical principle of _____ encourages them to work for good.
A. autonomy; nonmaleficence
B. nonmaleficence; fidelity
C. nonmaleficence; beneficence
D. beneficence; nonmaleficence
Ans: C
Cognitive Domain: Knowledge
Answer Location: Ethics for Career Professionals
Difficulty Level: Medium

3. Which of the following is not usually part of informed consent?
A. the right of the client to have enough information to choose whether to engage in career counseling
B. length of sessions
C. the counselor's home phone number in case there is an emergency
D. What might happen if the counselor were to be incapacitated?
Ans: C
Cognitive Domain: Knowledge
Answer Location: Professional Relationship
Difficulty Level: Hard

4. Leo's clients are sometimes referred by agencies that require people to obtain employment as a part of their probation agreement. Because these clients have been mandated for career counseling services, Leo needs to _____.

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

A. include an agency representative in the first session
B. explain what information will be shared with the agency about the outcome of his services
C. refuse to tell the referral agency any details of their sessions
D. collect payment before the session
Ans: B
Cognitive Domain: Application
Answer Location: Professional Relationship
Difficulty Level: Medium

5. Which career counseling responsibility is important for counselors who provide group services?
A. promising that all group members will maintain confidentiality
B. screening clients to ensure their needs align with the level of service provided in the group
C. making sure that all group activities are equally relevant to all participants
D. including people of different age levels in the group, so members will learn from one another
Ans: B
Cognitive Domain: Knowledge
Answer Location: Professional Relationship
Difficulty Level: Hard

6. When counselors are ordered by a court to release confidential information, what should they do?
A. refuse to release information without a client's signed consent
B. try to limit, to the degree possible, the amount of information disclosed
C. turn over all records to the court
D. ask office staff to release information, as only the professional counselor has an ethical duty in this case
Ans: B
Cognitive Domain: Knowledge
Answer Location: Confidentiality, Privileged Communication, and Privacy
Difficulty Level: Hard

7. Danielle is a counselor whose client has asked to see her own counseling records. What should Danielle do?
A. advise the client that records belong to the counselor and cannot be released to the client
B. provide access to the records, including assistance in understanding them
C. assure the client she will e-mail the records within 24 hr
D. provide the client with test scores only
Ans: B
Cognitive Domain: Application
Answer Location: Confidentiality, Privileged Communication, and Privacy
Difficulty Level: Medium

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

8. Counselors who practice within the boundaries of their competence _____.
A. teach workshops on how to administer the latest assessment instruments
B. make their services available to people who do not have the means to pay
C. accept only work positions for which they are qualified
D. assure that clients under age 18 can provide consent
Ans: C
Cognitive Domain: Knowledge
Answer Location: Professional Responsibility
Difficulty Level: Medium

9. In an effort to monitor her effectiveness, Dale asks clients to complete satisfaction surveys after their last counseling session. Dale selects positive client testimonials to include in her advertising materials. Which is true?
A. Career professionals should never use client testimonials to advertise their work.
B. Dale should not do this, because she cannot prove the comments are accurate.
C. Dale should include negative comments as well as positive ones.
D. Dale should only use testimonials from clients who give permission.
Ans: D
Cognitive Domain: Application
Answer Location: Professional Responsibility
Difficulty Level: Medium

10. Which of the following is not true regarding career professionals using assessment tools with clients?
A. Professionals must have a thorough understanding of psychometrics and guidelines for assessment use.
B. Professionals do not release results with identifying information without the client's consent.
C. Professionals recognize the potential of historical trauma of assessment with some cultural groups.
D. Professionals should avoid explaining the nature and purpose of assessment tools to clients, as this will impact how clients respond to the items.
Ans: D
Cognitive Domain: Knowledge
Answer Location: Evaluation, Assessment, and Interpretation
Difficulty Level: Medium

11. When providing career services online, counselors _____.
A. spend less time on informed consent
B. explain that online services operate just like face-to-face services
C. take extra steps to verify the client's identity
D. maintain a single combined professional and personal social media profile
Ans: C
Cognitive Domain: Knowledge
Answer Location: Providing Career Services Online, Technology, and Social Media

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

Difficulty Level: Easy

12. Which of the following is required of career professionals who are helping graduate students train to become career professionals themselves?
A. to ensure on-site supervisors are qualified to provide instruction
B. to ensure that the students will begin working with clients immediately
C. to engage in self-disclosure
D. to expect students to engage in self-disclosure
Ans: A
Cognitive Domain: Knowledge
Answer Location: Supervision, Training, and Teaching
Difficulty Level: Easy

