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## Question: 1

A client who has been working with a rehabilitation counselor for the past several years and has made significant progress toward employment readiness. The client expresses deep concern about reentering the workforce as they fear they will lose their Medicaid healthcare benefits. The rehabilitation counselor should:

- A. Refer the client to volunteer opportunities instead
- B. Encourage the client to obtain private health insurance
- C. Discourage the client from seeking employment
- D. Provide benefits counseling

**Answer: D**

Explanation:

The systems of benefits for individuals with disabilities is extremely complex and difficult for individuals to navigate without expert resources and assistance. Benefits counseling can be extremely helpful in providing education to clients about limitations and opportunities for increased self-sustainability moving forward. A client with a significant disability may be functioning well as a result of services provided by current benefits. In the event that the client lost their benefits, decompensation could occur and cause harm to the client. Encouraging clients to give up benefits and obtain private insurance is not generally recommended.

As evidence indicates that employment is correlated with increased self-esteem, improvement of physical health symptoms, improvement of mental health symptoms, and a reduction in the likelihood of reliance and dependency, discouraging the client from seeking employment without reviewing all options is not appropriate. Many of the benefits of employment also exist within volunteering. However, this is another form of discouraging a client from seeking employment. With appropriate benefits counseling, a client can develop a plan to maintain essential benefits while entering the workforce.

## Question: 2

Using the PICO format to frame a foreground question, the P stands for:

- A. Patient group
- B. Plan
- C. Primary diagnosis
- D. Payor

**Answer: A**

Explanation:

The first stage of the stagewise model of evidence based practice is to formulate the clinical question at hand. Within the step both foreground and background questions are developed. When working on developing foreground questions, the PICO methods is used. This method uses the following questions to drive research:

- P: What is the Patient group?
- I: What is the Intervention?
- C: What is the Comparison group?
- O: What is the Outcome measure?

The purpose of developing strong fore and background questions is to help narrow and define what evidence the researcher should be identifying and where the strongest evidence might be found.

### Question: 3

Using the PDCA model of quality assurance, once a rehabilitation counselor has identified areas for improvement, identified desired outcomes, identified criteria to measure success, selected means for measuring progress, and established a time frame for evaluation, they would:

- A. Develop a plan
- B. Implement the plan
- C. Determine if interventions should be made permanent
- D. Evaluate the results of intervention

**Answer: B**

Explanation:

The PDCA, or Plan-Do-Check-Act, model of quality assurance is one of the most widely implemented models. It is used to identify, analyze, and reduce deficiencies in rehabilitation counseling programs and involves four sequential steps:

1. Plan: the planning stage involves identifying areas for improvement, identifying desired outcomes, identifying criteria to measure success, selecting means for measuring progress, and establishing a time frame for evaluation
2. Do: the do stage involves implementing the plan developed during the first step and documenting the changes that occur
3. Check: the check stage involves evaluating the results gathered during the previous stage for efficacy
4. Act: the act stage involves making decisions on implementing changes permanently, modifying the changes, or abandoning the changes based on the evaluation of results

### Question: 4

All of the following would be considered microaggressions, except:

- A. Stating "I don't see disabilities, I see people" to a client with a visible disability
- B. Stating "I don't see color" to a client of a different racial background
- C. Asking a Latinx client "Where are you from?"
- D. Asking a client what their pronouns are when uncertain

**Answer: D**

Explanation:

Microaggressions are small, commonplace words or actions that are indignities toward an individual. Many microaggressions are committed without intention to harm but are perceived as harmful, hurtful, hostile, or derogatory in nature. Research has indicated that microaggressions can have a negative impact upon someone's long-term mental health. Common examples of microaggressions include asking a BIPOC client "where are you from?" as the assumption is that they are not from the local area. Another example is "you're well-spoken for a [minority race]" as the implication is that the race as a whole is not well-spoken and indicates a diminished view of the individual based on their race alone. Asking a client what pronouns they would like you to use when there is uncertainty is a protective practice as it communicates respect of their gender identity, does not run the risk of misgendering a client, and establishes that the counselor respects the client's sense of self.

### Question: 5

A rehabilitation counselor has gathered and reviewed information pertaining to workforce supply and demand, unemployment rates, industry growth rates, wages, demographic data by occupation, and typical job requirements to provide to a client who has expressed interest in a particular field. This counselor has conducted:

- A. An assistive technology assessment
- B. An O\*NET data review
- C. A vocational assessment
- D. A labor market analysis

**Answer: D**

Explanation:

Rehabilitation counselors will need to understand and be able to conduct labor market analyses during their careers to properly advise and provide clients with employment-related data. A labor market analysis entails identifying the scope, identifying metrics and analyzing data, and tailoring recommendations to the specific audience the analysis will reach. A typical labor market analysis will include information surrounding wages, education requirements, demographic information, unemployment rates, industry growth rates, and supply and demand of the workforce. This data is collected on federal, state, and local levels and is often publicly accessible via the US Bureau of Labor Statistics, the census, state agencies, and the National Center for Education Statistics.

