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DEMOGRAPHIC QUESTIONNAIRE

INFORMATION & INSTRUCTIONS

Certification has as its primary impetus the assurance that professionals engaged in rehabilitation counseling will meet acceptable standards of quality in practice. The demographic data generated by this Demographic Questionnaire on rehabilitation counselors, supervisors and counselor educators, as well as on your work milieu and certain perceptions held, will have relevance for future research in rehabilitation counseling, counselor education programs and in-service training.

It is important that we have all of the information requested. Although we are requesting identification of you as an individual we are not concerned with your performance as an individual. The personal identification serves only to link the characteristics of sets of people to sets of responses on the Certification Examination. This information will be used for research purposes only. Your completion of the Demographic Questionnaire is critical for achieving the research goals of the Commission on Rehabilitation Counselor Certification. We appreciate your cooperation in providing the necessary information for what we all consider a worthy cause.

_____ _____

Candidate's Signature Identification Number

_____

Number and Street Address

_____ Male ☐ Female ☐

City State Zip Code

Your responses to the questions are to be marked in this booklet. Circle the correct response.

1. Marital status?

   1. Single.
   2. Married.
   3. Separated/divorced.
   4. Widowed.

2. Have you had, or do you currently have, any physical or other limitations?

   1. Yes.
   2. No.

3. If you responded yes to question 2, indicate the difficulty you have or had:

   1. deaf.
   2. blind.
   3. deaf-blind.
   4. cerebral palsy.
   5. cardiovascular difficulty.
   6. neuro-muscular disability.
   7. alcoholism.
   8. orthopaedically handicapped.
   9. psychological.
   10. other, specify below:

4. Your undergraduate major:

1. psychology.
2. sociology.
3. social science.
4. biology.
5. business administation.
6. English.
7. pre-medical.
8. education.
9. other, specify below:

5. Your major field in graduate school (M.A. level):

1. rehabilitation counseling.
2. counseling & guidance.
3. clinical psychology.
4. counseling psychology.
5. educational psychology.
6. social work.
7. human ecology.
8. special education.
9. other, specify below:

6. What formal training have you taken in the past calendar year?

1. None.
2. Classwork in a college or university.
3. Workshops or institutes.
4. Correspondence courses.
5. Other, specify below:

7. Please indicate the number of years of education which best describes yourself:

1. High School Graduate - G.E.D.
2. High School Graduate - Diploma.
3. Bachelors Degree.
4. Bachelors Degree plus.
5. Masters Degree.
6. Masters Degree plus.
7. Ed. Specialist.
8. Ph.D., Ed.D.
9. M.D., D.O.

8. Please indicate <u>one</u> category which best represents your work or the majority of your functions:

1. Administration.
2. Supervision of services at top agency level.
3. Supervision of services at middle agency level.
4. Rehabilitation services for clients (counseling.)
5. Staff development activities.
6. Rehabilitation education.
7. Client evaluation.
8. Disability determination (OASI-SSI.)
9. Job development and placement.
10. Other, specify below:

9. What is your local employment setting? (mark only one)

1. Rehabilitation facility.
2. Rehabilitation agency.
3. Mental health center.
4. Mental retardation center.
5. Drug abuse center.
6. Penal institution or courts.
7. Public school setting.
8. Institution of higher education.
9. General hospital or medical center.
10. Private medical center or clinic.
11. Social welfare agency.
12. Private practice.
13. Business or industry.
14. Other: _____

_____

10. Indicate the professional organizations of which you are a member, an associate member or a student member:

1. None.
2. APGA.
3. ARCA.
4. NRA.
5. NRCA.
6. APA.
7. NASW.
8. VEWAA.
9. NADE.
10. Other. Specify below:

11. Indicate by placing a check mark under the appropriate column in the chart below how well your training prepared you for work as a rehabilitation counselor:

1. Not at all. 2. Poorly. 3. Adequately. 4. Very well. 5. Excellent.

12. Indicate by placing a check mark across from the areas in which you have NEVER worked.

13. Indicate by placing a check mark across from the areas in which you feel you need more training.

	51.* HOW WELL DID YOUR TRAINING PREPARE YOU FOR WORK AS A REHABILITATION COUNSELOR.					52.# CHECK THOSE AREAS WHICH YOU HAVE NEVER USED IN ANY JOB.	53.# CHECK THOSE AREAS FOR WHICH YOU YOU FEEL YOU NEED MORE TRAINING.
	1.	2.	3.	4.	5.		
ACCOUNTING							
ALCOHOLISM							
AUDIO-VISUAL EQUIPMENT USE							
BEHAVIOR DISORDERS							
BEHAVIOR MODIFICATION							
BLIND							
BLIND-DEAF							
CASE MANAGEMENT							
CASE RECORDS							
COMPETETIVE STANDARDS							
CONTRACT PROCUREMENT							
COUNSELING THEORIES							
CULTURAL DIFFERENCES							
DEAF							
DISADVANTAGED							
DRUGS							
EMPLOYABILITY PLANNING							
FAMILY TREATMENT							
FEDERAL / STATE STRUCTURE OF REHAB.							
GRANT PROPOSAL WRITING							
GROUP WORK							
HISTORY OF REHABILITATION							
INTERVIEWING							
JOB ANALYSIS							
JOB MODIFICATION							
JOB OBJECTIVES							
JOB RETENTION							
LEGISLATION AFFECTING REHAB.							
MANAGEMENT TRAINING							
MEDICAL FACTORS OF DISABILITY							
MENTALLY RETARDED							
MULTIPLE HANDICAPPED							
NEURO-MUSCULAR DISABILITIES							
OFFENDERS							
ON SITE EVALUATION							
ORTHOPEDICALLY HANDICAPPED							
PLACEMENT TECHNIQUES							
POST EMPLOYMENT SERVICES							
PSYCH. ADJ. TO PHY. DISABILITY							
PSYCH. TEST ADMINISTRATION							
PSYCH. TEST INTERPRETATION							
PUBLIC RELATIONS							
RECREATION							
SEXUAL DYSFUNCTION							
SOCIAL DIAGNOSIS							
STATISTICAL PROCEDURES							
SUSTENTION OF BENEFITS							
TECHNICAL WRITING							
TIME MANAGEMENT							
USE OF COMMUNITY RESOURCES							
VOCATIONAL DEVELOPMENT THEORIES							
VOCATIONAL DIAGNOSTIC INTERVIEWING							
WORK ADJUSTMENT							
WORK EVALUATION							

14. With respect to your daily working activity, please indicate the percentage of time during one 40-hour week you spend working in the following areas. Round off each area to the nearest "ten" and indicate only those in which you regularly work.

	PERCENT OF TIME PER WEEK	I FEEL COMPETENT TO WORK IN THIS AREA (CHECK ONE)			PERCENTAGE OF TIME I WOULD PREFER TO SPEND IN EACH OF THE AREAS.
		YES	SOMETIMES	NO	
PERSONAL COUNSELING					
VOCATIONAL COUNSELING					
CONTACT WITH OTHER AGENCIES					
CASE FINDING					
JOB DEVELOPMENT					
JOB PLACEMENT					
ADMINISTRATIVE WORK					
RESEARCH AND EVALUATION					
PROGRAM DEVELOPMENT					
PAPER WORK					
MULTIPLE HANDICAPPED					

15. Indicate the disabilities for which the majority of your clients are being rehabilitated:

1. deaf.
2. blind.
3. offenders.
4. cerebral palsy.
5. mental retardation.
6. neuro-muscular disability.
7. alcoholism, drugs.
8. orthopaedically handicapped.
9. psychological.
10. Other, specify below:

DG/3/5/80

EXAMINATION FOR REHABILITATION COUNSELORS CERTIFICATION

APRIL 25, 1981

Section I

_____

Candidate's Signature

Copyright

1981

Commission on Rehabilitation Counselor Certification
162 North State Street, Room 602
Chicago, Illinois 60601

1. The counselor places a 21-year-old mentally retarded male client in a large cafeteria as a busboy. Three weeks have elapsed and the employer has not contacted the counselor about the client, although the client has called the counselor once saying things were going well. The counselor should:

a. wait six more weeks and then close the case.
b. close the case now.
c. initiate follow-up.
d. talk to the family.
e. talk to the employer.

2. A 19-year-old male had rheumatic fever at age 10 with a resulting heart valve abnormality. Surgery was performed which corrected the anomaly. However, this client is still careful not to overexert himself. His parents remind him to take care of himself, not to stay out late, and generally to modify his lifestyle. He does tire rather easily and has some left-sided chest pains occasionally. He has now graduated from high school and would like to become a certified public accountant. His high grade average seems to indicate ability to benefit from further training. Although he would like to attend the state university, his parents feel he should take courses in his home and avoid the stresses of college life. The most beneficial training program for the client is to:

a. attend a local business college and see what happens.
b. attend the state university, at least on a trial basis, living away from home.
c. apply for home study courses.
d. find a local on-the-job training program.
e. attend the local business college but move to a private apartment.

3. A 32-year-old male former truck driver is referred to the counselor by the local mental health center. The client has been "on the wagon" for over eight months and the counselor has located a job with a local trucking firm. Before going for the initial job interview, the counselor should:

a. insure that the client receives continuing treatment at the mental health center.
b. call the prospective employer and inform him about the client's problem.
c. advise the client not to tell the employer about his problem.
d. advise the client to tell the employer about his problem, if necessary and appropriate.
e. allow the employer to find out about the client's problem on his own.

4. A 26-year-old black single female with a seizure disorder successfully completes a clerical training program in a rehabilitation facility. Her seizures appear to be completely controlled at the time she begins to look for employment. She asks the counselor whether she should disclose her disability when applying for a job. The rehabilitation counselor should:

a. advise her that it would be better to keep her epilepsy a secret.
b. discuss the short-term vs. long-term effects of disclosing her disability.
c. tell the client she has to make her own decision.
d. advise her that it is better to be honest.
e. tell her to ask other epileptics what to do.

5. A 46-year-old auto body repairman has extensive epidermoid carcinoma of the left lung. He is scheduled for surgery and will be referred to the counselor upon recovery. The counselor should:

   a. await the outcome and prognosis of surgery before making any definite plans for the client.
   b. begin counseling the patient pre-operatively concerning retraining and job change.
   c. determine his aptitudes, abilities and interests.
   d. begin planning modifications in the client's present job.
   e. arrange with the client's employer for him to assume a new job within the company.

6. A 23-year-old female applicant for rehabilitation services is referred by the counselor for a psychological evaluation. The resulting report states that the client may be classified as having a schizoid personality. To the rehabilitation counselor this means:

   a. that this client is in need of psychiatric care.
   b. very little, without further elaboration and information.
   c. that this client will ultimately have a psychotic break.
   d. that this client needs employment where close personal relationships are frequent.
   e. a long-term involvement will probably be necessary with this client.

7. A 19-year-old married female with an above-the-elbow amputation of the left arm desires a prosthetic arm that is attractive but not functional. The rehabilitation counselor should:

   a. allow the client to obtain the arm that she desires.
   b. tell the client that she must have an arm that is functional.
   c. explain the advantages of a nonfunctional arm.
   d. allow the client to try both arms with a temporary fitting so that she can see the advantages for herself.
   e. get special permission for the client to get the most attractive functional arm that is made.

8. A 22-year-old male client who is a B/E amputee is placed on a job in a welding firm. It has become obvious that the client cannot perform the job with the standard prosthesis he owns. The counselor can best help this client by:

   a. helping him obtain a more specific functional prosthesis.
   b. rehabilitation engineering and job restructuring.
   c. sending him to school for training in another field.
   d. talking to his employer about another position.
   e. sending the client for vocational adjustment.

* * *

American Rehabilitation Counseling Association	ARCA
National Rehabilitation Counseling Association	NRCA
National Council on Rehabilitation Education	NCRE
Council of State Administrators of Vocational Rehabilitation	CSAVR
National Association of Rehabilitation Facilities	NARF
Council on Rehabilitation Education	CORE
National Association of Non-White Rehabilitation Workers	NANWRW
American Coalition of Citizens with Disabilities	ACCD

* * *

All inquiries regarding certification and requests for application forms should be directed to:

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION
162 North State Street
Chicago, Illinois 60601
(312) 236-4499

* * *

If you decide to apply for certification, please keep this Guide to Rehabilitation Counselor Certification on file. You will find it helpful throughout the application and examination processes. Also, on the inside back cover, you will find a place to record your Candidate Identification Number and space to record other information about your certification. In order to keep costs down, only one Guide is provided with each application. Additional copies are available for a fee from the Commission office.

* * *

Reproduction of this Guide to Rehabilitation Counselor Certification, in whole or in part, is expressly prohibited without the written consent of the Commission on Rehabilitation Counselor Certification.

* * *

It is CRCC's intention to update this Guide periodically to include changes in procedure, policy, standards, and criteria. Unless you recently received this copy of the Guide directly from the Commission office, we suggest you contact the Commission to make certain the information contained herein is current.

* * *

Publication Date: April 1, 1981

1981©

APPLICATION CHECKLIST

Remember. . .if your application is incomplete or illegible, it will be returned to you. Also, education and acceptable employment experience requirements must have been fully satisfied at the time you submit your application. Before mailing your application, please check to be sure you have. . .

- ☐ completed all parts of the Application.
- ☐ signed and dated the Application form.
- ☐ enclosed your non-refundable Application Processing Fee.
- ☐ enclosed your official transcript or requested institution to send your transcript directly to CRCC.

* * *

CERTIFICATION RECORD

CANDIDATE #: _____

✓A REMINDER. . .

PLEASE KEEP THE CRCC OFFICE INFORMED OF ANY CHANGES

IN YOUR NAME AND ADDRESS.

INDEX

acceptable employment exper.....8
accreditation.....6
admissions pass.....2
Appeals Comm.....16
application.....11
  acknowledgement.....2
  deadlines.....2,11,20
  instructions.....11
  processing fee.....32

Bachelor's degrees.....5
barrier-free sites.....11,20
Braille examination.....20

Certification Examination.....19
Certification Maintenance.....31
  fees.....32
certificate.....3,29,32
  duplicate.....29,32
  fee.....32
  replacement.....29,32
Code of Ethics.....13
content classification chart.....23
CORE.....6
Council on Rehab Educ.....6,12
CRC.....29,30
CRC/P.....10,30
CRC/R.....30,32
Credentials Comm.....2,7,9,15,16

deferral.....20,32
degree relatedness.....7
Demographic Questionnaire.....28
education.....4
eligibility criteria.....4
employment.....8
  defined.....8
  part-time.....8
  required.....4
  verification.....8,12
examination.....19
  content.....23
  eligibility.....4
  fee.....32
  results.....3,29
  sample questions.....24
  scores.....29
  security.....24
  sites.....2,20
Examinations Comm.....17,29

failing candidates.....21
field test.....19
File Maintenance Fee.....13,32

internship.....4
  defined.....4
  verification.....12

Late Documentation Fee.....13,32

maintaining certification.....1,31,32
Master's degrees.....4

part-time employment.....8
Provisional Certification.....9
  defined.....6,9
  designation.....10,30
  fee.....32

reading list.....26
relatedness of degree.....7
retired counselors.....30,32

Spanish examination.....20
Standards & Credentials Comm....2,7,9,15,16
students.....5
supervision defined.....10
Supervision Plan.....9

test sites.....2,20
transcript.....7,12

verification of employment.....8,12
verification of internship.....12
volunteer activities.....8

[1]Effective with all applications postmarked after January 1, 1981; that is, applications for the Fall 1981 Certification Examination and subsequent examinations.

[2]See Section 6, "Provisional Certification."

[3]If a counselor cannot provide the necessary documentation required for certification eligibility by the specified deadlines, but can supply such documentation within 30 days after the deadline, a LATE DOCUMENTATION FEE will be charged and the counselor will be allowed to sit for the Certification Examination on the date chosen, provided that such documentation is valid for certification purposes.

[4]See Section 10, "The Certification Examination, Deferral."

[5]If a counselor's documentation is late and he/she also chooses to defer taking the examination to some future date, a FILE MAINTENANCE FEE will be charged; in other words, the File Maintenance Fee will be charged in place of the Late Documentation and Deferral fees. However, after one File Maintenance Fee has been paid, any further failure to respond to deadlines or requests for deferral will be subject to the appropriate fees discussed above.

[6]The CRC/R Designation Fee is a one-time processing fee for those counselors who have retired or are retiring from the field but wish to maintain their certification. Such individuals shall be entitled to use the designation "CRC/R" but must assure CRCC in writing that they will no longer actively practice in the profession.

[7]Other fees involved in the Certification Maintenance process, such as those for program approval, are discussed in detail in the "Plan of Certification Maintenance" brochure.

[8]For those individuals who must maintain their certification before January 1, 1982.

[9]For those individuals who must maintain their certification after January 1, 1982.

FEES

PLEASE NOTE THAT ALL FEES ARE SUBJECT TO CHANGE

BASED ON COST AND INFLATIONARY FACTORS.

INITIAL CERTIFICATION

APPLICATION PROCESSING FEE, non-refundable, must be submitted with Application for Certification	$ 65.00[1]	
EXAMINATION/CERTIFICATE FEE, due when applicant is approved to sit for the Certification Examination	$ 70.00[1]	
TOTAL FEE FOR INITIAL CERTIFICATION		$ 135.00[1]

OTHER INITIAL CERTIFICATION-RELATED FEES

Provisional Certification Fee[2]	$ 20.00
Late Documentation Fee[3]	$ 15.00
Deferral Fee[4]	$ 10.00
File Maintenance Fee[5]	$ 25.00
CRC/R Designation Fee[6]	$ 25.00
Duplicate/Replacement Certificate Fee	$ 7.50

CERTIFICATION MAINTENANCE

Certification Maintenance Fee[7]	$ 50.00[8] or $ 75.00[9]

January 1, 1981

CERTIFICATION MAINTENANCE

In the belief that rehabilitation counselors should continue to demonstrate their competence to deliver quality rehabilitation counseling services to the public, CRCC in 1974 endorsed the principle of Certification Maintenance. Certification maintenance is intended to maintain and enhance the ability of Certified Rehabilitation Counselors to serve clients.

Objectives of the Certification Maintenance Plan for CRC's include:

- Obtaining current information;
- Exploring new knowledge in specific content area(s);
- Mastering new skills and techniques;
- Expanding approaches toward client management; and
- Developing critical inquiry and balanced professional judgment.

Initial certification, which is achieved by passing the Certification Examination, is valid for five years. Individuals who pass the Certification Examination are immediately qualified for the Certificate Maintenance process which is described in a separate brochure mailed to CRC's with their certificates. All Certified Rehabilitation Counselors must complete 150 contact hours of acceptable continuing education courses in each five-year period in order to maintain certification without re-examination.

If certification is not maintained, individuals are officially notified that they may no longer use the designation "CRC", may not represent themselves to the profession or the public as Certified Rehabilitation Counselors, and may not exercise the rights and privileges ascribed to Certified Rehabilitation Counselors.

Three to six months prior to a candidate's Certification Maintenance date, he/she will be furnished with a Certification Maintenance Application. Also, annual mailings from CRCC to all CRC's discuss certification maintenance, changes in procedure, and other items of interest. CRCC urges all Certified Rehabilitation Counselors to keep the office advised of changes in name and/or address so they will be sure to receive these mailings promptly.

USE OF THE "CRC" DESIGNATION

CRC	Certified Rehabilitation Counselor[1]
CRC/P	Certified Rehabilitation Counselor/Provisional[2]
CRC/R	Certified Rehabilitation Counselor/Retired[3]

Use of any of the above designations is strictly limited to those individuals who:

a. have met all standards and criteria of the Commission on Rehabilitation Counselor Certification and have achieved a passing score on the Certification Examination; and

b. have been officially notified by the Commission on Rehabilitation Counselor Certification, by receipt of an examination profile showing a passing score on the Certification Examination or otherwise, of their right to use one or more of these designations.

Any individual who uses the above designation(s) or otherwise represents himself/herself as a Certified Rehabilitation Counselor without having first fulfilled these requirements is deemed to be in violation of CRCC's Code of Ethics and may be denied the right of certification. In addition, such individuals may be subject to legal action.

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[1]See Section 15, "Examination Scores, Profiles and Certificates."

[2]See Section 6, "Provisional Certification."

[3]See Section 18, "Fees", footnote 6.

EXAMINATION SCORES, PROFILES AND CERTIFICATES

Examination Scores. Each administration of the Certification Examination utilizes different items from the item pool. Determination of the passing score for each administration is based upon one standard deviation below the mean score for the group of examination items selected for that administration; that is, candidates scoring higher than 1.0 standard deviation achieve a passing score. A norm group consisting of all individuals with a Master's degree in Rehabilitation Counseling from each test administration is used to determine the minimum pass level only for that administration. All candidates are compared to the norm group-derived minimum pass level.

Examination Profiles. Eight to ten weeks after the Certificate Examination, all candidates will receive notification of their scores along with a computer profile indicating performance in each content area of the examination and on the examination as a whole. Your examination profile is confidential and will be released only to you. Examination scores are also confidential and will not be released to any individual or organization unless the candidate requests such release or consents to such release in writing. For the candidate's protection, CRCC will not honor "blanket releases"; that is, CRCC will not comply with a candidate's request that his/her scores be released to anyone who inquires.

Certificates. Eight to ten weeks after examination profiles are mailed, a hand-lettered certificate attesting to the candidate's certified status will be sent to each candidate who received a passing score on the Certification Examination. While this certificate is your official proof of certification, each passing candidate is entitled to use the designation "CRC" after his/her name upon receipt of the examination profile which reports his/her passing score. (Candidates for Provisional Certification who achieve a passing score may use the designation "CRC/P"[1]). Duplicate and/or replacement certificates will be issued upon request accompanied by the requisite fee.[2]

Candidates who fail to achieve a passing score on the Certification Examination are urged to refer to the paragraph about Failing Candidates in Section 10, "The Certification Examination," which explains their re-testing option.

Should a candidate who has taken the Certificate Examination feel that an error or omission occurred in the examination procedure or process, or he/she questions any aspect of the examination procedure, an inquiry may be addressed to the Examinations Committee of CRCC. If the candidate disagrees with the determination of the Examinations Committee, he/she may appeal such determination to the Appeals Committee.

---

[1]See Section 6, "Provisional Certification."

[2]See Section 18, "Fees."

THE DEMOGRAPHIC QUESTIONNAIRE

Sometime during the day of the Certification Examination, candidates are asked to complete a Demographic Questionnaire concerning their personal background, education, and work setting. Completion of this questionnaire is a requirement for certification.