13. After completing his master's degree, Mohammad Abidi opens a private practice offering resume and interviewing services for career changers. The local newspaper has scheduled an appointment to interview Mohammad for a story about how people adjust to economic changes. Mohammad hears his receptionist welcome the reporter who states she has a meeting with Dr. Abidi. What should Mohammad do when he meets the reporter?
A. emphasize that he is meeting with her for an interview, not for a counseling session
B. demonstrate the techniques he uses with clients, so she can write an accurate story about him
C. expand his network by asking the reporter whether she has contacts who could benefit from his services
D. clarify that he does not have a doctoral degree
Ans: D
Cognitive Domain: Application
Answer Location: Professional Responsibility
Difficulty Level: Medium

14. Welfel's 10-Step Model is designed to help career counselors with _____.
A. moral decision-making
B. assessment selection
C. dealing with difficult clients
D. ethical decision-making
Ans: D
Cognitive Domain: Knowledge
Answer Location: Ethical Decision Making
Difficulty Level: Easy

15. Jamie, a college career counselor, has been working with Forrest, a highly distressed fifth-year senior. He came in for career counseling stating that "I don't know what I want to do. My classes are stupid and I know more than my professors, so I stop going and then they flunk me. I don't need to go to class!" Since career counseling began, Jamie has discovered that Forrest has several likely mental health issues,

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

including a gambling problem and signs of a personality disorder. Ethically, as a career counselor, Jamie should _____.
A. terminate her work with Forrest immediately because treating him is not in her area of expertise
B. terminate her work but refer him elsewhere
C. continue her work but refer him elsewhere
D. continue her work but refer him elsewhere and communicate with him and his counselor about the limits of their work
Ans: D
Cognitive Domain: Application
Answer Location: Professional Relationship
Difficulty Level: Medium

Essay

1. The NCDA guidelines describe a number of factors to consider when using career assessment instruments. What considerations are especially important when employing career assessment with culturally diverse clients?
Ans: Career professionals must understand factors related to historical trauma of assessment with some cultural groups and take steps to avoid perpetuating prejudices. Career professionals are cautious in using assessment techniques normed on populations other than that of the client, recognizing that dimensions of diversity may affect assessment results. When interpreting assessment results, career professionals should consider the client's culture, and the degree to which the client can understand results.
Cognitive Domain: Comprehension
Answer Location: Evaluation, Assessment, and Interpretation
Difficulty Level: Medium

2. Step 6 of Welfel's model of ethical decision-making involves considering five principles of moral behavior discussed in the ethical codes of the ACA, the NCDA, and the APA. In the following ethical dilemma, list the five principles and identify how each applies to this situation, including how they might guide the counselor's decision-making. Tiyanna is a career services professional working with students at a small university. During a morning staff meeting, Tiyanna's supervisor, the Dean of Students, emphasizes the need to improve retention of undergraduate students, given an accreditation audit is scheduled for the next year. If the university does not improve its retention rate and prevent students from dropping out or transferring, the university could lose its accreditation. Later that afternoon, Tiyanna meets with a student who is considering transferring to a different institution that offers a degree program more in line with her career goals. Tiyanna remembers the Dean's concerns about keeping students at their university in order to improve the retention rate. Tiyanna feels pulled by the competing interests of her employer and her student client.
Ans:

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank

Autonomy: In working with the student, Tiyanna needs to respect the student's freedom to make decisions regarding her own welfare. It is important that Tiyanna prioritizes the student's decision-making.
Nonmaleficence: Tiyanna needs to avoid doing harm. If Tiyanna places the university's needs above the student's individual needs, she may inflict harm by preventing the student from pursuing a career that is a better fit for her. Tiyanna might also be thinking she could harm the university if she does not contribute to improving the retention rate.
Beneficence: Tiyanna wants to "do good." She wants to improve students' lives. In this case, she wants to help her student make the best decision for her future.
Justice and Fairness: Tiyanna needs to treat students equitably and foster fairness and equality in her work. In this case, Tiyanna needs to help this student plan her future, just as she helps other students, regardless of whether this student's plans align with external priorities.
Fidelity and Honesty: Tiyanna needs to keep promises, including maintaining confidentiality and not harming the client. She needs to be honest in her communication with her client and to honor her obligations as a professional helper.
Cognitive Domain: Analysis
Answer Location: Ethical Decision Making
Difficulty Level: Hard

Career Theory and Practice - Learning Through Case Studies 4th edition Swanson Test Bank