### Question: 6

A client presents to therapy seeking support managing depression. During the first few sessions, the rehabilitation counselor and the client identify that a primary problem is that the client is experiencing poor self-esteem as a result of not performing well at work due to physical limitations. Using the steps of problem solving, what should they do next?

- A. Brainstorm to identify possible solutions

- B. Break the problem down into manageable pieces
- C. Implementing an intervention
- D. Evaluate improvement or worsening of the problem

**Answer: B**

Explanation:

When engaging in problem solving, there are ascribed steps to the process:

1. Identification of the problem itself - this is the step the counselor and client have completed in the example
2. Breaking the problem down into manageable or smaller pieces - this step helps reveal possible incremental interventions and alleviate feelings of overwhelm
3. Brainstorm a list of possible solutions - this assists in identifying reasonable, possible solutions rather than seeking a "magic" solution to solve a problem immediately as this is unlikely to be an option
4. Implement identified solutions - once a list of possible solutions or interventions has been created, selection of preferred approaches can occur and implementation begins
5. Evaluate improvement or worsening of the problem - evaluation following intervention implementation is essential as modifications or additional interventions may be needed

### Question: 7

The employment model designed with individuals with significant disability related barriers that provides job supports such as coaching, transportation, assistive technology assessment and attainment, job skills training, and supervision at the work site is:

- A. Customized employment
- B. Benefits counseling
- C. Job site accommodation
- D. Supported employment

**Answer: D**

Explanation:

Supported employment is a vocational service model that is focused on generating and developing employment opportunities for individuals with limiting disabilities to maintain successful employment in the competitive market. Specific supports provided include coaching, transportation, assistive technology assessment and attainment, job skills training, and supervision at the work site.

Customized employment is similar to supported employment but involves modifying the work environment to meet the needs of the employee rather than providing comprehensive support to the employee so that they are able to find success in the workspace as it exists currently. Benefits counseling is a form of psychoeducation that informs clients of their current benefits, how employment might impact them, and strategies for enhancing self-sustainability. Job site accommodations are accommodations able to be provided in the workspace to increase the client's ability to complete work duties despite limitations.

### Question: 8

When a client experiences a situation that they describe as intolerable to the point that their coping skills and supports are no longer adequate, they are experiencing a:

- A. Psychotic episode
- B. Manic episode
- C. Panic attack
- D. Crisis

**Answer: D**

Explanation:

Crisis is defined as "a perception or experiencing of an event or situation as an intolerable difficulty that exceeds the person's current resources and coping strategies." Crisis may occur after a traumatic event but this is not necessary for a client to be in crisis. When a client experiences a crisis, therapy should focus on building new coping skills and returning the client to their baseline using an evidence-based crisis intervention model.

Panic attacks may occur when a client is in crisis, but panic attacks are characterized by racing heart, shortness of breath, feelings of impending doom, and intense feelings of fear or anxiety. A psychotic episode is characterized by disorganization, paranoia, and experiencing hallucinations. Mania is characterized by increased goal-directive thoughts, feelings of euphoria or agitation, lack of sleep, increased energy, and pressured speech.

### Question: 9

A client seeks support from a rehabilitation counselor to develop skills to help them innovate in their work environment in an effort to improve socialization skills. The identified client is most likely in which phase of their career, according to Donald Super's life span, life space theory?

- A. Maintenance
- B. Establishment
- C. Disengagement
- D. Exploration

**Answer: A**

Explanation:

Super's life span, life space theory emphasizes completion of stages throughout the life span as their personal self-concept is applied in the workplace. The stages include:

1. Growth: Typically occurs between 4 and 13 and involves development of a sense of self within the larger context of the world
2. Exploration: Typically occurs between 14 and 24 and involves determining career preferences, building off the previous stage's sense of self
3. Establishment: Typically occurs between 25 and 45 and involves stabilization of career trajectory and moving upward

4. Maintenance: Typically occurs between 46 and 65 and involves innovating within the work environment
5. Disengagement: Typically occurs after age 65 and involves planning and transitioning out of the workforce
- A client seeking to innovate and improve a skill within the workplace is likely in the maintenance phase of the life span, life space theory.

### Question: 10

When using the CASVE cycle during career decision-making counseling, a rehabilitation counselor assisted the client in identifying the barrier they are facing in regard to their career and named the components influencing the problem. The next step would involve:

- A. Generating possible alternatives
- B. Developing strategies
- C. Valuing identified options
- D. Communicating the problem

**Answer: A**

Explanation:

The CASVE cycle is part of Cognitive Information Processing theory used to aid in career development and problem solving. The five steps within the CASVE model include:

- Communication: problem/barrier identification
- Analysis: interrelating problem components
- Synthesis: developing alternative strategies/options
- Valuing: ranking identified alternatives strategies
- Execution: creating means/ends strategies and implementing them

### Question: 11

Which of the following is recognized as the most influential factor in established health inequities in the United States by the Community Preventive Services Task Force?