The data generated by the Demographic Questionnaire on rehabilitation counselors, supervisors, and counselor educators, as well as their work milieu, is relevant to future research in rehabilitation counseling, counselor education programs, and in-service training.

When you sign your application, you indicate your acceptance of the following sentence in the "Statement of Understanding": "I also understand that for research and statistical purposes only, data resulting from my participation may be used in an unidentifiable manner." Although your identification as an individual is required on the Demographic Questionnaire, all individual responses are held confidential. CRCC will not release individual information. Personal identification serves only to link the characteristics of sets of people to sets of responses on the Certification Examination.

Your responses on the Demographic Questionnaire will not affect your score on the Certification Examination in any way. However, your responses are critical in achieving the research goals of the Commission on Rehabilitation Counselor Certification.

Mehrens, William A., and Lehmann, Irvin J., Measurement and Evaluation in Education and Psychology, Second Edition, New York: Holt, Reinhart & Winston, 1978.

Borg, Walter R., and Gail, Meredith D., Educational Research: An Introduction, Third Edition, New York: Longman, 1979.

Hylbert and Hylbert, Medical Information for Human Services Workers, State College, Pennsylvania: Counselor Education press, 1979.

Bender, Schumacher and Allen, Medical Aspects of Disabilities, Carbondale, Illinois: Rehabilitation Institute, Southern Illinois University, 1976.

Taber's Cyclopedic Medical Dictionary, Philadelphia: F. A. Davis Company, 1977.

Merch Manual of Diagnosis and Therapy, Merch & Company, Inc., Twelfth Edition, 1973.

Stegeman, W., Medical Terms Simplified, St. Paul, Minnesota: West Publishing Co., 1976.

READING LIST

Listed below are some general reference books which may be of assistance to examination candidates. It is strongly recommended that candidates also review the last three years of periodicals germane to rehabilitation counseling, including The Journal of Rehabilitation, The Journal of Applied Rehabilitation Counseling, and The Rehabilitation Counseling Bulletin. Please be cautioned, however, that this reading list does not delineate the parameters of the Certification Examination and is suggested merely as one way to review your educational background and practical experiences in the field.

Bitter, James A., Introduction to Rehabilitation, St. Louis: C. V. Mosby Co., 1979.

Malikin, David, and Rusalem, Herbert, Contemporary Vocational Rehabilitation, New York: New York University Press, 1976.

Bolton, Brian, and Jacques, Marceline, Rehabilitation Counseling: Theory and Practice, Baltimore: University Park Press, 1978.

Rosseler, Richard, and Bolton, Brian, Psychosocial Adjustment to Disability, Baltimore: University Park Press, 1978.

Bolton, Brian, Rehabilitation Counseling Research, Baltimore: University Park Press, 1979.

Vandergoot, David, and Worrall, Jack, Placement in Rehabilitation: Career Development Prospective, Baltimore: University Park Press, 1979.

Shertzer, Bruce, and Stone, Shelley C., Fundamentals of Counseling, Third Edition, Boston: Houghton Mifflin Co., 1980.

Stewart, Norman R., Winborn, Bob B., Johnston, Richard C., Burks, Herbert M., and Englekes, James R., Systematic Counseling, Englewood Cliffs, New Jersey: Prentice Hall, 1978.

Norris, Willa, Hatch, Raymond N., Englekes, James R., and Winborn, Bob B., Career Information Service, Fourth Edition, Chicago: Rand-McNally, 1979.

Isaacson, Lee E., Career Information in Counseling and Teaching, (most recent edition), Boston: Allyn & Bacon, Inc.

Hanson, James C., Warner, Richard W., and Smith, Elsie J., Group Counseling: Theory and Practice, Second Edition, Chicago: Rand-McNally, 1980.

Pruitt, Walter A., Vocational Work Evaluation, Menominee, Wisconsin: Walter Pruitt Associates, 1977.

3. The client is a 26-year-old female public offender who will soon be released from prison. Her past experience was as a cashier but a prospective employer is balking at hiring her because of her record. When meeting this employer, the counselor should:

   a. tell him that his attitudes are prejudiced and his fears unfounded.
   b. not give the employer background information on the client.
   c. explain to the employer the bonding procedures available to a public offender.
   d. discuss other employers' attitudes toward a public offender.
   e. discuss the hardships of prison and the need for this client to have a job.

4. Probably the single most important factor for determining how an individual will adjust to an amputation is the:

   a. site of the amputation.
   b. pre-amputation personality and psychosocial background.
   c. reaction of the individual's spouse and/or family to the amputation.
   d. employability of the individual, especially when compared to the pre-amputation employability.
   e. length of convalescence.

---

[1]See Section 7, "Instructions for Completing the Certification Application", and Section 10, "The Certification Examination."

[2]Best answers are: 1-e, 2-e, 3-c, 4-b.

SAMPLE EXAMINATION QUESTIONS

Considerable effort has been made to keep examination questions free of traps, tricks, irrelevant detail, disputable points and ambiguity; therefore, the statement of each question and the five possible answers may be carefully analyzed to determine the best answer. Credit is given only for the best answer.

Monitors are always present during the examination to assist candidates when necessary as well as to proctor the examination. Any candidate who attempts to violate examination security in any way will be dismissed from the examination room and may forfeit the right of certification at the discretion of the Commission.

Responses are recorded on computer-scored answer sheets using special pencils, which are provided to candidates by the monitor with all other examination materials. The time allotted for each part of the examination should allow sufficient time for everyone to finish all the questions; however, special arrangements may be made for those candidates who indicate at the time of application that because of physical or other limitations they may need more than the allotted time.[1] There is no penalty for guessing, so all questions should be answered. On the day of the examination, the monitor will discuss examination procedures with you in detail.

Following are four sample multiple-choice questions similar to the ones on the Certification Examination. The best answers are given at the end of this section.[2]

1. A 28-year-old male client with an M.A. degree who works as a geological engineer has the beginning stages of multiple sclerosis. He recognizes the potential seriousness of the problem and requests training for his wife so that she can become the breadwinner in case he can no longer work. The counselor should:

   a. test the client's wife to determine her overall ability level.
   b. test the client to determine his interest patterns.
   c. assess the rehabilitation potential of the client.
   d. refuse to work with the client on the grounds that he is not acceptable for rehabilitation.
   e. provide counseling to both the client and his wife to help them more clearly understand the complexity of the total problem.

2. A 17-year-old male high school senior has done very well in a college preparatory program. He lives on a small farm and had a below-the-elbow amputation of his dominant arm six months ago. Due to trauma, he has experienced severe personal social maladjustment problems since the accident and his school performance has been negatively affected. The counselor should:

   a. consider a prevocational evaluation.
   b. discuss means of improving study skills.
   c. contact the school counselor for work on study skills.
   d. determine appropriate colleges to which the client might apply.
   e. obtain a psychological evaluation.

CONTENT CLASSIFICATION CHART

Questions are classified on five characteristics relating to the practice of rehabilitation counseling. These five characteristics are listed below with subcategories. Questions are also classified in terms of the mental processes required of the rehabilitation counselor: judgment, problem-solving, interpretation of data (problem identification), and recall of factual information.

I. Client

- A. Child
  - 1. Preadolescent
  - 2. Adolescent (13-18)
- B. Adult
  - 1. Young (19-39)
  - 2. Middle-aged (40-59)
- C. Aged (60 and over)
- D. General

II. Setting

- A. Rural
- B. Suburban
- C. Urban
- D. General

III. Handicapping Condition

- A. Physical disability
- B. Social deviants
  - 1. Addiction
  - 2. Public offenders
- C. Emotional disorders
- D. Mental retardation
- E. Deaf
- F. Blind
- G. Bicultural
- H. Neurologically impaired (L.D.)
- I. General

IV. Knowledge Required

- A. Rehabilitation philosophy, history, structure, laws, ethics
- B. Medical or psychological aspects of the disabled
- C. World of work
- D. Counseling theories, abnormal psychology, personality psychology, social psychology
- E. Community organization and resources

V. Services Provided

- A. Planning, coordination, management of rehabilitation services
- B. Vocational diagnosis
- C. Individual and group counseling
- D. Job development, placement and post-employment services

FAILING CANDIDATES

A candidate who fails to achieve a minimum passing score on his/her first Certification Examination is allowed to retake the examination once within fifteen months following the original examination date. In order to retake the examination, a candidate must notify CRCC of his/her intention to do so and remit another Examination/Certificate Fee.[1] If the candidate fails to pass on the second attempt or for any reason is unable to sit again during the 15-month period, a new Application for Certification with another non-refundable Application Processing Fee will be required if he/she wishes to pursue certification. Any such re-application will be subject to CRCC standards and criteria in effect at the time of re-application.

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[1]See Section 18, "Fees."

The Certification Examination is given twice each year, in the Spring (usually in April) and in the Fall (usually in October). Deadline dates for application to take the Certification Examination are January 1 for the Spring examination and July 1 for the Fall examination. The examination is given in two equal parts of 150 multiple-choice questions. Three hours are allowed for the completion of each part.

SPECIAL TESTING ARRANGEMENTS

CRCC is committed to provide barrier-free examination sites and to assist those candidates who need special help in completing the examination because of physical limitations. If a candidate cannot take the examination under usual testing conditions because of physical limitations, special arrangements may be made.

If a candidate's disability requires a reader or special assistant, he/she may provide his/her own, but such readers or special assistants cannot be professionals in the rehabilitation field, in training or in practice, or Certified Rehabilitation Counselors. A statement indicating that the reader or special assistant meets this specification will be required prior to the Certification Examination.

The Certification Examination may also be administered in Braille, or in Spanish, on scheduled examination dates, if CRCC is so notified at the time of application. Accommodations will also be made for those candidates who cannot sit on scheduled examination dates for religious reasons.

EXAMINATION SITES

Barrier-free examination sites are arranged for each administration of the Certification Examination according to the geographical mix of approved candidates for that examination to minimize travel expenses for candidates insofar as possible. Any additional city will be considered by CRCC as an examination site on scheduled examination dates upon petition to CRCC by twenty or more approved candidates. Candidates will be supplied with a Site Questionnaire listing established sites within eight to ten weeks after the application deadline date and provided with detailed site location information about their chosen site about four weeks before the examination date.

DEFERRAL

If a candidate is unable to sit for the Certification Examination on the scheduled date for any reason, one deferral to the next scheduled examination is allowed. CRCC charges a Deferral Fee[1] for this service to defray paper-handling costs. Applicants who defer participation to the next scheduled examination date, and subsequently are unable to sit for that examination, are required to submit a new Application for Certification with another non-refundable Application Processing Fee. Any such re-application will be subject to CRCC standards and criteria in effect at the time of re-application. A candidate who has paid his/her Examination/Certificate Fee but who is unable to sit for the examination on the scheduled date is entitled to a refund of the Examination/Certificate Fee only if CRCC is notified at least ten (10) calendar days before the examination.

THE CERTIFICATION EXAMINATION

An intensive field testing process, which spanned a two-year period and involved over 8,000 rehabilitation counselors, educators, and administrators, resulted in a pool of examination items statistically validated across levels of education, experience, geography, and professional function. CRCC maintains a Task Force of rehabilitation counseling professionals who continually add to and upgrade the examination pool.

Each Certification Examination consists of 300 multiple-choice questions drawn from the item pool, some of which are being field tested and are not used to determine the candidate's score on the examination. Many of the questions are practice-based and put a higher premium on application of knowledge in serving clients than on isolated bits of factual information. In scoring the examination, credit is given for the "best response" as determined by the item authors and validated by the field testing process.

To qualify for certification, the candidate is required to demonstrate competence in the following content areas by achieving a passing score on the Certification Examination as a whole:

- Rehabilitation philosophy, history, structure, ethics, and laws;
- Medical aspects of disability;
- Psychological aspects of the handicapping condition;
- Job placement and development of job opportunities for the handicapped;
- Occupational information, the world of work, job modification, and re-engineering;
- Counseling theory and techniques of counseling;
- Community organization and resources;
- Psychology of personal and vocational adjustment;
- Evaluation and assessment (work evaluation);
- Ability to utilize research findings;
- The delivery of rehabilitation services;
- Independent living rehabilitation services.

Candidates must also have an adequate understanding of how rehabilitation services are provided in each of the subcategories of services provided, as shown in the Content Classification Chart in Section II.

None of the members of the Appeals Committee will have participated in the decision-making of the Standards & Credentials Committee; that is, the decision of the Appeals Committee will be independent. However, the Appeals Committee members will have available to them the original report of the Standards & Credentials Committee to study before making their judgment.

The Appeals Committee also serves another function. Should a candidate who has taken the Certification Examination feel that an error or omission occurred in the examination procedure or process, or he/she questions any aspect of the examination procedure, an inquiry may be directed to the Examinations Committee of CRCC. If the candidate disagrees with the determination of the Examinations Committee, such determination may be appealed to the Appeals Committee. Again, the appeals process will be conducted by individuals who are independent of the original Examinations Committee decision, although the report of the Examinations Committee will be available to the Appeals Committee to study before making its judgment.

If an applicant for certification is dissatisfied with any decision of the Appeals Committee, whether regarding credentials or examination procedure, his/her case may be appealed to the full membership of the Commission on Rehabilitation Counselor Certification. Any such appeal must be addressed to the Chairperson of CRCC in writing within forty-five (45) days of the decision by the Appeals Committee. The decision of the full Commission is final.

Any applicant who later remedies the default that caused rejection of his/her application must re-apply for certification under the standards and criteria in effect at the time of re-application.

APPEALS COMMITTEE: PURPOSE AND PROCEDURES

The appeals process is designed for any applicant who feels that eligibility criteria for certification have been inaccurately, inconsistently, or unfairly applied by the Standards & Credentials Committee in his/her particular case. This process provides a complete review of the facts at issue by individuals who are independent of the Standards & Credentials Committee. Each applicant is thereby assured that before a final determination of ineligibility for certification has been reached, a complete review of his/her record will be undertaken. This process provides for due process and gives the benefit of doubt to the applicant, but at the same time maintains consistent and fair application of eligibility criteria for certification.

The appeals process is not designed to given an applicant time to acquire the necessary employment experience, education, or supervision required for certification. Basic requirements for education and employment experience must have been fully satisfied at the date of application. In the past, applicants have appealed a rejection on the grounds that they will have completed the necessary education and/or experience and/or supervision by the examination date. Since CRCC guidelines clearly state that these requirements must be met by the application date, any appeal on these grounds is clearly not allowable.

Also, the appeals process is not designed to give an applicant additional time to submit necessary documentation required by certification criteria. Any application that is rejected by the Standards & Credentials Committee because necessary documentation has not been received by published deadlines is not a proper application for the appeals process.

The appeals process is designed to serve the applicant for certification who believes the eligibility criteria have been unjustly, inconsistently, or unfairly applied. It guarantees any applicant rejected by the Standards & Credentials Committee a second and independent judgment of the facts. It is meant to ensure that there has not been any arbitrary action on the part of the Standards & Credentials Committee and that the published standards and criteria for certification were applied consistently, fairly, and accurately in the applicant's particular case.

At the time an applicant receives notice of his/her rejection by the Standards & Credentials Committee, he/she will also receive notification of the right of appeal and instructions and timing for doing so. If the applicant chooses to appeal and complies with these instructions and deadlines, his/her complete file will be presented to the Appeals Committee during the next examination cycle. For example, an applicant who is rejected by the Standards & Credentials Committee for participation in the Spring Certification Examination, and who appeals this rejection to the Appeals Committee, will be considered by the Appeals Committee for participation in the following Fall Certification Examination.

STANDARDS & CREDENTIALS COMMITTEE: PURPOSE AND PROCEDURES

The responsibility of the Standards & Credentials Committee is two-fold:

- To review every Application for Certification which does not clearly meet CRCC's published standards and criteria and to accept or reject each application by applying the guidelines established by CRCC in a consistent and fair manner; and

- To refine and clarify CRCC standards and criteria and to make periodic recommendations to the full Commission for revision or addition of standards and criteria to ensure that CRCC's requirements are appropriate to meet changing demands upon the practicing rehabilitation counselor.

The types of applications which will be reviewed by the Standards & Credentials Committee include, among others, those with questions about acceptability of employment experience, relatedness of Master's degree, and those from applicants requesting Provisional Certification.

The Standards & Credentials Committee generally convenes within four to six weeks after each application deadline date to review the applications on its agenda. If an application is approved by the Committee, the applicant is so notified within eight weeks after the application deadline date. If an application is rejected by the Committee, the applicant will be so notified, together with an explanation of the Committee's decision in his/her specific case and notice of the right to appeal the rejection decision.

A rejection by the Standards & Credentials Committee is an absolute rejection for the upcoming Certification Examination. The Appeals Committee will meet to consider the files of those applicants who wish to appeal their rejections by the Standards & Credentials Committee during the next examination cycle.

- Page 4. CODE OF ETHICS/STATEMENT OF UNDERSTANDING/SIGNATURE.

  Please read very carefully both the Code of Ethics and the Statement of Understanding, then sign and date your application. CRCC reserves the right to suspend or revoke certification upon evidence of violation of the Code of Ethics. Also, signing the Application for Certification carries with it the acknowledgement that the information contained therein is accurate. If at a later date CRCC learns that any Certificate was granted on the basis of false or inaccurate information, CRCC reserves the right to suspend or revoke certification. No application will be accepted without a signature and a date.

We ask that you pay particular attention during the application processing stage to the various deadlines for information requested. In order to minimize costs to those applicants who comply with these deadlines, CRCC may charge Late Documentation Fees or File Maintenance Fees in certain situations.[2]

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[1]See Section 5, "Criteria for Acceptable Employment Experience."

[2]See Section 18, "Fees."

- Page 1, Item 9. EARNED DEGREES.

  In order to verify your educational background, CRCC requires an official transcript which shows the granting of the degree you cite as meeting the educational requirements for certification. Your transcript will be considered official only if it bears the seal of the University and the signature of the Registrar. If the institution will not release official transcripts to students, the transcript should be sent directly to CRCC. If your degree was granted under a name different from the name under which you are applying (e.g., maiden name), the institution should be asked to include your present name with your transcript. Your application will be accepted without your official transcript; however, your official transcript must be received before you may sit for the Certification Examination.

  Before marking "yes" at the end of Item 9, be sure that your graduate rehabilitation counselor education program was fully accredited by CORE at the time your Master's degree was granted. Refer to Footnote 1 in Section 3, "Criteria for Eligibility", if you do not understand CORE's three levels of program accreditation.

- Page 1, Items 10 and 11. INTERNSHIP AND EMPLOYMENT EXPERIENCE.

  It will hasten processing of your application if you will include the Certification Number of your CRC internship supervisor (named in Item 10) and your CRC employment supervisor (named in Item 11). Forms to be used by the two individuals named in verifying the information you supply on your application will be sent to you with your Application Acknowledgement. It is the applicant's responsibility to see that these forms are completed, signed, and submitted to CRCC. If either person wishes to submit the verification forms directly to CRCC, that is permissible; however, such verification must be received for both Item 10 and item 11 to be considered complete.

- Pages 2 and 3. ACCEPTABLE EMPLOYMENT EXPERIENCE.

  Before completing pages 2 and 3, please read the definition of acceptable employment experience very carefully.[1] Note particularly the requirement for verification forms and the possible need for you to attach explanatory materials to your application.

INSTRUCTIONS FOR COMPLETING THE CERTIFICATION APPLICATION

Application forms are available on request from the Commission on Rehabilitation Counselor Certification, 162 North State Street, Chicago, Illinois 60601, (312) 236-4499. Applications are accepted from rehabilitation counselors in the United States, territories thereof, Canada, and U.S. citizens resident in foreign countries, provided arrangements can be made satisfactory to the Commission for the secure administration of the Certification Examination.

The basic requirements for education and acceptable employment experience must have been fully satisfied at the time you submit your application for certification. Any application evidencing failure to meet eligibility criteria at the application date will be rejected automatically, with no refund of the Application Processing Fee. In such cases, a new application and non-refundable Application Processing Fee will be required for re-application after the basic requirements in effect at the time of re-application are met.

Applications for the Certification Examination must be postmarked by the following deadline dates:

JANUARY 1	Spring Examination (usually administered in April)
JULY 1	Fall Examination (usually administered in October)

These deadlines will not be extended for any reason, so please send your application as early as possible. . .but not before you have met the basic requirements for education and acceptable employment experience.

Before beginning to fill out your Application for Certification, please read these instructions very carefully. If your application is incomplete or illegible, it will be returned to you.

The Application for Certification is for the most part self-explanatory. However, the following comments will assist you in completing your application properly and will ensure prompt evaluation and action by CRCC.

- Page 1, Item 7. SPECIAL ASSISTANCE.

  CRCC is committed to provide barrier-free testing sites and to assist those candidates who may need special help in completing the Certification Examination. If you need any type of special assistance, please be sure to let CRCC know how to accommodate you by marking "yes" to Item 7 and attaching an explanation.

Provisional Certification is granted for a specific period of time and expires on one of the following two dates, whichever is earlier:

1. The date on which completion of your Supervision Plan is documented and you are notified that full certification has been granted; or

2. Twenty-four (24) months from the date on which you sat for the Certification Examination. If Provisional Certification expires without documented completion of your Supervision Plan, Provisional Certification shall be withdrawn and certification will not be granted.

You may begin implementing your Supervision Plan as soon as you have been notified of approval by the Standards & Credentials Committee. Should your Supervision Plan not be approved, you will be so notified and a member of the Standards & Credentials Committee will contact you to work out acceptable modifications.

Individuals who qualify for Provisional Certification are entitled to use the designation "CRC/P" as soon as they are notified that they have passed the Certification Examination. It is the responsibility of all provisionally certified counselors to make clear their provisional status when responding to inquiries about their certification. Failure to do so is considered a violation of the Code of Ethics and as such may result in revocation of Provisional Certification and ineligibility for certification.

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[1] See Section 3, "Criteria for Elibility."

[2] "Supervision" is defined as a systematic and period evaluation of the quality of delivery of rehabilitation services.

[3] See Section 18, "Fees."

PROVISIONAL CERTIFICATION

You will note that in each category of eligibility[1] where acceptable employment experience is required, one year of this employment must have been under the supervision of a Certified Rehabilitation Counselor (CRC). CRCC has designed an alternative plan of certification, Provisional Certification, for those applicants who cannot meet the requirement of one year's supervision under a CRC at the time of application.

Provisional Certification is available only to those individuals who need CRC-supervised employment experience. It cannot be used to meet internship supervisory requirements.