- A. Ableism
- B. Sexual orientation
- C. Gender identity
- D. Racism

**Answer: D**

Explanation:

The CPSTF asserts that the two factors that have the biggest influence over health inequity are racism and income inequality and as a result, these two factors have been prioritized in the task force's work. The task force recognizes that historical disadvantage that racial and socioeconomic status have had on

populations often intersect with other identities such as sexual orientation, gender identity, and presence of a disability and this amplifies the risk of developing a disability.

## Question: 12

A rehabilitation counselor is working with a client who has been diagnosed with a degenerative neurological disorder. The counselor and client want to conduct an assessment that was designed to be used long-term to assess functioning and support needs over the rest of the client's lifespan as the disease progresses. The best assessment tool for this is the:

- A. ClinFIT
- B. WHODAS 2.0
- C. ICF
- D. DSM-5

**Answer: A**

Explanation:

The ClinFIT, or International Society of Physical and Rehabilitation Medicine's Universal Clinical Functioning Information Tool, was designed to "capture individual functioning across the continuum of care and over the lifespan." As a result, it is the best selection to use with this client. This tool specifically assesses when and what rehabilitation services may be needed and takes age and cultural considerations into account. It can be used in conjunction with the ICF, WHODAS 2.0, or other diagnostic and functioning assessment tools.

The ICF is a framework for assessment that gathers health related information and its impact upon client functioning. It may be useful but was not designed to capture information over the lifespan. The WHODAS 2.0 is an assessment tool that can be used to gather functioning data on an individual or population level, but was not designed to be used over the lifespan. The DSM-5 is a diagnostic tool designed specifically to diagnose mental and psychological disorders and diseases.

## Question: 13

The model of supervision that emphasizes the integration of process, conceptualization, and personalization skills is:

- A. The discrimination model
- B. The integrated development model
- C. Multicultural
- D. A systems approach

**Answer: A**

Explanation:

The discrimination model of supervision emphasizes the integration of process, conceptualization, and personalization skills. Process skills are skills that the supervisor can directly observe when the supervisee is interacting with their clients. Conceptualization skills encapsulate behaviors and strategies



that the rehabilitation counselor employs during a counseling session. Personalization skills are those that relate to the supervisee's comfort level and ability to engage with clients in a culturally sensitive and personable manner.

The integrated development model of supervision divides development of the supervisee into three stages. A counselor at the first level of development holds the belief that there is a singular right way to complete a task. In the second level, the counselor begins to engage in more open-ended and less concrete discussions surrounding issues they encounter in practice and confidence typically increases during this stage. The final stage is reached when the supervisee feels an increased level of stability in their practice, skills, and theoretical orientation. A greater level of reflection occurs at this stage. The systems approach to supervision breaks the tasks of supervision into categories including counseling skills, case conceptualization, professional roles, emotional awareness, and self-evaluation. Multicultural supervision is not its own model of supervision but rather a concept that should be incorporated into all forms of supervision. This concept emphasizes the importance of both the supervisor and the supervisee engaging in education and practice that is multicultural in nature.

### Question: 14

It would be most beneficial to develop cultural competence surrounding Curanderismo when working with a client with which of the following backgrounds?

- A. Dominican heritage
- B. Mexican American heritage
- C. Pacific Islander heritage
- D. Eastern European heritage

**Answer: B**

Explanation:

Curanderismo is a type of folk-healing practiced by clients with Mexican American heritage. Practitioners are referred to as curanderos and they hold a high status within the culture. Some common conditions assessed and treated in Curanderismo include:

- Mal de ojo: Translates to "evil eye" and is demonstrated by interpretation of looks from another that are intended to impart illness upon the recipient; common symptoms include headaches, tearfulness, gastrointestinal symptoms, increased irritability, and restlessness
- Envidia: Translates to mean extreme jealousy and is characterized by jealousy that produces intense feelings of hatred, jealousy, or anger and observable symptoms are aligned with anxiety
- Susto: Translates to imply extreme fear and generally follows experiencing trauma; it is characterized by symptoms that are aligned with PTSD
- Mal puesto: Translates to indicate a hex and is associated with forms of witchcraft; symptoms often include somatic experiences, increased paranoid thoughts, and increased anxiety

### Question: 15

A client who is engaging in self-discovery in an effort to solidify their choice of occupation is in which stage of Super's life span, life space theory?

- A. Growth
- B. Maintenance
- C. Establishment
- D. Exploration

<b>Answer: D</b>
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Explanation:

Super's life span, life space theory is a developmental theory of career development broken up into five distinct stages:

1. Growth - Generally occurs between ages four and 13 and involves development of a sense of self and options within the work environment
2. Exploration - Generally occurs between ages 14 and 24 and involves solidifying self-identity and choice of occupation
3. Establishment - Generally occurs between ages 25 and 45 and involves stabilization of career choice and advancement of career
4. Maintenance - Generally occurs between ages 46 and 65 and involves maintaining, innovating, and updating career choice
5. Disengagement - Generally occurs at age 65 and older and involves retirement planning and retirement

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