In order to become provisionally certified, an applicant must have met all requirements of his/her category other than "one year under the supervision of a CRC." If your category requires one year of acceptable employment experience, for example, you must have worked that one year before you apply. If that one year was under the supervision of a CRC, you will apply for certification. If that one year was not under the supervision of a CRC, you must apply for "Provisional Certification", file a Supervision Plan as detailed below, and complete the required "one year under the supervision of a CRC."

To qualify for Provisional Certification, an applicant must submit a Supervision Plan[2] to CRCC outlining a method of obtaining the required one year of employment supervision under a CRC in his/her geographical area. Each applicant is allowed twenty-four (24) months from the date on which he/she sat for the Certification Examination in which to complete his/her Supervision Plan.

Supervised experience under a Supervision Plan need not follow agency bureaucratic or administrative staff lines. If necessary or desirable, an applicant may develop a Supervision Plan with a CRC employed by another agency or facility. The applicant's proposed Supervision Plan should be included with his/her application.

If you meet all educational and employment experience requirements other than supervision by a CRC, your application and Supervision Plan will be reviewed by the Standards & Credentials Committee. If that Committee approves your Supervision Plan, all other credentials requirements are fulfilled, and the Provisional Certification Fee paid[3], you will be allowed to sit for the Certification Examination. If you achieve a passing score on the Certification Examination, you will be issued Provisional Certification pending completion of your Supervision Plan and approval of completion by the Standards & Credentials Committee.

CRITERIA FOR ACCEPTABLE EMPLOYMENT EXPERIENCE

In order for employment experience to be considered acceptable by CRCC, it must be full-time paid employment or its equivalent in rehabilitation counseling. Internship time and volunteer activities are not acceptable as employment experience. The applicant's job description must contain the first experience component listed below and at least two of the other experience components listed:

1. Techniques of counseling special populations and groups;[1]
2. Vocational exploration;
3. Psychological and vocational assessment;
4. Use of social, medical, vocational, psychiatric information;
5. Job placement and/or job development;
6. Rehabilitation methods in an agency (public or private), business or industry, hospital or clinic, in which the applicant is under professional supervision and has employed such methods and measures.

Employment experience used for application purposes must be verified by your supervising employer. Enclosed with your Application Acknowledgement[2] from CRCC will be employer verification form(s) which must be completed and signed by each employer. It is the applicant's responsibility to contact current and previous employers for employment verification. If the employer wishes to submit the verification form directly to CRCC, that is permissible; however, employer verification must be received for all employment experience you cite as meeting CRCC's requirements.

Please read the above definition of acceptable employment experience very carefully. Should you feel that more information is needed about any or all of your experience than can be supplied on the application form, please attach job descriptions or letters of explanation to the application when you apply.

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[1] "Special populations and groups" is interpreted by CRCC to include persons who have one or more physical or mental disabilities resulting from amputation, arthritis, blindness, cancer, cerebral palsy, cystic fibrosis, deafness, heart disease, hemiplegia, hemophilia, respiratory or pulmonary diseases, multiple sclerosis, muscular dystrophy, musculoskeletal, quadriplegia, and other spinal cord conditions, sickle cell anemia, endstage rental disease, neurosis and/or psychosis, or another disability or combination of disabilities causing functional limitation.

[2] See Section 2, "Certification Calendar."

CRITERIA FOR RELATEDNESS OF DEGREE

Whether or not an applicant's Master's degree is in a field related to rehabilitation counseling dictates the amount of acceptable experience required in addition to the Master's degree. If your Master's degree is in a discipline other than rehabilitation counseling, the Standards & Credentials Committee (or a subcommittee thereof) will review your Master's degree transcript to determine if your degree is related to a Master's degree in Rehabilitation Counseling.

In order for a degree to be considered related, six or more of the content areas of the Certification Examination must be reflected on the Master's degree transcript. These content areas are:

1. Rehabilitation philosophy, history, structure, ethics and laws;
2. Medical aspects of disability;
3. Psychological aspects of the handicapping condition;
4. Job placement and development of job opportunities for the handicapped;
5. Occupational information, the world of work, job modification, and re-engineering;
6. Counseling theory and techniques of counseling;
7. Community organization and resources;
8. Psychology of personal and vocational adjustment;
9. Evaluation and assessment (work evaluation);
10. Ability to utilize research findings;
11. The delivery of rehabilitation services;
12. Independent living rehabilitation services.

If you are not certain whether your Master's degree is related to a Master's degree in Rehabilitation Counseling by the above definition, you are urged to send to CRCC along with your application and/or transcript a copy of the course description from your graduate school catalog, course syllabi, or other acceptable documentation verifying that a content area was included in your Master's degree program. It is possible that more than one content area might be included in a course; however, CRCC cannot make an acceptability decision without appropriate documentation.

c. have completed or will complete an internship in rehabilitation counseling of 600 hours (on the semester system) or 480 hours (on the quarter system) supervised by a CRC; and

d. provide a letter from his/her faculty advisor indicating he/she is a student in good standing.

A student who applies before the appropriate deadline and who qualifies under Category G may sit for the Certification Examination on the next scheduled administration date.

However, the individual's examination results, profile, and certificate will be released only when CRCC receives an official transcript indicating successful completion of the student's Rehabilitation Counseling Program. The designation "CRC" may not be used by these individuals until they have received their examination profiles indicating they have achieved passing scores on the Certification Examination.

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[1]CORE (Council on Rehabilitation Education) has three levels of accreditation: Candidate for Accreditation, Preliminary Accreditation, and Full Accreditation. Only the third level, Full Accreditation, is acceptable to meet CRCC's educational requirements in Category A.

[2]Certified Rehabilitation Counselor.

[3]If you meet all requirements of the category other than supervision of employment by a CRC, see Section 6 for an explanation of Provisional Certification. Provisional Certification is available only to those who need CRC-supervised employment experience. It cannot be used to meet internship supervisory requirements. In other words, if you had an internship that was not supervised by a CRC, you cannot qualify under Category A or Category B; you must meet the requirements of another category.

[4]See Section 5, "Criteria for Acceptable Employment Experience."

[5]See Section 4, "Criteria for Relatedness of Degree."

[6]Applicants with less than a Bachelor's degree are not eligible for certification.

CATEGORY D

Degree required:	Master's degree related to a Master's degree in Rehabilitation Counseling.[5]
Granted by:	No specific requirement.
Internship required:	None.
Acceptable employment experience[4] required:	Three years, one of which must have been under the supervision of a CRC.[3]

CATEGORY E

Degree required:	Master's degree unrelated to a Master's degree in Rehabilitation Counseling[5] or Bachelor's degree in a discipline other than Rehabilitation.[6]
Granted by:	No specific requirement.
Internship required:	None.
Acceptable employment experience[4] required:	Five years, one of which must have been under the supervision of a CRC.[3]

CATEGORY F

Degree required:	Bachelor's degree in Rehabilitation.[6]
Granted by:	No specific requirement.
Internship required:	None.
Acceptable employment experience[4] required:	Four years, one of which must have been under the supervision of a CRC.[3]

CATEGORY G

CRCC has created a special eligiblity category (CATEGORY G) for students working toward a Master's degree in Rehabilitation Counseling. In order to be eligible under Category G, a student must:

a. be enrolled in a Master's degree program in Rehabilitation Counseling which is fully accredited by CORE; and

b. have completed 75% of the coursework toward his/her Master's degree by the deadline date (January 1 or July 1) for the Certification Examination for which he/she is applying; and

CRITERIA FOR ELIGIBILITY

To be eligible to sit for the Certification Examination, an applicant must meet all requirements regarding education and acceptable employment experience in one of the categories of eligibility listed below. Educational and employment experience requirements must have been fully satisfied at the time the application is submitted. Any application evidencing failure to meet the eligibility criteria of one of the following categories at the application date will be rejected automatically, with no refund of the Application Processing Fee.

CATEGORY A

Degree required:	Master's in Rehabilitation Counseling.
Granted by:	A rehabilitation counselor education program which was fully accredited by CORE[1] at the time the applicant's degree was granted.
Internship required:	Internship in rehabilitation counseling of 600 hours (on the semester system) or 480 hours (on the quarter system) supervised by a CRC[2,3] either on-site or by a faculty member of the fully accredited CORE rehabilitation counseling program.
Acceptable employment experience required:	None.

CATEGORY B

Degree required:	Master's in Rehabilitation Counseling.
Granted by:	A rehabilitation counselor education program which was not fully accredited by CORE at the time the applicant's degree was granted.
Internship required:	Internship in rehabilitation counseling of 600 hours (on the semester system) or 480 hours (on the quarter system) supervised by a CRC either on-site or by a faculty member of a fully accredited CORE rehabilitation counseling program.
Acceptable employment experience[4] required:	One year under the supervision of a CRC.[3]

CATEGORY C

Degree required:	Master's in Rehabilitation Counseling.
Granted by:	A rehabilitation counselor education program which was not fully accredited by CORE at the time the applicant's degree was granted.
Internship required:	None.
Acceptable employment experience[4] required:	Two years, one of which must have been under the supervision of a CRC.[3]

CERTIFICATION EXAMINATION	Late April	Late October
Examination Results (a computer-generated profile indicating pass or fail)	June 15[1]	January 15[1]
Certificate to passing candidates and information about Certification Maintenance	August 1	March 1

[1]The designation "CRC" may be used by each passing candidate upon receipt of his/her profile.

CERTIFICATION CALENDAR

The Certification Examination is given twice each year, in the Spring and in the Fall. The calendar below will give you a general idea of the sequence of events and when you can expect to receive communications from the Commission.

After you apply for certification, you may want to watch this calendar to be sure you are receiving the necessary communications. Since there are occasional administrative or post office delays, we ask that you allow a week or two after the scheduled receipt date before calling or writing the CRCC office. The only exception to this request is failure to receive your Admissions Pass, since you must have this pass in hand to be admitted to the Certification Examination. It is very important too, since timelines are so tight during each cycle, that you notify CRCC immediately if you change your name or address.

	Spring Exam Cycle	Fall Exam Cycle
Application Deadline	January 1	July 1
Application Acknowledgement, with your Candidate Identification number and blank reference/verification forms and instructions ✓If appropriate, your Application Acknowledgement will also notify you of the necessity for Credentials Committee consideration of your application	February 15	August 15
Status Letter to approved candidates advising of completion status of file (whether transcript, completed verification forms, etc., have been received); includes request for Examination/Certificate Fee and Site Questionnaire	March 10	September 10
Notices to applicants who have been rejected by the Credentials Committee	March 10	September 10
Admissions Pass and detailed site location information for site of candidate's choice	April 10	October 10

THE CERTIFICATION PROGRAM

The certification program is an outgrowth of the professional concerns of two associations: the National Rehabilitation Counseling Association (NRCA) and the American Rehabilitation Counseling Association (ARCA). These organizations deemed it desirable to establish standards in the field of rehabilitation counseling and to provide a baseline for professional growth. These two associations appointed a Joint Committee on Certification which became the Commission on Rehabilitation Counselor Certification (CRCC), an independent, incorporated, non-profit organization.

CRCC consists of five appointees from NRCA; five appointees from ARCA; three appointees from the American Coalition of Citizens with Disabilities, Inc. (ACCD); and one appointee each from the Council on Rehabilitation Education (CORE), the Council of State Administrators of Vocational Rehabilitation (CSAVR), the National Association of Rehabilitation Facilities (NARF), the National Association of Non-White Rehabilitation Workers (NANWRW), and the National Council on Rehabilitation Education (NCRE).

The primary purpose of certification is to provide assurance that professionals engaged in rehabilitation counseling will meet acceptable standards of quality in practice. Such standards are considered to be in the best interests of clients, rehabilitation counselors, related professionals, and the public. It is evident that rehabilitation counselors are encouraging, through their participation in both the Certification process and the Certification Maintenance Program, a high level of performance and qualification throughout the profession.

It is not CRCC's intent to certify that any individual is suitable for employment or to impose personnel requirements upon any agency; rather, the intent is to establish a national professional scale which any interested group, agency or individual may use as a measure. However, even though these certification standards have existed for less than ten years, they have already been incorporated into the Federal Regulations for Intermediate Health Care Facilities; CARF accreditation standards for private rehabilitation facilities; CORE's educational standards for rehabilitation education programs; licensing standards for rehabilitation counselors in selected states; and employment and/or promotional standards for some agencies and facilities.

Initial certification, valid for five years, is achieved by satisfying specific educational and employment experience requirements and passing CRCC's Rehabilitation Counselor Certification Examination. Because rehabilitation counseling is a dynamic profession in which knowledge, skills, and techniques are continually evolving, CRCC has implemented a Certification Maintenance Plan under which Certified Rehabilitation Counselors are required to demonstrate their professional development at five-year intervals. Certification maintenance is based on continuing education, but other options are available for those unable to participate in continuing education activities. Certification maintenance represents an essential step in the development of a comprehensive certification process for the profession and should enhance significantly the acceptance of the Rehabilitation Counselor Certification process by consumers, administrators, peers, other allied health professionals, and legislators.

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION
162 NO. STATE ST., SUITE 602 • CHICAGO, ILLINOIS 60601

APPLICATION FOR CERTIFICATION

Instructions for completing this application are contained in the current *Rehabilitation Counselor Certification Instructions For Applying.* Please refer to those instructions before proceeding and follow them carefully. If your application is incomplete or any of the required verification is missing, your application will be returned to you.

1. NAME: _____ (Last) _____ (Maiden Name)

_____ (First) _____ (Middle Initial)

Do Not Write In This Space

2. ADDRESS: _____ (Number and Street)

_____ (City, State, and Zip Code)

Home Telephone ( ) _____

Office Telephone ( ) _____

3. SEX (Optional)
1 ☐ Male
2 ☐ Female

4. DATE OF BIRTH

		19
Month	Day	Year

5. I prefer to be examined in English. Yes ☐ No ☐

I prefer to be examined in Spanish. Yes ☐ No ☐

6. SELF-DESCRIPTION (Optional)
1 ☐ American Indian
2 ☐ Asian-American
3 ☐ Black/Afro-Amer.
4 ☐ Caucasian
5 ☐ Chicano/Mexican-American
6 ☐ Puerto Rican/Puerto Rican Amer.
7 ☐ Spanish American
8 ☐ Other _____

7. Because of physical limitations (blindness, disability) special arrangements will be necessary for me to complete the Certification Examination. If yes, please explain arrangements that you will need on separate page and attach to application. Yes ☐ No ☐

8. I have previously applied to this Commission for certification as a rehabilitation counselor. Yes ☐ No ☐
If yes, give previous identification number _____

9. EARNED DEGREES

	Degree	Major	Institution	Date Degree Awarded
Undergraduate				
Graduate				

Did you graduate from a CORE accredited Rehabilitation Counselor Education Program with a supervised internship by CRC? Yes ☐ No ☐

10. SUPERVISED INTERNSHIP

Name of Site _____ Supervisor _____

Dates: _____ CRC# _____ Site address (city/state) _____

Total number of supervised hours: 480 ☐ 600 ☐ _____ Other ☐

11. EMPLOYMENT EXPERIENCE UNDER THE SUPERVISION OF A CERTIFIED REHABILITATION COUNSELOR:

(Account for a minimum of one year) _____

A. Name of CRC Supervisor _____

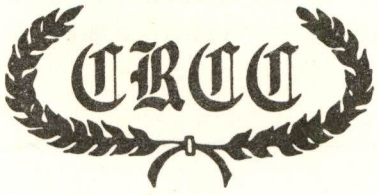
B. Dates under CRC Supervision _____

Place of your employment when supervised _____

Address _____

C. Employment Experience: Duties and Responsibilities while under the supervision of a CRC:

1. Techniques of counseling special population and groups: _____%Time
2. Vocational exploration: _____%Time
3. Psychological and vocational assessment: _____%Time
4. Use of social, medical, vocational, and/or psychiatric information: _____%Time
5. Job placement and/or job development: _____%Time
6. Rehabilitation methods in an agency, public, private, business or industry, hospital or clinic, in which the applicant is under professional supervision and has employed such methods and measures: _____%Time
7. Other duties and responsibilities (specify) _____



Code of Ethics

A rehabilitation counselor has a commitment to the effective functioning of all human beings; his emphasis is on facilitating the functioning or refunctioning of those persons who are at some disadvantage in the struggle to achieve viable goals. While fulfilling this commitment he interacts with many people, programs, institutions, demands and concepts, and in many different types of relationships. In his endeavors he seeks to enhance the welfare of his clients and of all others whose welfare his professional roles and activities will affect. He recognizes that both action and inaction can be facilitating or debilitating and he accepts the responsibility for his action and inaction.

- The primary obligation of the rehabilitation counselor is to his client. In all relationships he will protect the client's welfare and will diligently seek to assist the client towards his goals.
- The rehabilitation counselor recognizes that the client's family is typically a very important factor in the client's rehabilitation. He will strive to enlist the understanding and involvement of the family as a positive resource in promoting the client's rehabilitation plan and in enhancing his continued effective functioning.
- The rehabilitation counselor is obligated to protect the client-employer relationship by adequately apprising the latter of the client's capabilities and limitations. He will not participate in placing a client in a position that will result in damaging the interests and welfare of either or both the employer and the client.
- The rehabilitation counselor will relate to his colleagues in the profession so as to facilitate their ongoing technical effectiveness as professional persons.
- Typically, the implementation of a rehabilitation plan for a client is a multi-disciplinary effort. The rehabilitation counselor will conduct himself in his interdisciplinary relationship in such a way as to facilitate the contribution of all the specialists involved for maximum benefit of the client and to bring credit to his own profession.
- The rehabilitation counselor will be loyal to the agency that employs him and to the administrators and supervisors who supervise him. He will refrain from speaking, writing, or acting in such a way as to bring discredit on his agency.
- The rehabilitation counselor will regard his professional status as imposing on him the obligation to relate to the community (the public) at levels of responsibility and morality that are higher than are required for persons not classified as "professional." He will use his specialized knowledge, his special abilities, and his leadership position to promote understanding and the general welfare of handicapped persons in the community, and to promote acceptance of the viable concepts of rehabilitation and of rehabilitation counseling.
- In his relationships with other programs, agencies and institutions that will participate in the rehabilitation plan of the client, the rehabilitation counselor will follow procedures and insist on arrangements that will foster maximum mutual facilitation and effectiveness of services for the benefit of the client.
- The rehabilitation counselor is obligated to keep his technical competency at such a level that his clients receive the benefit of the highest quality of services the profession is capable of offering.
- The rehabilitation counselor is obligated to assist in the efforts to expand the knowledge needed to serve handicapped persons with increasing effectiveness.

STATEMENT OF UNDERSTANDING

I hereby apply for Certification to the Commission on Rehabilitation Counselor Certification and ascribe to the Code of Ethics printed on this Application. I understand that Certification depends upon my successfully completing the assessment of competence procedures established by the Commission including submission of all required documents and references and achieving a minimum passing socre on the Certification Examination. I also understand that for research and statistical purposes only, data resulting from my participation may be used in an unidentifiable manner.

Signature _____ Date _____

Member Organizations of the Commission are:

American Rehabilitation Counseling Association .....ARCA
National Rehabilitation Counseling Association .....NRCA
National Council on Rehabilitation Education .....NCRE
Council of State Administrators of Vocational Rehabilitation .....CSAVR
Association of Rehabilitation Facilities .....ARF
Council on Rehabilitation Education .....CORE
National Association of Non-White Rehabilitation Workers .....NANWRW
American Coalition of Citizens with Disabilities, Inc. .....ACCD

9/14/79

TABLE OF CONTENTS

Section 1.	The Certification Program	1
Section 2.	Certification Calendar	2
Section 3.	Criteria for Eligibility	4
Section 4.	Criteria for Relatedness of Degree	7
Section 5.	Criteria for Acceptable Employment Experience	8
Section 6.	Provisional Certification	9
Section 7.	Instructions for Completing Certification Application	11
Section 8.	Standards & Credentials Committee: Purpose and Procedures	15
Section 9.	Appeals Committee: Purpose and Procedures	16
Section 10.	The Certification Examination	19
Section 11.	Content Classification Chart	23
Section 12.	Sample Examination Questions	24
Section 13.	Reading List	26
Section 14.	Demographic Questionnaire	28
Section 15.	Examination Scores, Profiles, and Certificates	29
Section 16.	Use of the "CRC" Designation	30
Section 17.	Certification Maintenance	31
Section 18.	Fees	32

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A GUIDE TO REHABILITATION COUNSELOR CERTIFICATION

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

162 NORTH STATE STREET, CHICAGO, ILLINOIS 60601

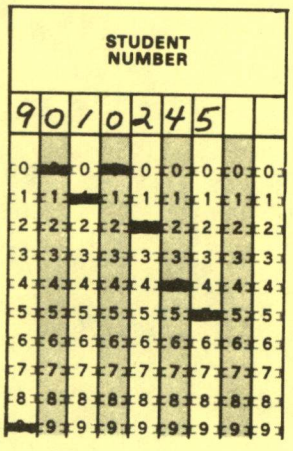
INSTRUCTIONS

Section 1 and Section 2 of this examination each contain 150 multiple-choice questions. The maximum time allowed for completing each section is 3 hours. It is advisable to attempt all questions, since *there is no penalty for guessing.*

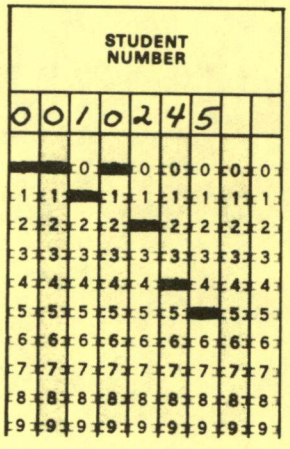
TO PREPARE YOUR ANSWER SHEET:

1. Hold your answer sheet horizontally. In the upper right hand corner, print your last name under "YOUR LAST NAME"; print your first name under "YOUR FIRST NAME"; and print your middle initial under "MI". Then *blacken the letter box below on the answer sheet which matches each letter of your name.*
2. To the left of the spaces where you have printed your name, in the space provided after the word "GRADE", enter "4/81", *the date of this test.*
3. In the space provided after the word "TEST", enter "SECTION 1" *on your morning answer sheet;* enter "SECTION 2" *on your afternoon answer sheet.*
4. Return to the area of the answer sheet below the space where you printed your name. In the lower right hand corner, you will see the words "STUDENT NUMBER". If you have a *Master's degree in Rehabilitation Counseling,* enter the numbers "90" in the first two empty spaces under "STUDENT NUMBER", then print your *Candidate Identification Number* in the next available spaces. If you have a degree *other than* a Master's in Rehabilitation Counseling, enter the numbers "00" in the first two empty spaces under "STUDENT NUMBER", then print your *Candidate Identification Number* in the next available spaces. Now blacken the letter box below on the answer sheet which matches each number you have printed. Here is an example for Candidate #10245:

WITH A MASTER'S IN REHABILITATION COUNSELING. . .



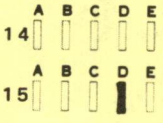
WITH A DEGREE OTHER THAN A MASTER'S IN REHABILITATION COUNSELING. . .



TO ANSWER EACH QUESTION: Choose the best response, then find the question number on the answer sheet. *DARKEN THE SPACE UNDER THE CORRESPONDING LETTER.* Here is an example:

15. Chicago is a(n):
    a. country.
    b. mountain.
    c. island.
    d. city.
    e. state.

Your answer sheet should look like this:



TO ENSURE THE HIGHEST POSSIBLE SCORE:

- Answer every question. There is no penalty for guessing.
- Do not mark two answers for one question; you will receive no credit for either answer.
- To change answers, erase completely. Be certain the marks you make on the answer sheet fall *inside the boxes provided and completely fill each box.*
- Be sure you have written the right section number under the word "TEST" as instructed above.
- Use only the special pencil provided by the examination monitor. Make no stray marks on the answer sheet. Write in your examination booklet if necessary.

147. A 32-year-old severely retarded female has been living in an Intermediate Care Facility (ICF) for a year and a half. The client has made minimal progress in Activities of Daily Living, and has made very little improvement in getting along with peers at the ICF. The mother has expressed great concern about this limited progress and has questioned the suitability of the placement. The counselor should first:

a. refer the client to the nearest developmental center that can serve her needs.
b. recommend that the client be transferred to another ICF on a trial basis.
c. arrange a meeting between staff, the client's mother, and other members of the team.
d. tell the mother that she is being unrealistic.
e. refer the mother to a psychotherapist.

148. Reality therapy with adolescent drug abusers focuses primarily on:

a. conscious, planned, responsible behavior.
b. unconscious thought processes.
c. feelings and attitudes about drugs.
d. irrational ideas about drug use and abuse.
e. freeing the id from the unrealistic demands of the superego.

149. The American Psychological Association classifies Level C tests as those that can be administered, scored, and interpreted by:

a. individuals with appropriate training in psychological testing.
b. members of APA or individuals with at least a Master's degree in Psychology and one year's supervised experience in psychological testing.
c. psychometrists.
d. rehabilitation counselors.
e. responsible individuals with the aid of a manual.

150. A 32-year-old female with an I.Q. of 77 injured her back while working at a local fast food restaurant. She can no longer lift over twenty pounds or stand for any length of time. The economy in her area is in a very depressed state. In an effort to evaluate her situation, the counselor should refer her for:

a. a vocational evaluation.
b. on-the-job evaluation.
c. on-the-job training.
d. psychovocational testing.
e. a work assessment program.

143. From a psychoanalytic point of view, anxiety is best described as:

a. a part of the human condition.
b. a pattern of learned behavior based on conditioning.
c. a sign of severe psychopathology.
d. a function of repressed, threatening material.
e. a disabling condition characterized by extreme nervousness.

144. A 14-year-old child has recently undergone a knee disarticulation due to a malignant bone tumor. Metastasis was not evident. Prior to discharge from the hospital, the child is referred to a rehabilitation counselor. In working with the patient, the family, and the prosthetist, it is important for the counselor to:

a. arrange for immediate fitting of the prosthesis and training of the parents in its care.
b. discuss with the parents the child's current limitations and further amputation possibilities.
c. plan for the training of the client and family in care of the stump, prosthesis, and prospects for replacement in the future.
d. counsel the child and family as to the impossibility of using a prosthesis under the circumstances.
e. approach the school about building accessibility and the need for special classes.

145. A counselor with a degree in rehabilitation counseling from a large urban university finds a job in a small town. His first step in learning about the employment is to:

a. go to the library and do research on the history of the town.
b. go to the Office of Community Development and do research.
c. attend the Junior Chamber of Commerce meetings and meetings of other local business groups.
d. look in the telephone book and send letters to all the businesses.
e. read the back issues of local newspapers.

146. The parents of a 9-year-old mentally retarded child are referred to the counselor for services. Except for three or four hospitalizations, the child has lived at home most of his life. The parents have another child and feel they need to place their mentally retarded child in an alternate living arrangements. The first agency the counselor should contact is:

a. Office of Vocational Rehabilitation.
b. Department of Mental Health/Mental Retardation.
c. local welfare office.
d. Supplemental Security Insurance Office.
e. Chamber of Commerce.

138. An important element for maintaining an active Employer Advisory Council is:

a. to make sure that Council members get the best placements.
b. to provide awards to the most active employers.
c. to provide quarterly awareness programs.
d. to send Council members a regular newsletter.
e. to set service policy with the direction of Council members.

139. A client with spina bifida who uses a wheelchair is judged to be job ready because she has:

a. a vocational skill and has learned to find her own job.
b. been through a 13-week adjustment program.
c. completed training as an executive secretary.
d. completed job seeking skills training.
e. learned to drive a car.

140. A 28-year-old male who previously worked in unskilled jobs has been in a psychiatric care center for three years. He reads at the third grade level and his interpersonal skills are minimal, although he communicated well enough to graduate from post-hospital training as a custodian. A counselor's primary strategy in assisting this client would be:

a. client-centered placement.
b. job hunt club.
c. job-seeking skills referral.
d. selective placement.
e. self-placement.

141. A 45-year-old male electrician lost his leg in an boating accident. He wants to resume employment as quickly as possible and does not have any particular vocational preference. A likely training program for him would be:

a. accounting.
b. none (direct placement).
c. small business repair.
d. telephone operator.
e. upgrading as an electrician.

142. A client's job readiness is determined by employability and placeability. The counselor ascertains the client's current level of placeability on the basis of three factors: first, client's job seeking skills; second, job openings in the community; and third:

a. family attitudes.
b. job requirements.
c. client's work experience.
d. labor market trends.
e. client's educational level.

133. When contacting a company for the first time for job development, a rehabilitation counselor should approach:

a. a policy maker.
b. a supervisor.
c. a union representative.
d. the chief executive officer.
e. the personnel director.

134. The use of research findings in the rehabilitation process is facilitated if practitioners:

a. do their own research with the guidance of research specialists.
b. are involved from conceptualizing to reporting the research project.
c. are on the research staff.
d. review reports prior to publication.
e. review requests for research funding.

135. A client indicates a desire to become a research analyst, an occupation with which the counselor is not familiar. What should the counselor do?

a. Write a plan and help the client find a job.
b. Do a labor market and job market survey to find out more about that occupation.
c. Look into the Occupational Outlook Handbook to find out about the job.
d. Look in the D.O.T. to determine occupational characteristics.
e. Refer the client for vocational evaluation.

136. A 32-year-old female is unable to continue work as a Tour Superintendent for the post office due to a carpal tunnel syndrome which occurred on the job. The counselor should:

a. arrange a job site evaluation to determine the extent of needed accommodation.
b. arrange an orthopedic evaluation or occupational therapy as indicated by a review of medical information and discussions with the physician and employer.
c. begin vocational testing in conjunction with the federal worker's compensation agency.
d. discuss the case with the rehabilitation division of the federal worker's compensation office handling the case.
e. arrange for work evaluation and psychological testing unless further medical treatment is pending.

137. A 23-year-old female with systemic lupus seeks the assistance of a placement specialist who tries to match her physical, mental, and emotional capacities to a suitable job. The specialist is exercising an approach to placement known as:

a. systems selling.
b. job seeking skill training.
c. job creation.
d. job restructuring.
e. selective placement.

128. One of the potential medical complications for a person with diabetes is:

a. paralysis.
b. chronic obstructive pulmonary disease.
c. kidney disease.
d. cancer of the pancreas.
e. multiple sclerosis.

129. A rehabilitation counselor has undertaken a program of intense educational publicity to alter employers' attitudes toward epileptics. Based on the findings of previous research, it is likely that such a program will:

a. have a marked positive effect.
b. be less effective than a few successful placements.
c. have a marked negative effect.
d. depend solely upon the financial resources for publicity.
e. succeed if it relies heavily on mass media presentations.

130. Reasonable accommodation to allow hiring of disabled employees must be made by:

a. all federal agencies and prime contractors.
b. the U.S. Department of Labor.
c. federal agencies and certain employers with federal contracts or subcontracts.
d. employers at the discretion of the state industrial compensation board.
e. an employer's Affirmative Action Plan.

131. A female client, previously active in sports with aspirations of teaching physical education, bruised her spinal cord in a traumatic accident. She gradually recovered enough to graduate from a wheelchair to a walking cane. However, she has retreated into a fantasy world where she has no impairment and her original vocational goal is still possible. In order to assist her to realistically assess her vocational capabilities, the counselor should:

a. help her set small goals and encourage her to act on them to test her real abilities.
b. confront her with her irrational beliefs and force her to accept reality.
c. begin with a values clarification exercise to overcome her denial.
d. refer her for a vocational evaluation and use the results in future counseling.
e. enlist a group of her peers to allow comparison and recognition of her limitations.

132. A placement specialist repeatedly attempts to demonstrate to employers that "it is good business to hire the handicapped." In spite of convincing documentation and good persuasive skills, she has met with a generally cool response. The reason for this may be that:

a. the experience of most employers is to the contrary.
b. employers resent lessons in good business from non-business people.
c. the evidence provided is probably not compelling enough.
d. she has probably exaggerated her claims.
e. employers are generally prejudiced against disabled persons.

123. A placement specialist is talking with a potential employer on behalf of a 21-year-old developmentally disabled female. In response to the employer's request for a brief description of the client, should the specialist use the term "mentally retarded?"

a. No, but discuss the client's skills and abilities.
b. No, and divulge no information about the client over the telephone.
c. Yes, as the term may evoke the employer's sympathy.
d. Yes, as ethics require complete disclosure of the client's condition to all employers.
e. Only if the client is severely developmentally disabled.

124. A quadriplegic with no arm movements wants to turn pages of books in order to read independently. The counselor should:

a. encourage the use of tapes and records.
b. explore the use of page-turning devices.
c. contact the local library for the blind and handicapped.
d. find funds to hire an attendant/reader.
e. talk to family or friends that might assist the client.

125. To facilitate change in a 40-year-old alcoholic client residing in a large urban city, the rehabilitation counselor:

a. works primarily with the environment.
b. realizes that environmental factors are relatively unimportant.
c. works with both individual and environmental factors.
d. leaves the client to change on his own.
e. works primarily with the individual.

126. Individuals with Reynaud's phenomenon, thromboangitis obliterans, or arteriosclerosis obliterans should:

a. avoid physical activity since bed rest is mandatory for recovery.
b. seek medical attention for possible surgical intervention to remove the disease.
c. avoid undue exposure to cold and injurious situations that could lead to gangrene.
d. experience no difficulty in continuing in their jobs since these diseases are stable and easily treated.
e. improve their nutritional habits since these diseases affect only individuals over age 60 with poor nutrition.

127. For long-term diabetics, impotence is reported to occur:

a. 100% of the time.
b. 80-90% of the time.
c. 50-60% of the time.
d. 20-30% of the time.
e. rarely.

119. A rehabilitation counselor has been instructed to develop a job-finding club based on Azrin's model. He should be careful to avoid:

a. an emphasis on full-time job search.
b. group meetings and group motivational support.
c. concern with the resume, the call-back, and role-playing.
d. a buddy system.
e. group members hoarding leads in competition with other job seekers.

120. A 51-year-old male with cardiovascular illness has been seeking employment unsuccessfully for three months. He has obtained very few interviews. His resume effectively sets down his job objectives supported by educational and occupational experiences. He asks the counselor for a critique of his resume; the counselor should ascertain:

a. whether the resume is going to employers where the client's stated objectives can be fulfilled.
b. whether the client can answer questions about his disability.
c. how the client presents himself in a job interview.
d. whether the client can be persuaded to consider different occupations.
e. if the client is interested in early retirement.

121. An adult suffered brain damage in a car accident resulting in hemiparesis, aphasia, and personality changes. Two years after this accident he is unable to concentrate on a task for more than 10 minutes and exhibits temper tantrums. His family is considering institutionalization. His physician refers him to the local rehabilitation agency. The counselor should first seek:

a. a list of nursing homes with vacancies.
b. information on the client's past educational achievements.
c. a comprehensive rehabilitation evaluation.
d. family descriptions of the client's inappropriate behaviors.
e. psychosocial data from past hospital reports.

122. A 36-year-old tractor-trailer truck driver is receiving long-term disability insurance as a result of a diabetic condition which requires him to use insulin daily. The counselor's evaluation shows his eyesight to be correctible to 20/30 in each eye with no neuropathy, vascular, visual or retinal complications. The client has twelve years of experience with a local firm but prefers to transfer to a new field. The counselor should:

a. consider retraining, since federal safety regulations prohibit his return to truck driving.
b. suggest to his insurance company the possible need for a counseling program since there may be a motivational problem.
c. explore alternative arrangements with several employers to see if a change in driving distance or schedule can be made.
d. suggest the client see his physician for a re-examination and discussion of his problem.
e. suggest the client review his status with his present employer in view of his long seniority.

115. When a diabetic client brings up the topic of sexual dysfunction during a rehabilitation counseling session, the counselor would best:

a. refer the client to the family's minister for marriage counseling.
b. minimize the difficulties and assure the client that it will improve with time.
c. explore the circumstances and suggest consultation with a physician or sex therapist.
d. explain that sexual dysfunction is an inevitable problem of all diabetics that must be accepted.
e. explain that the subject is not pertinent to the vocational rehabilitation process and change the subject.

116. A 48-year-old carpenter fell from a ladder at work four months ago, injuring both knees. He has been treated for his injuries, including surgery two months ago. He wants to return to his trade when he has recovered from surgery but questions what, if anything, would be available. The counselor should:

a. suggest he contact his previous employer to discuss available jobs.
b. suggest he contact the business agent of his union local and discuss the need for any vocational rehabilitation assistance with his insurance carrier and/or representative involved with his injury.
c. refer him to an attorney since his situation no doubt involves a worker's compensation suit.
d. schedule him for an interview with the understanding that updated general medical and orthopedic evaluations may be necessary.
e. ask him to discuss the need for placement help with his physician and return counseling if it appears he will have to change jobs.

117. The most important factor for a counselor in identifying high pay-off employers is:

a. the employer's turnover rate.
b. the size and stability of the company.
c. the employer's previous record of hiring handicapped individuals.
d. the number and types of jobs needed by the counselor's clients.
e. the company's federal contract history.

118. In rehabilitation, a major goal of family counseling is:

a. to identify the disruptive element in the family and provide individual counseling to that person.
b. to help the family become free to generate new ways to talk, interact, and behave.
c. to demonstrate that counseling with the family is more effective than counseling with an individual.
d. to prevent divorce.
e. to help the family better understand and accept the disabled family member.

110. A new technique for training the mentally retarded in complex bench assembly has been researched and validated. The counselor wants to persuade a workshop to adopt the new procedures. In order to accomplish this, the counselor should:

a. arrange for a demonstration at the local site.
b. distribute the research report describing the project.
c. persuade the workshop administrator to include the new technique by changing policy.
d. request a video-tape of the new procedure.
e. send someone to view the procedures at the research site.

111. An individual with rheumatoid arthritis that is in remission may expect to be involved in light physical activity as long as:

a. periods of activity are interspersed with equal periods of rest throughout the day.
b. no movement is made outside the home without assistance by friends or family members.
c. extensive physical therapy is received to regain movement in the joints and allow healing.
d. splinting of joints is discontinued to allow more movement and activity.
e. it is done in a cool, moist environment with proper ventilation to avoid overheating the body.

112. A client has manipulated others in the past by using his disability to get others to do things for him. By doing this he is able to avoid stressful situations while maintaining a sense of control over others. Although he verbalizes a desire to be more independent, he sabotages his rehabilitation programs. This situation illustrates:

a. the concept of secondary gain of disability.
b. a decompensation of a psychiatric condition.
c. conservation of psychic energy by the individual.
d. appropriate adjustment to disability.
e. denial of the succumbing aspects of disability.

113. Most cases of sensory-neural deafness:

a. are easily treated by use of a hearing aid.
b. can be eliminated by surgery.
c. are the result of the normal process of aging.
d. require regular treatments of antibiotics.
e. are irreversible due to damage to the inner ear.

114. The primary prerequisite in designing a work adjustment program is a:

a. personality inventory.
b. social skills evaluation.
c. vocational interest assessment.
d. work behavior evaluation.
e. work production evaluation.

105. A developmentally disabled client cannot count. As part of a placement, this client must package twelve parts in a plastic bag. The counselor should:

a. arrange for another worker to do the counting.
b. arrange for tutoring to teach the client to count.
c. discuss the problem with the supervisor.
d. explore the use of a counting aid.
e. place the client in another position.

106. A loan program available for the development of sheltered workshops aimed at producing marketable goods and services is sponsored by:

a. the President's Committee on Employment of the Handicapped.
b. American Cancer Society.
c. Disabled American Veterans.
d. Small Business Administration.
e. Interstate Conference for Employment Securities Agencies.

107. A chronic alcoholic has developed peripheral neuropathy due to nutritional deficiencies. In planning a rehabilitation program, the counselor should be aware that the disease involves:

a. slowly progressive deterioration of sensory and motor functions of the lower extremities.
b. immediate and permanent damage to the spinal nerves.
c. extensive liver damage.
d. rapidly progressive loss of sensation and function of the face and neck muscles.
e. a loss of circulation in the fingers and toes which can only be treated by surgery or amputation.

108. An appropriate time to check a person's work readiness is:

a. at all points in the rehabilitation process.
b. at the outset of service delivery.
c. before starting a training program.
d. just prior to placement.
e. when following up just after placement.

109. A counselor had verified his client's readiness to work by assessing the client's job skills, physical tolerance, mobility, and job seeking skills, keeping the local labor market in mind. Yet, the client did not become employed. What other work readiness factor should the counselor check?

a. The client's job readiness.
b. The client's motivation to work.
c. The client's placeability.
d. The client's work adjustment.
e. Employer attitudes.

100. A 30-year-old male began experiencing epileptic seizures after a recent automobile accident and walks into the rehabilitation counselor's office for assistance. The rehabilitation counselor should refer the client for:

a. job placement.
b. social service.
c. prevocational evaluation.
d. neurological evaluation.
e. a general physical examination.

101. The text which is used in the mental health field for standardization of diagnoses and what they imply is:

a. Diagnostic and Statistical Manual of Mental Disorders.
b. Nurses' Desk Reference.
c. Proceedings of the National Institute of Mental Health.
d. Dictionary of Occupational Titles.
e. Annual of the American Psychological Association.

102. A client with multiple sclerosis is training as a Certified Public Accountant but cannot use a telephone. The counselor should:

a. confront the client's unrealistic career goal.
b. determine if an automatic dialer can be used by this client.
c. determine the job market for C.P.A.'s.
d. explore other employment possibilities.
e. explore job retraining.

103. A blind client is in danger of losing a job because he is unable to correctly identify the lines of incoming phone calls. The counselor should:

a. allow the client to discuss feelings about losing the job.
b. arrange for another placement.
c. encourage the client to seek another placement.
d. explore the use of a telephone light probe with an audio response.
e. talk with the employer about the limitations of this client.

104. A client with no vision in the left eye (20/800) and almost normal visual field in the right eye is required as part of his job to go to restaurants with business associates. However, the client has difficulty reading the menus and feels that this interferes with job performance. A counselor might suggest:

a. a penlight to read the menu.
b. a vocational evaluation.
c. going to restaurants with more light.
d. job retraining.
e. job restructuring.

96. A single 25-year-old male has just completed a vocational evaluation. He has a two year associate degree in chemical technology and prior to having multiple sclerosis worked as a laboratory assistant in a community college. Throughout his evaluation period, he always complained of being exhausted, or having eye strain, and attributed his not finishing assignments to the fact that he felt that if he pushed himself too hard, he might impair his vision further or cause the multiple sclerosis to become worse. The counselor should:

a. refer the client for further medical treatment.
b. refer the client for group counseling.
c. request that the client see a psychiatrist for consultation.
d. consult a specialist as to limitations imposed by multiple sclerosis.
e. have the client see an opthalmologist.

97. When working with clients, especially those who are economically disadvantaged, a rehabilitation counselor should be aware that according to Maslow the first client needs to be addressed should be those of:

a. safety.
b. physiology.
c. esteem.
d. self-actualization.
e. security.

98. When considering referral of a client for psychotherapy, the rehabilitation counselor should realize that:

a. drugs and shock treatment are superior to other forms of therapy.
b. it is very difficult to assess the effectiveness of one form of therapy over another.
c. drugs and shock treatments are on their way out.
d. the older the patient, the greater the probability of his cure.
e. the younger the patient, the greater the probability of his cure.

99. A 24-year-old male with a congenital heart condition has completed a comprehensive program in a cardiac work evaluation program. Psychological tests administered by the rehabilitation counselor include ones in the area of intelligence, interest, personality, and aptitude. The results indicate that the client's interest and aptitude for specific jobs were unrealistic from a medical standpoint, i.e., the vocational goals were in conflict with the medical evaluation related to physical limitations on the job. The rehabilitation counselor should:

a. examine other areas related to the field and discuss these with the client.
b. persuade the client that he must be more realistic.
c. advise the physician of the conflict and ask for his suggestions about the job.
d. consider rehabilitation engineering and job restructuring.
e. meet with the client and interpret the test results and involve him in the decision concerning which step to take next.

93. Since there are very few qualified psychologists in the country who can communicate manually with deaf people, the counselor when working with manual deaf clients should:

a. administer a complete psychometric evaluation himself and make the decisions based on his own results.
b. refer the client to a specialized evaluator elsewhere, even if in another state.
c. waive the psychometric information requirements and make decisions based on his own observations and experiences.
d. require the client to take the tests like anyone else, utilizing lipreading skills if necessary.
e. hire a professional interpreter to assist in an evaluation with a cooperative local psychologist.

94. A 36-year-old male is a former psychiatric hospital patient who has been in the rehabilitation evaluation unit for three weeks. Since he seems to be having more than the usual adjustment problems, a group meeting with the rehabilitation staff is arranged. Prior to the meeting, the staff share their experiences and agree that this client needs considerable supportive structured assistance if he is to make use of the evaluation process. At the staff meeting with the client, the best approach is to:

a. interpret to the client the staff's reactions so that the client may mobilize his anxiety more effectively.
b. have the staff express their concern about the client's problems and his adjustment followed by specific suggestions to the client of how his anxiety might be reduced.
c. communicate to the client that under no circumstances will he be discontinued from the program unless he so desires.
d. suggest to the client that he withdraw from the program until he feels less anxious.
e. provide a communication situation in which the client can display his anxiety.

95. A new vocational rehabilitation counselor in a medium-sized urban community is having difficulty establishing resource contacts. Considering the time element involved, the most appropriate course of action is for the counselor to:

a. write letters to all prospective community resources for appointments.
b. visit each resource as need and time dictate.
c. set aside a specified amount of time each week for resource information.
d. contact the Chamber of Commerce for resource information.
e. spend most of his time for the first few months in resource development.

90. In a client-centered group, three out of twelve members show up for a group session. In order to determine whether or not to hold the group, the leader should:

a. use the time to encourage discussion of problems they are unable to talk about in front of the entire group.
b. cancel the group due to poor attendance.
c. ask the group to vote on whether or not to hold a session.
d. ask the group to discuss the matter and come to a consensus.
e. suggest topics for the three members in attendance to discuss.

91. An 18-year-old male with a diagnosis of cystic fibrosis has completed an occupational evaluation at a rehabilitation facility. Following the evaluation, the client was placed in an on-the-job training position in a microbiology laboratory. He is currently talking about dropping out of the program because he feels his illness is fatal and he will probably die soon. The rehabilitation counselor should:

a. let the client know that according to all background information from his doctor, he is not dying.
b. arrange for a medical doctor to speak to the client to discuss his illness and the prognosis.
c. set up a meeting with the client, his medical doctor, and the counselor to clarify for the client what his condition entails and what the prognosis is.
d. use group counseling sessions to help the client explore his feeling about having cystic fibrosis.
e. use group pressure to help the client accept the fact that he is not in any real danger of dying.

92. A 40-year-old female client has been involved in several different types of rehabilitation plans including several training programs. Because of the client's inability to complete a program with success, the counselor asks: "What keeps happening to you over and over?" in order to focus on a game plan with a predictable pattern and payoff. The counselor's treatment with the game plan should be to:

a. ask, "What could be done differently at this point?"
b. ask, "When are you going to stop playing games?"
c. ask, "Why are you playing games?"
d. change programs.
e. change counselors.

86. A 17-year-old congenitally deaf boy, classified at school as borderline mentally retarded, has dropped out of the high school program despite efforts at "special" after-class tutoring by one of his teachers. He is now, six months later, requesting vocational rehabilitation assistance in attending an auto body repair program at a nearby community college. The counselor should:

a. first have him reevaluated for learning potential/ability.
b. attempt to arrange for the client to return to and finish his former high school program.
c. administer a vocational interest inventory.
d. not sponsor him in the program, but offer counseling services.
e. assist him in finding regular, full-time employment that requires no formal training.

87. A 23-year-old postlingually deafened college student has requested a manual communications interpreter for her classes. The counselor has previously heard her speech and feels she communicates exceptionally well. The counselor should:

a. consider this to be an unreasonable request since she obviously can speak and read lips.
b. request some hearing persons in her classes to take notes for her in lieu of using a manual interpreter.
c. expect the client to furnish her own interpreters for classes since she wants to attend a hearing-oriented school.
d. talk to the teachers, instructing them to face the class as often as possible so an interpreter will not be necessary.
e. comply with the request.

88. Epilepsy may be defined as an organic disorder characterized by a paroxysmal and transitory occurrence of excessive neural discharges in the brain. There is sufficient material to indicate that psychogenic factors play a role in releasing an epileptic attack. This is referred to as:

a. congenital cerebral anomaly.
b. epileptic manifestation.
c. psychogenic trigger mechanism.
d. seizure release.
e. explosive personality.

89. A 51-year-old female client with spastic paralysis and tremor, diagnosed as cerebral palsy, is preparing to complete an employment application. It is anticipated that the application will include the question, "Explain any disease, disability or handicap." The client should be encouraged to answer the question by:

a. providing a medical explanation of the disability.
b. providing the diagnostic term, i.e., cerebral palsy.
c. providing a brief explanation in psychiatric terms.
d. providing a brief explanation in functional terms.
e. providing evasive response.

82. An 18-year-old male is diagnosed as having carcinoma of the gastrointestinal tract and has never worked. He is referred by his gastroenterologist for rehabilitation counseling. The gastroenterologist thinks the client has about five years to live. The counselor should refer the client:

a. to the state employment service for job placement.
b. for a psychological and vocational evaluation.
c. to the local Board of Education for completion of his high school education.
d. to the nearest public aid office for general medical assistance.
e. to an employer for immediate job placement.

83. The success of the rehabilitation process has been shown to be related most directly to:

a. role of the supervisor.
b. prognosis of the client.
c. budget of the agency.
d. sequencing and timing of services.
e. a favorable job market.

84. A rehabilitation counselor has been working with a 62-year-old male client who is enrolled in a training program. The reports from the training facility indicate Monday lateness and the smell of alcohol on the client's breath. A drinking problem is suspected. The counselor should:

a. confront the client about the suspicions.
b. advise the client of the suspicions and if he does not correct them, terminate him from the training.
c. set up a counseling session with the client to discuss these suspicions and to determine if the client has a drinking problem.
d. refer the client to an alcoholic treatment center for counseling.
e. have the counselor at the training facility discuss his suspicions with the client.

85. A young woman, who is a high school drop-out, has been referred to the rehabilitation counselor by her concerned ex-school counselor who says the girl is dyslexic but not retarded. The most viable rehabiliation route for the counselor to pursue is to:

a. avoid all formal training programs and place the girl directly in a manual occupation.
b. have the client enroll in a sheltered training program where no great challenges are thrust upon her.
c. avoid programs where reading is a prerequisite and pursue vocations based on other abilities.
d. have the girl go back to high school and attend both regular and special classes.
e. have the girl enroll in a GED training program so she can acquire her high school diploma before pursuing employment.

78. A 17-year-old male high school senior has done very well in a college preparatory program. He lives on a small farm and had a below-the-elbow amputation of his dominant arm six months ago. Due to trauma, he has experienced severe personal social adjustment problems since the accident and his school performance has been negatively affected. The counselor should:

a. consider a prevocational evaluation.
b. discuss means of improving study skills.
c. contact the local independent living center.
d. advise the client to enter psychotherapy.
e. obtain a psychological evaluation.

79. It is extremely difficult for people who are born deaf to acquire spoken language because:

a. they usually are taught manual communications techniques in lieu of spoken language.
b. people acquire most of their verbal skills by copying people and sounds around them.
c. there is usually a direct psychological connection between deafness and the ability to speak.
d. education in schools for the deaf is typically of inferior quality.
e. speech reading skills are typically not emphasized enough at an early age.

80. A 25-year-old male with two children is in a vocational rehabilitation program because of feelings of depression, inadequacy and paranoia. He is in training and doing well. A job becomes available in a setting the client is training in and he is proficient and ready to handle this type of position. The counselor should:

a. solicit this job for the client.
b. offer the employer an OJT if he will hire the client.
c. set up a meeting between counselor, client, and the person doing the screening.
d. tell the client he feels that it would be appropriate for him to take the position.
e. let the client know that he thinks the client can handle the job, and role-play methods of interviewing for the job.

81. A 46-year-old married client has successfully completed a six month training program as an inhalation therapy technician. He was originally referred for help in overcoming his dependency problems and depression. He has been seeing the rehabilitation counselor weekly. Shortly after the initial discussion about job placement, the client reported that he was going to have another "nervous breakdown" because of the job seeking responsibilities that were being "thrust upon him." The rehabilitation counselor should:

a. refer the client for psychiatric treatment.
b. extend the training program for an additional three months.
c. call the client's wife to find out how he has been acting at home.
d. proceed with job placement activities.
e. help the client develop partial goals which are not as frightening.

74. A 16-year-old female who has been a soft drug user is in a training situation with hard drug users. There appears to be a subtle influence on this client by the hard drug users, which has concerned the teacher. There is evidence that the client is a person who is easily led by others into behavior which may be against her best interests. During the group meetings the group leader notices that this client is unable to express her own feelings if they do not coincide with those of the hard drug users. The most effective procedure is for the group leader to:

a. interpret to the group his concerns about conformity pressures in the group.
b. suggest the client transfer to another group.
c. support any member of the group who disagrees with the interpretations or feelings expressed by the hard drug users.
d. encourage the client to express how she feels about her ability to say what she thinks and feels in a group situation.
e. encourage the client's identification with other group members who are also struggling for identity.

75. A counselor is assisting a quadriplegic in finding a vocation. The counselor and the client know that the client thrives when required to be accurate. His span of attention is unusually good. Because of the need to use a wheelchair his mobility is limited. The most appropriate occupational field for this client might be:

a. microfilming.
b. cashiering.
c. filing.
d. editing.
e. laminating.

76. A 25-year-old female recently lost her sight due to an accident in her home. She has always been a homemaker and is not interested in employment since her husband has a good income. There are two children for her to care for, both under three years of age. The client is unable to perform her homemaking duties. However, her mother is helping her with them. The client wishes to become independent; therefore, the counselor should:

a. make arrangements for the client to enter a hospital to receive adjustment training for blindness.
b. contact a rehabilitation teacher and have her provide adjustment services in the home.
c. contact a mobility instructor and have him provide services.
d. suggest that the client wean her baby before she gets training.
e. have the client receive her adjustment training at a rehabilitation center.

77. A 38-year-old divorced man with a history of chronic alcoholism is referred to a vocational rehabilitation facility after an extended stay in a detoxification unit in a state hospital. He reports to his training area regularly, but fails to keep his appointments with his rehabilitation counselor. The counselor should:

a. terminate his program, assuming lack of motivation.
b. approach the client informally in the training area.
c. have the supervisor bring the client to the counselor's office.
d. wait for the client to ask for an appointment.
e. request a psychiatric consultation.

70. The counselor accepts for services a 53-year-old male carpenter with a major diagnosis of right inguinal hernia. The client has been unable to work for three months previous to seeing the counselor. After surgery and routine postoperative recovery, the client comes to the counselor expressing fear that returning to his previous job may cause recurrence of the problem. The most appropriate course of action would be for the counselor to:

a. help the client seek other employment.
b. tell the client there is no possibility of a recurrence.
c. help the client seek sedentary employment with his previous employer.
d. advise the client to consult his physician.
e. advise the client to start exercising to prevent a recurrence.

71. A 24-year-old woman with profound, bilateral, congenital deafness presents herself to the vocational rehabilitation counselor for services. The most important consideration to be cognizant of while writing a plan, and the primary differentiating factor between her and hearing clients centers around:

a. her basic lack of positive experience with the hearing world.
b. education.
c. the absence of any sound.
d. communication.
e. self-image.

72. When a 29-year-old male diabetic loses his sight, he applies for vocational rehabilitation services. After he is found to be eligible for services, he regains his sight. With the help of special visual aids, the client is able to return to work. The counselor should:

a. inform the client that he will probably have another hemorrhage.
b. counsel the client to enter an adjustment center in order to better adjust to blindness.
c. close the case as rehabilitated.
d. continue to work with the client and help him prepare for the potential loss of sight.
e. inform the client's family that the client will probably lose his sight.

73. The value of using on-the-job training (OJT) towards the goal of eventual competitive employment includes providing a(n):

a. opportunity for the client to earn a realistic income while receiving useful training towards a competitive job.
b. opportunity for clients who might not otherwise be hired to gain valuable practical work experience.
c. employer the opportunity to try a disabled worker at a reduced income level, thereby giving the client a chance to prove his worth while the employer is not forced to maintain the worker after the period of sponsoring.
d. working experience for the client who might not otherwise be hired, demonstrating employment potential for employers, providing an actual working experience and preparing the client for regular job placement.
e. opportunity for a real job experience that helps clarify vocational adjustment difficulties that can be resolved prior to permanent placement.

66. A 19-year-old female diagnosed as being a schizophrenic-paranoid type has been employed as a nursing assistant in a nursing home for approximately three months. With medication the client can function quite appropriately. During the follow-up the rehabilitation counselor is informed by the client's supervisor that the client is beginning to develop a variety of problems on the job, i.e., poor peer and supervisory relationships, tardiness, and conflict with patients. The rehabilitation counselor should first:

a. advise the client to quit before being terminated.
b. discuss and explain the client's problem with the client's co-workers.
c. discuss the problem with the client and determine if she is taking her medication.
d. meet with the client to discuss feelings about the job.
e. establish a program whereby the supervisor gives the client her medication daily to insure that the client gets the proper dosage.

67. A totally blind 50-year-old male client has been placed on a job in a strange town. The rehabilitation counselor should make arrangements for the client to have some social activities by:

a. providing appropriate mobility instruction so that the client may learn there are various activities in town.
b. suggesting that the client talk to the YMCA director.
c. referring the client to Family and Children's Services.
d. introducing the client to his neighbors.
e. giving him a list of Lion's Club members who will help him.

68. Rehabilitation counselors who want innovative knowledge and plans used in their office by their peers can best increase the likelihood of peer acceptance if they employ:

a. good audio-visual materials demonstrating ideas.
b. simplified research reports justifying ideas.
c. varied personal contacts discussing ideas.
d. written statement from the administration favoring ideas.
e. feedback from authorities who used ideas elsewhere.

69. The relationship between sample size used in research and the chance for error is:

a. the smaller the sample, the smaller the chance for error.
b. as the size of the sample increases, the smaller the chance for error.
c. with small samples, errors are random.
d. with smaller samples, errors are easier to predict.
e. large samples always introduce more errors.

62. A systematic approach for ascertaining the functional capacity of clients with poor work histories is:

a. collection of psychological data.
b. calling of a formal staff conference.
c. dispensing of occupational information.
d. institution of a vocational evaluation program.
e. ordering complete physical examination.

63. A 25-year-old left below-the-knee amputee is referred for rehabilitation counseling by a medical social worker at the local public hospital. The rehabilitation counselor should:

a. contact the social worker and develop a joint rehabilitation program.
b. discuss vocational training with the client.
c. arrange for the client to see a physical therapist.
d. arrange for an appointment with an occupational therapist.
e. arrange for the client to see an employment counselor.

64. The counselor is attempting to place a 19-year-old mentally retarded male client on the job as an orderly in a hospital. However, the counselor is sure the client cannot learn the job quickly and feels he will need close, direct supervision. In order to cover the hospital's expenses in giving him a chance, the counselor should:

a. issue a certificate to exempt the client from the minimum wage.
b. advise the hospital that vocational rehabilitation clients can work at no salary for up to two weeks.
c. arrange for financial help for the client through the local state employment service.
d. draw up an on-the-job training contract to pay the employer.
e. arrange for a local civic group to give the client a token salary while he tries the job.

65. A 61-year-old male client has had five appointments and is habitually late. The counselor decides to do something about this. The counselor should:

a. refuse to see the client but make another appointment.
b. make the client wait in order to teach him a lesson.
c. see the client for the remaining time left of his scheduled appointment but confront him with his behavior.
d. see the client but criticize him for coming late.
e. talk to the client in the reception area regarding the changing of his appointment time.

57. A good source to use to help counselors learn about local labor market changes is:

a. the Occupational Outlook Handbook.
b. the business section of the newspaper.
c. business magazines, i.e., Fortune, U.S. News & World Report.
d. the Dictionary of Occupational Titles.
e. the local union newspapers.

58. A field counselor's first objective in trying to achieve community support is to:

a. establish a public relations program.
b. render sound service.
c. have radio spot weekly.
d. have newspaper advertisement.
e. work exclusively with related agencies.

59. A 17-year-old female accident victim was recently discharged from the hospital where she had extensive plastic surgery to correct facial disfiguration. Surgery reconstructed most of her facial features, but her teeth need realignment. The rehabilitation counselor should advise the client to visit a:

a. dentist.
b. orthodontist.
c. oral surgeon.
d. oral prosthesis.
e. periodontist.

60. A 17-year-old youth has sustained a severe hearing loss in an automobile accident. His ability to continue to speak intelligibly without hearing:

a. should remain completely unchanged.
b. may change somewhat in quality but will remain intelligible.
c. will probably deteriorate to the point of unintelligibility in time.
d. will immediately be severely and permanently affected in a negative manner.
e. will immediately be severely negatively affected but should improve in time.

61. A 17-year-old male has multiple disabilities. He is mildly mentally retarded and had cerebral palsy which shows up when he is extremely tired. The client also has an asthmatic condition. His parents have opposing views on how to work with him. The father is a military man and overly rigid. He has little patience with his son. The mother is overprotective. The diagnostic evaluation has been completed and the vocational rehabilitation counselor and the client are ready to begin a suitable plan. The first step should be:

a. referral to family counseling.
b. referral to a sheltered workshop.
c. placement in a special education program.
d. referral to a residential rehabilitation facility.
e. referral for work adjustment training.

53. A 23-year-old female client in a suburban sheltered workshop was certified as having a behavioral disorder. The client is interested in staying home and not entering the workforce. A key function for the counselor to perform is to:

a. explore ways of improving client motivation to work.
b. encourage the client to continue in the workshop.
c. place the client in a training program.
d. solicit parental involvement to force the client to continue in the workshop.
e. transfer the client to a different counselor.

54. The counselor and several members of the rehabilitation staff are meeting with the client, a 23-year-old male, and his mother at the request of the client's mother. The mother has expressed fear of the client's potentially violent behavior. This has been discussed with the client who cannot understand his mother's fear but instead blames his "sick environment" for his emotional disturbance and vocational/educational ineffectiveness. The meeting has been called to review the mother's fears and to assist the client in understanding his mother's concern. The most effective technique to use is:

a. completely nondirective reflective review by the rehabilitation staff to avoid misinterpretation by the client and/or his mother.
b. initial exploration with the rehabilitation staff.
c. reflective, interpretive explorations to review feelings and to clarify.
d. directed interpretation of the problem with attempts at determining the most appropriate immediate solution.
e. reflection of the problem and specific suggestions for its solution by the rehabilitation staff.

55. A 23-year-old blind male client completed his computer programming course three months ago. Since that time he has been turned down for three jobs. The best thing for the counselor to tell him is that:

a. he should not be discouraged but continue to look.
b. it would be easier for him to get work in some other field.
c. he should go back to school for more training.
d. he needs training in another skill where the blind have less problems in finding jobs.
e. he needs assertiveness training.

56. A 23-year-old totally blind female client has lived on a farm all her life except for the time when she attended a school for the blind and the visually handicapped. She was able to graduate from that school with above average grades. She has never worked and has refused the services of vocational rehabilitation in the past. However, the client is now bored with living at home and she and her parents are having a difficult time adjusting to each other. The counselor should make plans for the client to:

a. receive psychological testing.
b. have a complete medical evaluation.
c. enter a sheltered workshop for services.
d. enter a residential facility to receive a complete evaluation.
e. take interest tests in order to obtain her vocational goal.

49. There is often an assumption made by the general public that a blind individual is also unable to:

a. speak.
b. hear.
c. enjoy contacts with others.
d. express his opinions.
e. have interests of his own.

50. The client is a 20-year-old unemployed mentally retarded female. The client's I.Q. is 80. She has had some experience as a part-time clerical assistant in a friend's private business. Recently the client's mother was injured in an accident, causing the mother to lose her job. The best placement for this client is:

a. a clerical training course.
b. a sheltered workshop.
c. on-the-job training in the clerical area.
d. vocational adjustment training.
e. clerical employment.

51. In the course of developing a job for a specific client, a rehabilitation counselor telephones an employer regarding a position that appeared in the classified section of the local newspaper. The rehabilitation counselor is informed that the position has been filled, but during the course of the conversation, he is able to explain the vocational rehabilitation program to the employer. The employer exhibits mild enthusiasm over the concept of the program. The rehabilitation counselor should:

a. end the conversation at this point since the employer has a positive feeling toward vocational rehabilitation.
b. indicate to the employer that he, the counselor, will call again when he sees an ad in the paper.
c. arrange for a tour of the company and offer to explain the program in more detail at that time.
d. arrange to send the client to see the employer and complete an application in the event that the position opens up again.
e. indicate to the employer that he, the counselor, will call again next week to see if he has any new openings.

52. A placement specialist surveys an appliance assembly plant in order to place qualified workers who are blind. The two most important factors that should be considered are:

a. accessibility of plant to public transportation and safety of neighborhood.
b. environmental safety and the feasibility of performing the job without sight.
c. the attitude of the foreman toward the blind and knowledge of instrumental methods for the blind.
d. the absence of noise and the symmetric layout of equipment.
e. the feasibility of on-the-job training and the means for comparing blind workers' output to that of the sighted.

45. A 28-year-old female with primary work history of migratory farm labor and a seventh grade achievement level is referred to the counselor by a local hospital. Medical reports indicate severe diabetes mellitus with a recommendation of an eventual right above-the-knee amputation and fitting of prosthesis. The most appropriate plan of action after gait training is to assist the client in:

a. gaining placement in an evaluation center for vocational evaluation.
b. gaining remedial education.
c. placement in sheltered employment.
d. training for a job which requires little standing or walking.
e. returning to the routine farm labor market.

46. A rehabilitation counselor reads about a program that produced many excellent job offers. The counselor sent copies of the report to fellow counselors in the agency; however, not one person has responded to the report. The counselor should have:

a. asked the supervisor for a cover letter.
b. found out if other counselors felt such a program was needed.
c. implemented the program as a demonstration.
d. replicated the program to see if its results generalized.
e. taken the report to a research analyst to see if the study was valid.

47. In helping a 40-year-old male client develop a more positive attitude towards himself, the counselor should:

a. recognize that the self-concept is quite stable by adolescence and is difficult to change.
b. believe in man's inherent force to succeed in spite of his background and heredity.
c. recognize that the self-concept is a learned perception and therefore can be changed by positive experiences.
d. know that interaction with peers is an important step in the development of a positive self regard.
e. realize that many factors enter into the development of healthy self-regard that are beyond the client's control.

48. An experienced 43-year-old welder with a severe bilateral hearing loss has applied for a job in an aerospace manufacturing plant. The boss has suggested placement in an extremely noisy part of the building since the man is basically deaf anyway. This policy is:

a. basically sound - the man would be less likely to be distracted or injured by the sound than the average person.
b. immaterial - the man would be no more or less distracted by the noise level.
c. potentially dangerous since most severely hearing impaired people rely on their residual hearing for orientation and communication.
d. unacceptable because of the basically discriminatory nature of the decision.
e. an example of maximizing each human being's unique makeup of attributes and deficits.

41. A 45-year-old female with a long history of depressive reaction has just finished a training program to become a secretary. Her performance was very poor in training both interpersonally and with regard to skill level. Only one secretarial job is available and the counselor finds that the interpersonal requirements are more than this client could handle. The counselor should suggest to the:

a. employer that she can do the job.
b. client that she broaden her job search.
c. client that she apply for the present job opening.
d. client that some other training may be better.
e. client that if she fails on the job presently open, she can reapply for rehabilitation services.

42. Insights derived in counseling are most likely to follow immediately when the counselor provides:

a. acceptance.
b. evaluation.
c. persuasion.
d. directive counselor response.
e. no response.

43. While preparing clients in employment interviewing techniques, the counselor should encourage the client to end the interview by:

a. stating, "I'll wait for your call."
b. asking when it would be convenient to return to find out the results of the interview.
c. indicating that he will telephone the employer at a mutually agreed upon time.
d. avoiding having to call the employer back.
e. not asking any questions.

44. A client who is receiving SSDI is ready for job placement. In a meeting with the rehabilitation counselor the client says: "I can't go to work. I'll lose my medical benefits under SSDI as soon as I become employed." The counselor's next step is to:

a. tell the client this is not true and proceed with placement.
b. give the client some pamphlets on Social Security benefits to read.
c. set up a joint meeting with the local Social Security Office to discuss this concern.
d. refer the client to the local welfare office to apply for medical aid.
e. tell the client he/she will be covered under the medical policy of the new employer.

37. A 30-year-old single male paraplegic resides in a nursing home. He is in a vocational rehabilitation program learning various laboratory techniques. His supervisor, who is the head of hospital laboratory, reports that he is doing extremely well and feels that the institution where he is training might be able to hire him. The rehabilitation counselor should first:

a. discuss with the client whether he would like the position.
b. determine whether the client's physical condition will in any way hinder his adequate performance on such a job.
c. check if the work setting meets the needs of the client so that he can function on par with other employees.
d. inform the client that any physical obstacles might make it harder to perform adequately once hired.
e. have the client inform his supervisor as to the nature of his handicap and his limitations.

38. The group process is an important aspect of a client's social and personal growth because:

a. it enables the person to share his feelings with others.
b. it affords the client a safe place where he can reveal his innermost thoughts.
c. many strong relationships can be initiated.
d. the counselor can get a more realistic picture of a client in a group setting.
e. the reactions of others to the client are an important factor in seeing the need to make changes in personality.

39. When closing a job interview, the counselor should advise his 61-year-old male client to:

a. say thank you and leave.
b. shake hands firmly.
c. ask the employer to call him.
d. ask the employer if he (the client) may call in a few days.
e. ask the employer for a specific time when a decision will be made.

40. The client is an 18-year-old single male who lives with this family. He is legally blind and has some cerebral palsy involvement. He has completed 12 weeks in a vocational rehabilitation program throughout which he has been very uncooperative, only following through on tasks which interest him. His verbal communication consists mainly of grunts and occasional brief requests. More often he points and gestures. At this time, a major obstacle to his employability is his poor ability to cooperate and refusal to use words to communicate. A main goal of his program is to help him become more verbal. The counselor can best accomplish this by:

a. agreeing on a negotiated goal the client has identified for himself, defining the steps needed to obtain the goal and allowing the client to proceed.
b. defining a goal for the client and reinforcing him when he makes progress.
c. counseling with the client about his behavior and referring him for group therapy.
d. refusing to work with the client on things he selects until he shows a willingness to work on problem areas the staff has identified.
e. referring the client for psychological evaluation to determine his job readiness.

33. The client is a 26-year-old female public offender who is just being released from prison. Her past experience was as a cashier but a prospective employer is balking at hiring her because of her record. When meeting with this employer, the counselor should:

a. reassure the employer that for this client his fears are unfounded.
b. not give the employer background information on the client.
c. explain to the employer the bonding procedures available to public offenders.
d. discuss other employer attitudes towards a public offender.
e. discuss the hardships of prison and the need for this client to have a job.

34. From a behavior view, a Type A personality along with other risk factors associated with coronary heart disease suggests that:

a. the patient can do nothing to improve his chances for recovery.
b. the rehabilitation team effort must be directed at helping the client change his lifestyle.
c. the staff should encourage the patient to return to his former lifestyle.
d. the environment in which the patient worked must have caused the heart disease.
e. the effort to counsel the heart patient to modify or alleviate those risk factors would be useless.

35. The rehabilitation counselor is reflecting upon the case of a 32-year-old male who lost sight in both eyes as a result of a work explosion, for which the client received a lifetime award of worker's compensation. As the significant loss of function in this client is contemplated, the counselor sees the loss as:

a. making the client incapable of pursuing future training.
b. limiting the client's options and/or adaptations.
c. motivating the client to try harder.
d. leading to client depression and withdrawal.
e. making the client more dependent on others.

36. The group therapist places a person in a group on the basis of his clinical impression. The person's diagnosis may sometimes be less meaningful than the psychodynamics he displays in group interactions. The group therapist's principal concern is to place the person in a group that is:

a. homogeneous with the individual.
b. heterogeneous with the individual.
c. within the needs of the individuals as well as other group members.
d. least threatening to the person entering the group for the first time.
e. close enough to where the person lives so he will attend on a regular basis.

29. A neurologically impaired 24-year-old female recovering from automobile injuries is disturbed by the group's discussion of a suicidal attempt by one of its members. She threatens to withdraw from the program. The best procedure is for the group leader to:

a. permit her to withdraw from the program for a short period of time until she is able to return by herself.
b. encourage her to discuss her feelings with the group.
c. encourage her to attend the group and allow the group to handle the situation.
d. recommend that she attend the group meetings but offer no information to the group about her problem.
e. present a hypothetical problem to the group, similar to hers, without indicating that it is her problem.

30. A client has been receiving public assistance benefits that have supported the client's self-care program that has allowed the client to stay healthy. Without this program, the client would not be able to perform the functions or pay for someone else to perform the functions necessary to maintain the client's health. The client has just informed the counselor that those benefits are going to be terminated. The best action for the counselor to take would be to:

a. consider the case delayed until he is certain that the client can maintain his health.
b. refer the client to a health maintenance organization.
c. refer the client to an advocacy group to assist him in understanding the appeals process for termination of public assistance.
d. suggest that the client move in with a friend so that the friend can fill that neeed.
e. suggest that the client move in with his family so that they can fill that need.

31. The primary task of the client in psychoanalysis is to:

a. talk.
b. listen.
c. remember.
d. understand.
e. re-evaluate.

32. A rehabilitation counselor reviewed a study which used an intact group of clients from a facility serving mentally retarded adults. The study focused on different ways to do job development for this clientele. The counselor should be most concerned about which of the following potential problems when applying the result of this study to a general caseload?

a. How clients were randomly assigned.
b. How recently the study was conducted.
c. The generalizability of the sample.
d. The sample size.
e. The size of the significant differences.

25. An employer has expressed concern to the counselor that job modifications seem costly and may disrupt the performance of other workers on the job. The counselor's response should be to:

a. appeal to the charitable nature of the employer on behalf of disabled workers in general.
b. remind the employer of his obligations to make reasonable accommodations or suffer the penalties of the law.
c. agree and seek alternatives to job modifications whenever possible.
d. request a meeting with the supervisor of the person you are dealing with.
e. assure the employer that most modifications are inexpensive and are intended to increase productivity.

26. When applying Maslow's hierarchy of needs, a rehabilitation counselor should focus on:

a. all of the needs to a reasonable extent.
b. esteem and self-actualization needs exclusively.
c. physiological, safety, and belongingness needs exclusively.
d. safety and belongingness needs exclusively.
e. safety needs exclusively.

27. The rehabilitation counselor should thoroughly understand the results of clients' medical evaluations. This is especially true in making long-term plans for vocational training with a blind client who has a history of:

a. glaucoma.
b. detachments of the retina.
c. nearsightedness.
d. diabetic retinopathy.
e. retrolental fibroplasia.

28. A rehabilitation counselor conducting a biweekly group notices that one member, a 40-year-old female, has remained silent for five sessions. The counselor should:

a. accept the fact that the client is noncommunicative and let her alone.
b. recognize the right of the individual to remain silent, but draw her out when it is appropriate.
c. call attention to her nonparticipation in the next group meeting and question her as to her reasons.
d. ask the group to bring it up and deal with it directly.
e. ask another group member to befriend her so she won't feel so shy.

21. Personal adjustment to a physical disability is facilitated when the person is able to reject the ideal of the "normal" physique and can shift from:

a. invoking comparative values to utilizing asset values in viewing oneself.
b. focusing on positive assets to recognizing one's limitations.
c. rejecting limitations to accepting one's similarities with other disabled people.
d. appreciating the physical beauty of others to rejecting one's ugliness.
e. using the disability as an excuse to using the disability as an asset.

22. A counselor is responsible for the supervision of a trainee from a local college. During the first three months the counselor feels that the trainee's work is not satisfactory. The method fairest to the trainee and to the counselor's treatment team is to:

a. ask the trainee to leave at the end of the month.
b. ask the trainee what his problems are that interfere with his work.
c. schedule regular meetings with the trainee to talk about his strengths and weaknesses.
d. talk to his college supervisor.
e. call a staff meeting to discuss the problem.

23. A 50-year-old male janitor has been diagnosed as having Parkinson's disease. Medical reports indicate that the disease is in its early stages. The counselor should encourage him to:

a. remain at his current occupation.
b. maintain his current occupation, but work part-time only.
c. seek training in a less physically demanding job.
d. remove himself from the workforce.
e. take a leave of absence.

24. A 30-year-old female college graduate is referred for rehabilitation counseling by the local community mental health worker. She is receiving treatment for drug addiction, and is having difficulty finding employment. The rehabilitation counselor should discuss:

a. the effects of drugs on one's ability to work.
b. how drug addiction is viewed by employers.
c. vocational training.
d. job seeking techniques.
e. the current job market.

17. A supervisor in a local factory that has a number of mentally retarded employees is having difficulty supervising their work. He has requested assistance from the local rehabilitation agency. The counselor should first discuss this issue with the:

a. mentally retarded clients.
b. manager of the factory.
c. supervisor of the mentally retarded clients.
d. owner.
e. parents of the employees.

18. An example of advocacy as a social role is:

a. defending your client's rights.
b. giving financial support to advocacy groups.
c. referring clients to advocacy groups for their social activities.
d. sensitizing the public.
e. writing letters of support on related legislation.

19. The client is a 30-year-old female epileptic who has found a job in a box factory on her own. When her counselor calls her a week after she starts working, the client mentions that she has not told her employer of her condition and is afraid she will have a seizure. The counselor should:

a. advise the client that she should reveal her condition to her employer.
b. call the employer and tell him about the client's condition.
c. arrange a meeting with the employer and then call the client to confront her with his knowledge.
d. let the situation ride for another week and then make a decision.
e. do nothing since this is no problem.

20. A 42-year-old female diabetic client was hospitalized to have a right below-the-knee amputation. While in the hospital, she became blind. The counselor should first:

a. buy the client a leg prosthesis and enroll her in Braille classes as soon as possible.
b. close the client's case since these disabilities were not present when she was made eligible.
c. counsel the client about diabetes and its functional limitations.
d. provide the client with counseling on the social and psychological aspects of her blindness and amputation.
e. refer the client for social services intake evaluation.

13. A 16-year-old boy has been referred to a rehabilitation counselor by his foster mother who has become concerned about his recent association with "undesirables." The boy dropped out of school several years ago after a history of poor scholastic attendance and achievement. Although the foster mother doesn't feel the boy is mentally retarded, she says he is basically a non-reader. The rehabilitation counselor's first course of action would be:

a. perusal of school records and current achievement and aptitude testing.
b. psychological personality testing and possible psychotherapy.
c. removal from the foster home environment and intensive counseling.
d. placement in a sheltered workshop for vocational evaluation.
e. getting the boy enrolled in a GED preparation class and hiring a private tutor.

14. The client is a 30-year-old recently blind male. After medical evaluation, the counselor should see that the client obtains:

a. orientation and mobility training.
b. work sampling.
c. adjustment training.
d. vocational adjustment training.
e. sheltered work placement.

15. In situations where the blind client uses his lack of sight as an excuse for his inability to progress, it is most important that the counselor know:

a. what caused the client's blindness.
b. the client's personality pattern prior to the loss of sight.
c. family attitudes toward client's blindness.
d. previous contacts the client has had with blind people.
e. what vocational goals the client has set for himself.

16. The client is a 23-year-old female who arrives late for the initial counseling session. Her responses to the rehabilitation counselor are single words or phrases. She finally explains that she has been drinking. The counselor should respond by:

a. pointing out that the client's work is suffering because of her drinking.
b. explaining to the client how alcohol is harmful.
c. excusing the behavior because everyone drinks excessively sometimes.
d. suggesting the client make another appointment for the following day.
e. making no comment about the drinking and going on with the session.

9. A 31-year-old female client has just been employed by a large sewing firm. After one week on the job as a sewing machine operator, her employer discovers that she has a 13-year history of epilepsy. The seizures are well controlled by medication, and the client has had no problems in over nineteen months. The employer is now on the phone wanting to know what the counselor knows about the client's medical condition and what it means in relationship to her job performance. The counselor should:

   a. read the medical reports to the employer.
   b. tell the employer the client will be fine.
   c. make an appointment with the employer and client immediately to discuss the problem.
   d. tell the employer he cannot release confidential information.
   e. consider other placement opportunities for the client.

10. According to Freudian theory, the form of energy by which the life instincts perform their work is called:

   a. ego.
   b. id.
   c. superego.
   d. libido.
   e. cathexis.

11. A large employer has contacted a rehabilitation counselor at a local rehabilitation facility. The employer is concerned about one particular disabled employee with a spinal cord injury. The employer requests assistance to help this worker perform a specific job by altering the workplace or specific job functions. Which form of placement assistance is being requested?

   a. Job development.
   b. Job creation.
   c. Job restructuring.
   d. Job engineering.
   e. Job modification.

12. Two years after an industrial accident in which a 32-year-old heavy crane operator sustained a severe bruise of the spinal cord, he has reached maximum recovery. Currently he is quadriparetic and ambulatory with Canadian canes, yet he needs an attendant for most of his daily living activities. He insists that he can be helped to return to his former occupation. A vocational evaluation indicates that it is not possible and suggests instead a clerk position. His counselor will help him best by:

   a. agreeing with him and contacting his former employer regarding rehiring.
   b. counseling him regarding acceptance of his physical limitations.
   c. referring him for training in independent living skills for self-care.
   d. counseling on acceptance of his remaining abilities and benefits of a new vocation.
   e. contacting Social Security to determine the length of his trial work period.

5. A 22-year-old female athlete has just suffered a severe spinal cord injury subsequent to an automobile accident. This injury will result in a predictably more devastating psychological impact than a less severe disabling injury. In reality, the extent of psychological impact experienced by this client will be more related to:

   a. the significance the disability possesses for her.
   b. the attitude of her friends.
   c. the precise loss of mobility which will result.
   d. the support she receives from her parents.
   e. her capacity to continue participating in athletics.

6. If a blind client is to make adequate use of a guide dog, the client must:

   a. be familiar with basic long cane techniques.
   b. have been a skilled cane traveler.
   c. have some ideas concerning the routes he wishes to travel.
   d. be familiar with the care and feeding of animals.
   e. seek employment where the dog would be acceptable.

7. A 39-year-old male client had worked for ten years on an urban postal route. His leg has been amputated above the knee because of an injury sustained in an automobile accident. Diagnostic evaluation reveals the client will not be able to return to his former job. However, the client is able to perform extremely well in clerical skills and is friendly. After the client is able to use his appliance, the counselor should, if possible, make arrangements for this client to:

   a. continue employment with the postal department in a sedentary position.
   b. obtain other employment with the federal government.
   c. be retrained.
   d. be vocationally evaluated.
   e. find employment he likes.

8. Counseling methods may be placed on a continuum from directive and regulatory at one extreme to passive and nondirective onn the other. Passive techniques are usually the methods of choice when:

   a. other methods have failed.
   b. treating severe depression.
   c. involved in long-term treatment.
   d. using behavior modification.
   e. using crisis intervention.

1. In considering the difference between the terms "disability" and "handicap", when using the term "handicap" one is referring to:

   a. the functional limitations a person experiences in certain situations.
   b. the physical or emotional condition that limits the person in any way.
   c. the combination of social and emotional variables that interfere with life skills.
   d. the personality characteristics that limit a person's involvement in society.
   e. the medically-defined condition that singles out the capable from the incapable worker.

2. An anxious 62-year-old male client exhibits specific mannerisms which are commented upon by other clients in the rehabilitation program. He describes to the group how others, even his fellow clients, confront and ridicule him about these mannerisms. The leader of the group should:

   a. ask the group how they can help the client deal with his problem.
   b. encourage the group to help the client express his anger to his protagonists.
   c. ask the group whether the client's mannerisms disturb them and what they should do about it.
   d. ask the other members of the group if they have similar problems.
   e. support the client and encourage the group to support the client by ignoring his mannerisms.

3. An aptitude test that contains some of the best available regression data about occupations is:

   a. Raven Progressive Matrix.
   b. Scholastic Aptitude Test.
   c. General Aptitude Test Battery.
   d. Strong Vocational Interest Blank.
   e. Allport - Vernon - Lihdzey Study of Values.

4. A 40-year-old female client has recently had a mastectomy. Before the operation she worked for ten years as a receptionist. The company she worked for has no openings, and the client has found reasons to refuse several leads the counselor has provided. The counselor's next step is to:

   a. tell the client she is being uncooperative and her case will be closed.
   b. recommend the client go for psychiatric evaluation since she is not adjusting to her disability.
   c. discuss the client's adjustment to her disability and recommend peer counseling through the local cancer society.
   d. recommend that the client receive personal adjustment training at the local workshop.
   e. send the client for vocational evaluation since she can no longer work as a receptionist.

EXAMINATION FOR REHABILITATION COUNSELORS CERTIFICATION

APRIL 25, 1981

Section 2

Candidate's signature

Copyright
1981

Commission on Rehabilitation Counselor Certification
162 North State Street, Room 602
Chicago, Illinois 60601

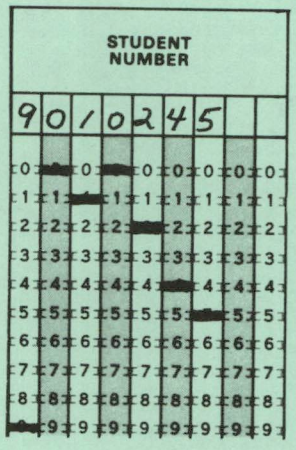
INSTRUCTIONS

Section 1 and Section 2 of this examination each contain 150 multiple-choice questions. The maximum time allowed for completing each section is 3 hours. It is advisable to attempt all questions, since *there is no penalty for guessing.*

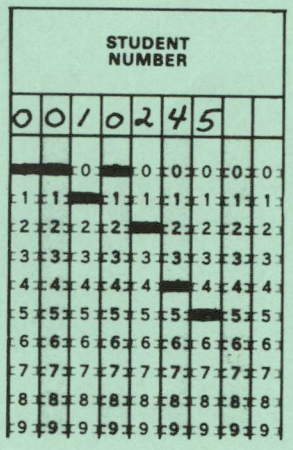
TO PREPARE YOUR ANSWER SHEET:

1. Hold your answer sheet horizontally. In the upper right hand corner, print your last name under "YOUR LAST NAME"; print your first name under "YOUR FIRST NAME"; and print your middle initial under "MI". Then *blacken the letter box below on the answer sheet which matches each letter of your name.*
2. To the left of the spaces where you have printed your name, in the space provided after the word "GRADE", enter "4/81", *the date of this test.*
3. In the space provided after the word "TEST", enter "SECTION 1" *on your morning answer sheet;* enter "SECTION 2" *on your afternoon answer sheet.*
4. Return to the area of the answer sheet below the space where you printed your name. In the lower right hand corner, you will see the words "STUDENT NUMBER". If you have a *Master's degree in Rehabilitation Counseling,* enter the numbers "90" in the first two empty spaces under "STUDENT NUMBER", then print your *Candidate Identification Number* in the next available spaces. If you have a degree *other than* a Master's in Rehabilitation Counseling, enter the numbers "00" in the first two empty spaces under "STUDENT NUMBER", then print your *Candidate Identification Number* in the next available spaces. Now blacken the letter box below on the answer sheet which matches each number you have printed. Here is an example for Candidate #10245:

WITH A MASTER'S IN REHABILITATION COUNSELING. . .



WITH A DEGREE OTHER THAN A MASTER'S IN REHABILITATION COUNSELING. . .



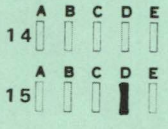
TO ANSWER EACH QUESTION:

Choose the best response, then find the question number on the answer sheet. *DARKEN THE SPACE UNDER THE CORRESPONDING LETTER.* Here is an example:

15. Chicago is a(n):

    a. country.
    b. mountain.
    c. island.
    d. city.
    e. state.

Your answer sheet should look like this:



TO ENSURE THE HIGHEST POSSIBLE SCORE:

- Answer every question. There is no penalty for guessing.
- Do not mark two answers for one question; you will receive no credit for either answer.
- To change answers, erase completely. Be certain the marks you make on the answer sheet fall *inside the boxes provided and completely fill each box.*
- Be sure you have written the right section number under the word "TEST" as instructed above.
- Use only the special pencil provided by the examination monitor. Make no stray marks on the answer sheet. Write in your examination booklet if necessary.

144. In order to ensure that placements are lasting, awareness training should be directed at hiring gatekeepers and:

a. first line supervisors.
b. medical personnel.
c. the disabled themselves.
d. union representatives.
e. upper level management.

145. A male client has received training as a welder and successfully completed job seeking skills training. However, after nine weeks of job searching, he has not found a job. At this point, the counselor should:

a. ascertain the amount of job contacts he has made.
b. explore how he can broaden his job goal.
c. initiate job development.
d. investigate the demand for welders.
e. refer him to a group job hunt club.

146. The Rehabilitation Act of 1973 affected the vocational rehabilitation process by new and vigorous attention to:

a. physical restoration.
b. vocational training.
c. psychological evaluation.
d. job placement and post-employment services.
e. eligibility determination.

147. A 42-year-old divorced female, recently released from a mental hospital, worked as a secretary before her hospitalization. She is ready to return to work but does not know how to explain her hospital stay to a prospective employer. Which of the following statements might the counselor suggest to help the client best describe her situation?

a. "I was sent for treatment for depression after my divorce. I have been helped and am now ready to return to work."
b. "I became depressed after my divorce and decided to get help. I'm glad I did and now I'm ready to return to work."
c. "I was sent to the hospital after being diagnosed as depressed. I received help and am now ready to return to work."
d. "I had treatment for depression after my divorce at my doctor's suggestion. I think I'm in control and ready to return to work."
e. "I've been depressed a lot through my life and my divorce increased my depression. I was hospitalized but now I'm ready to return to work."

140. Concerning employer attitudes toward specific disabilities, which of the following research findings are false?

a. Employers fear higher insurance costs and other economic disadvantages.
b. Employers need accurate and specific information to correct misconceptions and become more resourceful in making adaptations.
c. The more severe the employer thinks the disability is, the more resistant the employer is to hiring that individual.
d. Emotionally disturbed clients are better received than those with visibly disabling conditions.
e. Lack of work experience and job readiness limits the employability of job seekers with disabilities.

141. A 50-year-old man suffering from chronic obstructive pulmonary disease has expressed to his counselor a fear of engaging in sexual activity because of its demands on the respiratory and circulatory systems. The counselor should explain that:

a. the disease does not preclude giving and receiving sexual pleasure.
b. there exist no energy-saving techniques for facilitating sexual adjustment.
c. the client will simply have to adjust psychologically to the reality that sex is prohibited.
d. only a qualified sex counselor can ameliorate his concerns.
e. nonstressful positions, periodic rest, and the use of a nebulizer can apply in work situations but not in sexual matters.

142. A client with chronic obstructive pulmonary disease seeks to return to her prior occupation and work site. Performing activities slowly, avoiding noxious fumes, and planning ahead to decrease ambulation and minimize body movements are examples of placement considerations designed to:

a. increase worker productivity.
b. improve job satisfaction.
c. improve job satisfactoriness.
d. complement psychosocial rehabilitation.
e. avoid dyspnea and fatigue on the job.

143. The job-hunt club approach in teaching job seeking skills is useful primarily because:

a. clients can use each others' networks to create job leads.
b. fast learners can help slow learners.
c. individual approaches have been unsuccessful.
d. it saves a counselor's time.
e. peer support is highly motivating.

135. For a 35-year-old woman confined to a wheelchair with paraplegia, which one of the following is NOT a necessary step in assertiveness training for job seeking skills?

a. The rehabilitation counselor's definition of the client's problems.
b. The identification of target behaviors.
c. The rehabilitation counselor modeling job seeking skills to be learned by the client.
d. Role playing of the job seeking skills to be learned.
e. Generalization of learned skills outside of the counseling session.

136. A rehabilitation counselor has been charged with the task of measuring the job readiness of clients prior to job placement. A comprehensive list of skills needed by clients to get and keep a competitive job would be quite valuable in this endeavor. Such an instrument is available in the form of the:

a. Vocational Behavior Checklist.
b. Human Services Scale.
c. Rehabilitation Gain Scale.
d. Hester Evaluation System.
e. Vocational Adequacy at Closure Scale.

137. In the Rehabilitation Act of 1973, Congress attempted to improve the communication process and provide a mediator between clients and state vocational rehabilitation agencies establishing a network of up to twenty:

a. Research Utilization Laboratories.
b. Research and Training Centers.
c. Rehabilitation Research Institutes.
d. Client Assistant Projects.
e. Projects with Industry.

138. A stroke client begins to discuss secondary medical problems with the rehabilitation counselor and when queried by the counselor indicates he has not discussed these problems with his physician. The most probable reason for his reluctance to do so is his expectation that:

a. a drastic solution might be suggested.
b. no solution will be forthcoming.
c. a cure will mean a change in his lifestyle.
d. the physician will think the problem is imaginary.
e. the physician will think the problem is unimportant.

139. A rehabilitation counselor has just read a journal article which, based on a very small sample, challenges the treatment orientation of her rehabilitation agency. The appropriate response would be to:

a. ignore the results unless significant at the .01 level.
b. reject the results of the study based on sample size.
c. interpret the results with caution and bring the article to the attention of other staff.
d. insist that the policies and practices of the agency be altered to conform with the recommendations of the article.
e. author a position paper defending the treatment orientation of her agency.

130. A 19-year-old blind girl has been working for the past six months as a clerk typist. She types from a transcribing machine. Her employer reported to the counselor that recently the client has been making a lot of errors in spelling. The counselor should:

a. ask the employer to terminate her if she continues to make spelling errors.
b. buy the client a new transcribing machine.
c. counsel with the client and schedule her for an audiological examination.
d. have the employer counsel the client.
e. place the client in a training program with emphasis on spelling.

131. Which of the following techniques is aimed at teaching the client to emit a response that is inconsistent with anxiety?

a. Assertiveness training.
b. Operant conditioning.
c. Systematic desensitization.
d. Empty chair.
e. Flooding.

132. To be maximally effective, token reinforcement for a mentally retarded client learning a new behavior in a rehabilitation workshop setting should be given:

a. at the end of the work day.
b. at least 24 hours after the act.
c. no less than 45 minutes after the act is completed.
d. immediately after the desired behavior is completed.
e. within no specific time frame as long as it is given.

133. The technique of free association was developed by:

a. Rogers.
b. Ellis.
c. Freud.
d. Perls.
e. Glasser.

134. When an angry 23-year-old client just released from a state mental institution states that: "I don't trust anybody", and the rehabilitation counselor responds with: "Could you give me a specific example of what you mean?", the rehabilitation counselor in this situation is seeking:

a. immediacy in verbal expression.
b. confrontation with client verbalizations.
c. concreteness in client verbalizations.
d. geniuneness from the client.
e. honesty from the client.

125. Pointing out discrepancies to an 18-year-old drug dependent client during the initial interview is:

a. an important technique for the development of a helping relationship with the client.
b. an application of confrontation by the counselor.
c. usually unnecessary since the client tends to be aware of these discrepancies.
d. helpful in demonstrating counselor empathy.
e. not therapeutic and should not be used in an interview or counseling session.

126. A 19-year-old male client has recently graduated from a high school which provided special classes for orthopedically impaired youths. He has little awareness of the world of work. He learned basic general skills in high school and wants an entry level job for a year or two before he makes up his mind about advanced training or education. In order to facilitate this and make him become more familiar with the working world, the counselor could:

a. authorize a pre-vocational evaluation.
b. find a job for him.
c. provide a battery of vocational tests.
d. send him to job seeking skills training.
e. teach him how to acquire a vocational information network.

127. An 18-year-old male client has a mild hearing impairment which has been improved by amplification techniques. He has completed high school and is requesting placement assistance. The most feasible form of placement assistance in such a situation is:

a. selective job placement.
b. job restructuring.
c. job seeking skills training.
d. job modifications.
e. job creation.

128. A 55-year-old male, a former psychiatric patient, has a part-time job as a messenger and is having trouble making ends meet. The counselor should:

a. refer the client to SSI.
b. suggest the client look for a job that pays more.
c. recommend re-institutionalizing the client based on his inability to cope.
d. refer the client to the employment office.
e. refer the client to a budgeting group.

129. A 40-year-old blind male, who lived with his mother before her death, has been referred for rehabilitation services. After having him thoroughly evaluated, it was determined that there is no organic cause for his blindness. The client's blindness is probably due to:

a. depressive neurosis, conversion type.
b. depressive neurosis, dissociative type.
c. hysterical neurosis, conversion type.
d. hysterical neurosis, dissociative type.
e. hypochondriocal neurosis, conversion type.

119. A 34-year-old female with a mild hearing impairment is being evaluated as a candidate for self-employment in a small business enterprise. The LEAST important variable to consider is her:

a. self-confidence.
b. stability.
c. reputation.
d. hearing impairment.
e. age.

120. When advocacy is a part of the service system, the advocacy activity is on a client-by-client basis for the purpose of:

a. changing conditions relative to that client.
b. preventing conditions that could have a negative effect on that client.
c. promoting the quality of life for that client.
d. providing a framework for formulating public policy.
e. turning others into advocates.

121. Disabled college students who drop out of school do so most often because of:

a. lack of financial support.
b. lack of parental encouragement.
c. mobility barriers.
d. academics.
e. poor social adjustment.

122. During a third interview a client tells the counselor that he was responsible for a robbery ten months ago. The counselor should:

a. report the robbery to the police.
b. report the incident to the counseling supervisor.
c. refuse to provide the client with additional services until the client goes to the police.
d. continue working with the client and urge him to seek legal help.
e. seek counsel from the agency's legal representative.

123. A 58-year-old male suffered a profound hearing loss five years ago. Six months ago, he lost his job as a maintenance man when his employer went out of business. He is eager to work. He recently received supplemental security income. Given these facts, the counselor will best help the client by:

a. attempting to get him a high paying job to make up for what he will lose from SSI.
b. attempting to place him on a similar job which gives adequate benefits.
c. dissuading him from pursuing work due to his age.
d. securing entry level placement immediately.
e. upgrading him through retraining.

124. A 63-year-old male shaper hand with a detached retina is medically stable but has some wavering in his eye. The counselor's first step in determining whether it is feasible for the client to return to work is to find out if:

a. the employer wants the client to return.
b. the client is too old to return.
c. the client can still perform the job.
d. a return to work is realistic.
e. the client's job is still available.

115. To properly interpret WAIS results for persons who have full scale I.Q.'s of less than 85 it is important to keep in mind that:

a. this value is an accurate estimate of the client's intelligence.
b. WAIS I.Q. scores are not reliable in this range.
c. ten points should be subtracted from this value to improve estimation.
d. the value is an underestimate of client intelligence.
e. the value is an overestimate of client intelligence.

116. Given the state of career development of youth in high school, a rehabilitation counselor could provide valuable vocational assistance by:

a. counseling with parents to avoid unrealistic expectations.
b. counseling with students to select vocational goals.
c. helping schools become mainstreamed.
d. offering medical and restoration services early.
e. providing evaluation and job exploration services.

117. A 33-year-old male with a low back injury is referred to a private rehabilitation specialist for an evaluation and possible job placement. The insurance carrier's claims adjuster believes the man to be malingering. The counselor's responsibility to the carrier who made the referral is to:

a. inform the adjuster as soon as possible whether or not the client is malingering.
b. document every event and interaction with the client.
c. provide an evaluation and recommendation to promote a settlement to resolve the problem.
d. provide an impartial assessment of the client's background, skills, potential for retraining and/or job placement.
e. coordinate with the insurance carrier, the client's physician, and any other professionals involved in the client's rehabilitation.

118. A 46-year-old client is receiving worker's compensation benefits and is represented by an attorney. During the initial evaluation meeting, the client complains to the counselor that he is not satisfied with the insurance company because they have been negligent in getting his checks to him. He asks the counselor to help him resolve this problem. The counselor should:

a. call the insurance company, explain the client's problem, and request that they begin sending the checks on a regular basis.
b. ask the client to contact the insurance company directly, find out why his benefits have been late, and request that the problem be resolved.
c. call the client's attorney and ask him to assist the client with this problem.
d. explain to the client that a counselor does not get involved in benefit problems; therefore, the counselor cannot help him.
e. explain to the client that a counselor does not get involved in benefit problems but instruct him to contact his attorney and request the attorney's assistance.

111. The crucial aspects for successful job placement of the severely disabled are:

a. job analysis, client evaluation, job-client matching and prescriptions for adaptations or training.
b. job analysis, functional limitations, job-client matching and prescriptions for adaptations or training.
c. client motivation, job analysis, client evaluation, job-client matching and prescriptions for adaptations or training.
d. client motivation, functional limitations, job-client matching and prescriptions for adaptations or training.
e. client motivation, functional limitations, job restructuring, job analysis, and job-client matching.

112. The action which a governmental agency is authorized to take to implement policies to protect those people intended to benefit from such policies is known as:

a. nondiscrimination.
b. equal opportunity.
c. civil disobedience.
d. civil rights reform.
e. affirmative action.

113. A 28-year-old ironworker sustained a back injury on the job and has not worked in over a year. He did not finish 8th grade but has a strong interest in a college engineering program and his WAIS scores are normal. His insurance rehabilitation benefits will last only 52 more weeks and the carrier feels obligated to place him a job similar to the one he had before his accident. The counselor should:

a. talk with the client regarding his optimum vocational potential.
b. talk with the client about the status of his insurance benefits.
c. attempt to get additional funds from the insurance carrier.
d. seek resolution of the problem through worker's compensation and any other collateral benefits.
e. encourage the client to return to his former job.

114. A 39-year-old back-injured male with a 20-year history of employment as a landscape supervisor has recently received a large worker compensation settlement. Test results indicate that the client is intelligent, responsible, resourceful, and perseverant but that he responds poorly to authority. The client has requested assistance in planning for his own landscaping business, but the counselor knows little about how to advise in such matters. The counselor should:

a. move the client in another direction as the client lacks self-employment potential.
b. encourage the client to explore other avenues with which the counselor is more familiar.
c. help the client as requested by obtaining technical assistance from the Small Business Administration.
d. caution the client about the risks and problems associated with self-employment.
e. advise the client that he would do better to work through his problems with authority figures by accepting a position working for someone else.

107. A 44-year-old retarded male recently placed as a janitor was harassed by co-workers for doing his work too well. The counselor's recourse should be:

a. adjustment counseling for the client.
b. legal assistance for the client.
c. removal of client from the job.
d. to request approval to give awareness training to co-workers.
e. to request that the employer take action.

108. A 27-year-old male amputee has completed high school, has no college, and is of bright normal intelligence. An elevated F scale (over 80) on the MMPI when no other scales are over 70 probably indicates:

a. latent homosexual tendencies.
b. diverse interests.
c. extreme masculinity.
d. passive aggressive tendencies.
e. potential for reactive depression.

109. A 41-year-old mentally restored client with prior work experience as a file clerk has applied for a job as a file clerk with an insurance company. She is in good physical condition. The mental breakdown resulted from a serious family problem that has been resolved. The job would involve screening new records for filing authorization, filing records, searching files for requested materials, and completing cross-reference cards for folders. The job setting is a well lighted office, mostly day work, and a small number of other employees present with whom the client would have to communicate. The job requires knowledge of simple filing and cross reference procedures, the ability to file in numerical and alphabetical sequence, and the ability to quickly and accurately sort, file, and retrieve material. The employer is questioning the counselor regarding accommodations needed in order for the client to perform the job satisfactorily. The counselor should advise the employer to:

a. provide release time so the client can stay in therapy.
b. assign another person to work closely with the client.
c. only employ the client on a part-time basis.
d. have the client only do the filing and assign other tasks to co-workers.
e. make no accommodations since the client can perform all duties of the job.

110. A black teenager diagnosed as retarded is referred for services. Vocational evaluation shows the client to have the potential to be a janitor. When the client is set up for a job interview for a janitor's position, he refuses to go. The counselor should first:

a. tell the client he is uncooperative and he will close the case.
b. send him for psychiatric evaluation to determine his adjustment to his disability.
c. talk with the client and find out why he refuses to go on the job interview.
d. ask the client what janitor's work means to him.
e. tell the client he must go on the job interview or his case will be closed.

103. A 16-year-old special education high school student is referred by his high school counselor to the local rehabilitation counselor for placement in an on-the-job training program. The client shows the following pattern of scaled scores on the WAIS: information, 6; comprehension, 5; arithmetic, 3; digit span, 7; similarities, 5; vocabulary, 5; verbal I.Q., 74; picture arrangement, 5; block design, 5; object assembly, 6; digit symbol, 7; performance I.Q., 75; full scale I.Q., 73. Based on these test results the counselor would most likely consider which of the following jobs with this client?

a. Carpenter.
b. Plumber.
c. Cook.
d. Sanitation worker.
e. Maintenance man.

104. A 20-year-old mentally retarded male has been placed on a job each year for the past four years. The client's work is outstanding on each job. However, each year, he quits the job to pursue a high school diploma. After being in school for about a week, he becomes frustrated with school. The counselor should:

a. recommend to the school that the client be placed in a special education program.
b. counsel with the client about maintaining his employment.
c. prior to placing the client, explain to the employer the client will quit to return to work.
d. advise the client that if he continues this pattern, his case will be closed.
e. counsel with the client about his academic limitations, place him in another job and enroll him in an evening adult education program geared toward slow learners.

105. A 24-year-old single male who lives with his mother is deaf in one ear and legally blind in one eye. He is a very dependent person and somewhat socially isolated. The client completed a training program as a mail clerk and was recently placed on a job. After working for three days, he called his counselor to say he wanted to leave the job because it was not challenging enough. The rehabilitation counselor should:

a. call the client's supervisor to alert him of the problem.
b. provide follow-up services to the client.
c. ask the supervisor to give the client additional responsibilities.
d. advise the client to continue employment until another job can be found.
e. have the client's mother talk to him about maintaining his job.

106. A worker with upper extremity paralysis wishes to drive an automobile in order to become a real estate salesperson. The rehabilitation counselor should:

a. advise the worker to seek more realistic employment.
b. explore the possibilities of chauffeuring services.
c. explore the possibilities of mechanical means of driving with feet and legs.
d. explore retraining.
e. suggest a vocational evaluation.

99. One of the biggest problems facing youth (ages 17-24) with disabilities who are trying to make the transition from school to work is:

a. disability income payments and benefits.
b. lack of skills.
c. lack of work experience.
d. adjustment to work terms.
e. the high minimum wage.

100. A 21-year-old male premedical student began experiencing petit mal seizures after studying late for an examination. His seizures are now medically controlled but he is wondering whether he should pursue a career as a physician. The rehabilitation counselor should:

a. check with his physician to make sure his seizures are controlled and recommend that he discontinue the pursuit of a career as a physician.
b. check with his physician to make sure his seizures are controlled and recommend that he continue his medical training in any area other than surgery, anesthesiology, and obstetrics and gynecology.
c. make sure the client understands that his vocational future depends on his following the regimen his physician has established for him and recommend that he discontinue his medical training.
d. make sure the client understands that his vocational future depends on his following the regimen his physician has established for him and recommend that he pursue a medical career in any area other than surgery, anesthesiology, and obstetrics and gynecology.
e. check to see that his seizures are controlled and recommend that he pursue a career as a physician's assistant.

101. A single 19-year-old female high school dropout with a mild case of cerebral palsy who has never worked is referred to the local rehabilitation counselor. The rehabilitation counselor should refer the client:

a. to an effective private employment agency.
b. to a local factory which has hired persons with cerebral palsy in the past.
c. for vocational evaluation.
d. for work adjustment training.
e. to the state employment service.

102. Prior to 1943, the state agency rehabilitation counselor would have responded to a 20-year-old mentally ill person seeking rehabilitation services by:

a. arranging for a psychiatric evaluation.
b. referring the client to the local social security office.
c. rejecting the client for services.
d. accepting the client for services.
e. arranging for a general medical examination.

95. A research project has found evidence that a change in counseling style would increase the effectiveness of services to the kinds of clients seen by Agency X. The new style is quite different from the currently most popular one at Agency X and resistance to change is expected. The research team attempting to bring about the innovation in the agency should concentrate on:

a. convincing the whole staff of the agency simultaneously.
b. working through opinion leaders.
c. making multi-media presentations.
d. leading all day seminars.
e. bringing in outside experts to support an argument for change.

96. A 56-year-old male client owns his own leathercraft store. He has a cardiovascular condition but has been in good health for several years. He tells the counselor that his business is really going well and that the demand for the many leather accessories is so great that he is toying with notions of expansion. He feels he needs a loan or else he won't be able to expand. He is not sure how he should go about getting one. The counselor's response should be:

a. questioning.
b. directing.
c. passing.
d. informative.
e. probing.

97. A 39-year-old male logger has incurred frequent back injuries ultimately resulting in two spinal fusion operations. Since his second operation, he has been unable to return to employment due to pain in the lower back. The client has a 7th grade education. He reads (newspapers) but does not want a "desk job" because he prefers the outdoors. The most satisfactory vocational adjustment will come to pass if the counselor:

a. obtains an academic evaluation to determine the client's potential.
b. refers the client for job placement in a sedentary position.
c. refers the client for a vocational evaluation.
d. refers the client for worker's compensation until he is able to work.
e. sends the client for a psychological evaluation to determine if the pain is due to psychological factors.

98. The work evaluation report from an accredited facility recommends a specific vocational goal. In exploring this goal with the client who is severely disabled, the counselor should:

a. assume the goal is feasible because the norms were based on the competitive labor market.
b. assume the goal is not realistic because of functional limitations associated with the disability.
c. determine if the client over-achieved after practice on the work samples.
d. recommend that the client talk to others who do similar work.
e. have the work evaluator present.

91. A 43-year-old married female has increasingly frequent, severe headaches which are medically diagnosed as psychosomatic in origin. She is threatened with dismissal from her job as a power sewing machine operator because of her frequent absences. A counselor working with this client should:

a. help her obtain additional medication to relieve the pain so she can remain on the job.
b. explain to her that her headaches are "caused" by her own anxieties and feelings and encourage her to work on decreasing the headaches through concentration and self-control.
c. disregard her "headaches" since there is no actual pain involved, and work with her to decrease her absences.
d. help her to enroll in group or private therapy to help her deal with the causes of her headaches as well as receive medical attention for her present pain.
e. have her enroll in intensive psychoanalysis for a long-term period to help her understand her problem.

92. A 47-year-old arthritic married man has had a very lucrative work history as a machinist. The rehabilitation counselor should first:

a. explore possible areas of employment in related job families.
b. instruct him that he must prepare a resume before he can seek employment.
c. scour the job market for possible openings applicable to the client's background.
d. have him set up some appointments for job interviews.
e. locate an employer who is willing to hire a handicapped person such as he.

93. A 19-year-old male general studies curriculum high school graduate from a large city has no work experience and is referred by his probation officer for services. His achievement is generally low, although interest in social contact careers is very high. The counselor should consider:

a. prevocational evaluation.
b. on-the-job training in a general sales position.
c. community college enrollment.
d. job-seeking skills training.
e. referral to local department store personnel office.

94. A 45-year-old male has recently been released from prison. He served time for forgery of checks. The client learned no skills in prison. His previous work history includes selling and accounting. The client has a family to support and needs employment. The counselor should:

a. place the client immediately in any type of selling job.
b. encourage the client to enter a training program to develop a skill.
c. place the client in a part-time job and enter him in a training program.
d. place the client in an on-the-job situation where he can utilize his skills in selling and earn an income.
e. refer the client to the employment commission for immediate placement.

88. The vocational rehabilitation counselor has established that an 18-year-old male youth is mildly mentally retarded. The client has had a general medical examination which shows him to be diabetic. The client and his parents were not aware of this condition. The client does not wish to be examined by an internist or to establish the severity of his disease and develop a treatment plan. The client has stated that he will refuse to work with any physician. The rehabilitation counselor should:

a. inform the client's parents of his medical problem.
b. continue to counsel the client regarding his medical problems and seek help from others such as parents and teachers.
c. proceed with the plan.
d. inform the client that his case must be closed unless he receives the necessary medical examinations and treatments.
e. inform the client that diabetes could lead to other serious problems such as blindness if he does not have it treated.

89. The counselor is trying to place a 40-year-old male client in a medium-sized warehouse. In discussing the issue of hiring a handicapped worker, the employer brings up his fear of increased worker's compensation costs. The counselor's reply should be:

a. that this client will waive worker's compensation rights.
b. that handicapped workers are specifically trained to overcome such difficulties.
c. that handicapped workers in general are safer than normal employees.
d. that worker's compensation rates are not influenced by the kind of personnel.
e. to discuss the employment strengths of the specific client he is trying to place.

90. Two weeks after discharge, the client calls to say that he no longer wants to continue with the plan. Which of the following notes would the counselor enter in the client's record?

a. The client is reacting to adjustment problems normal for reentry; further counseling is indicated.
b. Having thoroughly discussed and agreed to the plan, the client now wants to withdraw. I can no longer justify working with this client.
c. The client is no longer motivated towards rehabilitation; therefore, further agency involvement is not indicated.
d. Having thoroughly discussed and agreed to the plan, the client now wants to withdraw. Further agency involvement is not indicated.
e. The client is reacting to adjustment problems normal for reentry and psychiatric referral should be considered.

84. A 28-year-old male paraplegic client is trained to do bench work relating to electric motor repair. The counselor locates an employer who is willing to hire the client, but in surveying the job site it is obvious that minor modification needs to be made to the prospective work station before the client can adequately handle the job. The counselor should:

a. ask the client if the modifications are all right with him.
b. ask the employer to make the modifications.
c. keep in mind the cost of the modifications.
d. check with worker's compensation before making modifications.
e. pursue other job opportunities with the client.

85. A group of rehabilitation counselors met for a workshop to enhance awareness and understanding of their racial attitudes. At the end of the workshop each counselor completed a scale measuring his awareness of his own attitudes. Results of the test showed that the average score of the counselors was significantly higher than the norm. Sponsors of the workshop concluded that it had been successful. The most critical logical or experimental error in drawing this conclusion is that the sponsors:

a. failed to look at the averages of men and women separately.
b. should have used two tests in order to be more certain of the results.
c. did not know the average score of these counselors before the workshop.
d. did not measure the effectiveness of the group leaders.
e. did not consider the maturity of the counselors.

86. A 19-year-old female client with emotional problems is in need of psychiatric therapy but does not desire it. The client would like to attend college and has the ability to do college work. The rehabilitation counselor should:

a. assist the client in accepting the need for therapy.
b. encourage the client to attend classes without therapy.
c. obtain advice from a psychotherapist.
d. involve the client's family in the rehabilitation process and explain that the client must have therapy in order to go to college.
e. explain to the client that she must have therapy in order to go to college.

87. A penniless 24-year-old inner city male comes to a rehabilitation counselor's office for the initial interview. The application and attendant information is in order. The counselor and client should discuss:

a. the client's interest, aptitudes and achievements.
b. the client's feelings about work in general.
c. the client's plans for food, clothing and shelter.
d. application to the state department of social services.
e. diagnostic and evaluation procedures.

80. A client with a below-the-knee prosthesis who meets the qualifications for a bus driver goes on an interview for a bus driver position. He is not selected for the job because of his disability. The counselor should:

a. tell the client he might have been discriminated against and to file a discrimination suit.
b. negotiate with the employer and, if not successful, help the client file a discrimination suit.
c. tell the client his vocational goal is unrealistic and send him for vocational evaluation.
d. tell the client he needs more training and send him for a short-term training course.
e. call the employer and tell him you are going to file a discrimination suit against him on behalf of your client.

81. The gap between laboratory technology and the utilization of electronic devices that would make disabled people more employable exists because:

a. electronic devices are too advanced for the average disabled person to use.
b. laboratory technology has not kept up with the needs of disabled people.
c. production and marketing of limited use devices is not economically feasible.
d. the job-related needs of disabled people have not been documented.
e. training disabled people to use sophisticated electronic devices is not economically feasible.

82. A 17-year-old female high school senior enrolled in a business education curriculum is diagnosed as having facioscapulohumeral muscular dystrophy and is referred to the rehabilitation counselor. The counselor should consider:

a. closing the case as nonfeasible.
b. developing an on-the-job training program in the business education area.
c. comprehensive pre-vocational evalution.
d. psychological evaluation.
e. involving the family in family counseling to help with the daughter.

83. The client is a 45-year-old married male diabetic. He has recently undergone a traumatic amputation of the right leg below the knee, for which he is to be fitted with a patellar tendon-bearing prosthesis. He is requesting a vocational training program. A comprehensive test battery shows him to be of average intelligence, with average to slightly above average dexterity abilities. The most appropriate training program for this client is:

a. in accounting, training to be a CPA.
b. as a meat cutter and carcass inspector.
c. an on-the-job training program in optical grinding and optician's aid in fitting.
d. the study of diesel engine disassembly and repair.
e. a four-year college training program for elementary teachers.

77. A 30-year-old single female lives in the city and was recently discharged from a three-month stay in the hospital. While hospitalized, she had major surgery and lost her job as a receptionist for a large printing agency. Her immediate needs include acquiring funds to cover living expenses and finding employment. The rehabilitation counselor should:

a. recommend that the client apply for public assistance.
b. refer the client for public aid.
c. institute job counseling and placement.
d. discuss the purpose and need for public assistance and employment with the client before referring her for public assistance and job placement.
e. call the state employment office, explaining the client's situation to an employment counselor, then refer the client to that counselor.

78. A 43-year-old female is interested in assembly work. The counselor has found suitable employment for this client at a factory near her rural home and has worked out the transportation problems. However, the client cannot start work because the union has a seniority system and the client's particular employment objective is above level according to the union rules. The union has threatened to strike if this client becomes employed. The rehabilitation counselor should:

a. obtain alternative employment for this client.
b. meet with the union in an attempt to help them understand the client's problem and negotiate a solution.
c. tell the personnel manager that he should work with employees on awareness of rehabilitation.
d. refer the case to the National Labor Relations Board.
e. suggest to the union that this would be good publicity for them to accept this placement.

79. A 40-year-old male paraplegic is referred for rehabilitation counseling by a public aid caseworker. He begins his initial interview by telling the counselor about the poor service he receives at the public aid office and the inefficiency of his caseworker. The counselor should:

a. question the client about the services he receives at public aid.
b. advise the client that there are often delays in serving clients and that at a later date a meeting between the client, caseworker and counselor will be arranged to develop a joint rehabilitation plan.
c. contact the public aid caseworker and question him about his inefficiency and the poor service the client received.
d. avoid the topic and switch to something else.
e. suggest the client contact the supervisor of the public aid office and report the poor service he received.

74. A 19-year-old single female with a learning disability is referred to a hospital-based vocational rehabilitation center. She attended special classes in the public school system and had never had a job. The client now has completed 20 weeks in her program during which time she has tried three areas: clerical, dietary and transport. She relates well to co-workers and patients, yet still has difficulty finding her way around the hospital. She shows the most potential in the dietary area, but is requesting training as a nurse's aide. The present job market for nurse's aides is very poor. The rehabilitation counselor should:

a. allow the client the chance to try out the placement and, if successful, allow her to train as an aide.
b. insist that the client train in the dietary area.
c. continue the vocational evaluation program.
d. counsel with the client regarding the situation and facilitate her decision.
e. discuss the situation with the client and her family and let them make the decision together.

75. Jobs for 15-year-old mentally retarded youths are very hard to get, particularly when a client has a history of behavior problems that have led him to juvenile court. The client is in danger of losing his job as a kitchen helper because of arguments with the chef. The counselor should:

a. remove the client and try to place him in different employment.
b. discuss the problem with the manager and have him work with the chef.
c. advise the client that he is going to have to follow orders from the chef.
d. follow up on this case more frequently to see exactly what the problem is.
e. suggest that the chef write up a list of duties for this client and the order in which they are to be performed.

76. A 42-year-old married truck driver with two children was injured in an accident six months ago. Three surgical procedures have produced substantial stability in his back, but he is unwilling to enter any work other than truck driving. Worker's compensation, general assistance for social services, vocational rehabilitation, hospitals and community mental health are all involved with him and his family. The counselor should:

a. advise the client to designate one primary service agency.
b. advise the client to set up a joint meeting of all these agencies.
c. establish a meeting time for a case staffing to develop an overall strategy session for this client.
d. advise the physician to call a case conference so that medical commitment and authority can be used.
e. arrange a conference telephone call between all involved parties.

69. A rehabilitation counselor has set up an initial appointment to visit the personnel manager of a large food processing company to discuss employment opportunities for his clients. The counselor has learned that the company is interested in expanding and has hired handicapped workers in the past. Their profits for the last several years have continued to increase and the company carries a high tax liability. Given the information he has learned about the company, the counselor's best placement strategy is to talk to the employer about:

a. his affirmative action plan and the low number of handicapped individuals he has working for him.
b. doing a job analysis for all his jobs to identify which jobs would be appropriate for handicapped individuals.
c. client job qualifications and the number of handicapped clients available for work.
d. the employer's past experience with hiring handicapped workers.
e. the tax incentive available to him if he hires qualified handicapped clients.

70. When planning to teach a skill to a hemiplegic stroke patient, it is important to know that those who respond in an organic way should have their environment:

a. kept constant, offering repetitions to allow mastery of a skill.
b. varied constantly with new skills taught in group sessions.
c. kept as impersonal and clinical as possible to avoid transference.
d. as close to their home environment as possible to encourage compliance.
e. as unstructured as possible to allow creative growth and development.

71. A 63-year-old male's postfitting attitudes and use of the prostehsis are closely related. They may be predicted on the basis of:

a. his prefitting attitude.
b. the nature of the amputation.
c. availability of family support.
d. the length of the mourning period.
e. the condition of the stump.

72. The vocational evaluation workshop is used primarily when:

a. the client is psychologically disabled.
b. the client's disability does not entail social problems.
c. the client must have a highly structured setting.
d. the pattern of work behavior cannot be ascertained by other techniques.
e. tests and other evaluation techniques all point toward a definite vocational objective.

73. Of the following, which is considered the standard source for job classification and job title coding?

a. Standard Industrial Classification Manual.
b. Occupational Outlook Handbook.
c. Manpower Review.
d. Dictionary of Occupational Titles.
e. Labor Today.

65. A 61-year-old alcoholic male is about to be released from an inpatient treatment program and has no place to go. The counselor should contact:

a. a local mission.
b. the Human Rights Commission.
c. Goodwill Industries.
d. the social services department.
e. the Salvation Army.

66. An 18-year-old male has a long history of difficulty with interpersonal relationships. He is a high school graduate and has not been able to hold a job for more than a week or two. The counselor has information to show that the client is in good physical condition. The client should be encouraged to:

a. enter job seeking skills training.
b. enter a sheltered workshop.
c. enter an evaluation center.
d. receive a psychological workup to determine the basis of his problem.
e. receive training in a comprehensive rehabilitation facility.

67. An employer who has just begun to hire disabled workers calls to ask for suggestions that will help both handicapped workers and their supervisors in adjusting to the work. The counselor could suggest:

a. just leaving things as they are because everything will work itself out.
b. arranging a meeting with supervisors.
c. some kind of work simplification for disabled workers.
d. some kind of work modification for disabled workers.
e. conducting a co-worker awareness program on rehabilitation.

68. A 20-year-old male college student with epilepsy is referred for rehabilitation counseling by his faculty advisor. He is receiving medication from his family physician and counseling from the local Epilepsy Foundation. The counselor should request:

a. complete academic history from his faculty advisor.
b. a medical statement from his family physician.
c. a complete social history from his counselor at the Epilepsy Foundation.
d. that the client and his parents come in for a group interview.
e. that the professionals involved allow the counselor to coordinate client services.

61. A 38-year-old female client with a major diagnosis of chronic undifferentiated schizophrenia applies for a job as a filing clerk in a local department store. The employer calls the counselor requesting background information on the client and is on the phone awaiting a reply. The counselor should:

a. not release any information to the employer.
b. advise the employer to call the local health clinic for information.
c. discuss only those aspects of the client's background that relate specifically to her job.
d. candidly tell the employer what he wants to know.
e. advise the employer to ask the client.

62. The client is a 47-year-old male who is phobic regarding driving a car since his wife's death in an automobile accident. Their accident occurred while returning home from a New Year's Eve party where both had been drinking somewhat heavily. The client is presently unemployed. He hopes to be able to resume his job as a traveling salesman but this is impossible unless he can overcome his fear of driving. The counselor should intervene by helping the client to:

a. enter short-term psychotherapy.
b. enter long-term psychotherapy.
c. join Alcoholics Anonymous.
d. take a sales job which doesn't require travel.
e. enroll in a driving school.

63. A 23-year-old inner city man is hostile and aggressive. He expresses no interest in employment during the initial interview. However, he was referred for rehabilitation counseling by his probation officer. The counselor should:

a. solicit the probation officer's involvement to force the client to seek employment.
b. consider closing the client's case until he is motivated.
c. discuss other clients like him who are working.
d. discuss the client's reasons for not wanting to seek employment.
e. discuss the client's interests.

64. An 18-year-old client has paraplegia. He utilizes a wheelchair, has a high school education from a rural school, and appears to be well-motivated. Prior to further schooling, the client wants a job working as an assembly line worker in an electronics factory. The counselor arranged for an interview and accompanied the client in his responses. The client does not receive the job because:

a. he is too young to be covered by worker's compensation.
b. his education does not qualify him.
c. the job is not accessible by wheelchair.
d. his counselor was too dominant during the interview.
e. he lives in the country and transportation would be a problem.

58. The client is a 43-year-old male paraplegic with a high school degree. He has expressed an interest in becoming a rehabilitation counselor. The client's Strong Campbell Interest Inventory shows a strong interest in rehabilitation counseling and the entire helping service area. The rehabilitation counselor feels he should move as rapidly as possible toward the implementation of a plan and therefore decides:

a. further testing is needed to determine ability.
b. to make arrangements for the client to enter college.
c. the client should explore the field with employment as an objective.
d. the client's age precludes long-term training and counsels the client toward a different profession.
e. to administer a second and different kind of interest test to determine the reliability of the data.

59. A community special education school has numerous students who have reached the limit of their educational achievement. The school is considering various alternatives to use in the mass screening of their students for vocational potential. The rehabilitation counselor assigned to this school has been asked to suggest alternatives. The counselor should suggest that:

a. the school have a workshop using job achievements.
b. a structured work-sample program be part of the school program.
c. Neff's simulated work-situation be inaugurated.
d. a completely separate unit outside the school unit be used.
e. a psychological test battery be used.

60. A 37-year-old female who was recently discharged from a state mental hospital is interested in returning to her previous job as executive assistant to an insurance executive. However, she and the counselor find that the job is not now available and are considering alternative choices. She also states some concern about the stress and pressure connected with the previous job. The rehabilitation counselor decides it is best to:

a. work with the client on a full study of the Dictionary of Occupational Titles.
b. work with the client in the use of Volume I of the Dictionary of Occupational Titles as the best approach to determine an alternative vocational choice.
c. have the client read about similar areas of work covered in the Dictionary of Occupational Titles and assess her strengths and weaknesses before the next interview in order to save time.
d. work with the client to integrate information from the Dictionary of Occupational Titles with other occupational information the client or others have.
e. refer the client to an employment office for "light duty" secretarial work.

55. A 25-year-old female with five years of work experience as a bookkeeper is incapacitated due to a spinal lesion on the C-6 level. Rehabilitation services should first be directed at providing:

a. psychological assessment.
b. vocational evaluation.
c. work adjustment training.
d. training in activities of daily living.
e. gait training.

56. Two months previous to referral, a 49-year-old male stockbroker sustained an acute myocardial infarction. His recovery has been reasonably rapid and medically satisfactory. However, after surveying his reasonably good financial position and his family situation (married, children graduated from college and married), he is considering an early retirement to "prevent recurrence" of his traumatic occurrence. The counselor should:

a. help the client find less demanding employment but recommend that he remain employed in some capacity.
b. recommend that the client proceed with his retirement plan and close the case file.
c. explain to the client that with proper medical supervision and care, neither early retirement nor job change is necessary.
d. reassure the client that his "heart attack" was not related to his job or work situation and urge him to return to it.
e. allow the client to make the decision entirely on his own without interference.

57. In contacts with a client about to be involved in cancer treatments, the best way for the counselor to aid in the client's compliance with the treatment regimen is to:

a. lecture the client on the importance of chemotherapy and demand perseverance.
b. listen to the client's fears and complaints about the regimen, allowing release of tension.
c. explain to the client the steps involved in the treatment, the reasons for it and the expected reactions.
d. instruct the patient to direct all questions only to the rehabilitation counselor and not to burden the treatment staff.
e. instruct the family on how to motivate the client and monitor his compliance.

51. The client, a 19-year-old female paraplegic who lives in a rural setting, is trained as a typist/receptionist and placed at a small business firm in the city. She is doing well on the job but has been late to work several times because of the length of time it takes her to get ready and get to her auto early in the morning. Under these circumstances, the counselor should:

a. tell the client to get up earlier.
b. tell the client to move closer to her worksite.
c. find out if the client can change her working hours.
d. visit the client and attempt to work out strategies for solution of the problem.
e. attempt to replace the client on a job which starts later.

52. A 17-year-old male was involved in an automobile accident in which over 95% of his body was severely burned. After eight months his hospitalization period is finally coming to an end and he is referred to a rehabilitation counselor. The three primary considerations here should be:

a. continued medical observation, vocational testing and personal counseling.
b. personal counseling, physical therapy, and vocational testing.
c. counseling, therapy, and vocational training.
d. medical and psychological counseling and on-the-job training.
e. sheltered workshop placement, vocational testing and counseling.

53. A 23-year-old male client with an emotional disability is in a rehabilitation center and tells his rehabilitation counselor, a young woman around his age, that he is in love with her. The best way to handle this situation would be for the counselor to:

a. tell the client she is engaged or married.
b. express her warm personal feelings towards the client.
c. keep the counseling session away from personal feelings.
d. transfer the case to another counselor.
e. explain to the client that it is not possible to fulfill the counseling role and be personally involved at the same time.

54. A 36-year-old paraplegic is just completing a two-year training program in radio-television repair. The counselor, while assisting the client in obtaining employment, should:

a. refer the client to a professional placement agency.
b. refer the client to the state employment service.
c. prepare the client in job-seeking skills.
d. contact potential employers for the clients.
e. locate an on-the-job training experience.

47. A 25-year-old mentally retarded male client with no work history has just completed a vocational training program in auto mechanics but is having difficulty obtaining a job. His vocational skills are adequate for placement. The counselor's next step should be to:

a. discuss assertiveness in job interviews.
b. recommend a job-seeking skills class.
c. recommend an occupational awareness class.
d. recommend a job club.
e. discuss the need for him to be clean and neat in a job interview.

48. A 24-year-old recovered male alcoholic is attending a barber college and is, according to his instructor, doing very well in his training. However, the instructor is concerned about the client because he washes his hands every few minutes. The rehabilitation counselor should:

a. refer the client to a psychiatrist.
b. discuss the issue with the client.
c. advise the instructor to continue the client's training uninterrupted.
d. assess the relationship between frequent hand washing and potential job performance.
e. assess the relationship between instructor and client.

49. A psychological problem with no physiological involvement is referred to as:

a. psychophysiological.
b. organic.
c. psychosomatic.
d. functional.
e. psychogenic.

50. A 19-year-old moderately retarded male client has recently undergone vocational evaluation in a local sheltered workshop. The evaluation report includes a recommendation for three months of personal and social adjustment training. However, the client has no desire to stay in the workshop and desires immediate placement. The counselor should:

a. tell the client to stay in the workshop.
b. advise the client to look for his own job.
c. counsel the client and family regarding the evaluation recommendation.
d. consider an on-the-job placement opportunity for the client.
e. let the client do as he wishes.

43. A 33-year-old medical doctor recently lost his right arm. It was traumatically amputated during an automobile accident. Presently he is wearing a right above-the-elbow prosthesis. His psychiatrist recommends rehabilitation counseling. During the initial interview, the counselor should discuss:

a. the client's interests, aptitudes, and achievements.
b. the client's feelings about his physical condition and his medical career.
c. other clients like him who have successfully overcome their disabilities.
d. the client's financial condition and how he should manage his financial affairs.
e. diagnostic and evaluation procedures to be used during rehabilitation.

44. A 19-year-old mildly retarded female with well-controlled epilepsy undergoes vocational evaluation and work adjustment in a local facility. In addition, she is trained as a mail sorter and is now considered ready for employment. At present, all mail sorting jobs in the area are filled and no openings are expected for several months. The most important course of action is to:

a. try to place the client in a related occupation.
b. tell the client that she will have to wait for placement.
c. leave the client in her training situation for a few more months.
d. consider a different training program.
e. place the client in a local workshop for the interim period.

45. A 17-year-old female Korean War orphan has lived in the U.S. with her adoptive parents since age 7. At birth she was diagnosed as having congenital syphilis resulting in severe bilateral deafness, cardiac and renal abnormalities, and impaired vision in one eye. She has completed a special high school program for deaf children, is considered to have low-normal intelligence, and communicates manually since her speech is virtually unintelligible. At referral she indicates she would like to attend college, but would also like to become employed in a "good" job as soon as possible for financial reasons. Considering the aforementioned, the most reasonable vocational plan for this client might include:

a. sending her to a four-year college for the deaf, majoring in a liberal arts program.
b. on-the-job training as a file clerk.
c. on-the-job training as a secretary at a local hospital.
d. six months training in keypunch operation at a local community college.
e. two years training in a local beauty school.

46. The client is a 22-year-old male public offender recently released from prison where he had been for two years. He had two years of college before that and says he wants to go back to school to become a history teacher. The counselor should tell him:

a. he cannot sponsor his schooling.
b. of the potential obstacles in selecting teaching as a vocational goal.
c. he cannot go to school while on parole.
d. he should get a job first and establish himself.
e. there are laws against public offenders becoming teachers.

39. A 16-year-old single male applies for services. From information received during the initial interview, the counselor realizes that this boy was a ward of a neighboring state, has run away from a home for youth in that state, and has been living with his mother in the present state for about 6 months. The boy has not told officials or caseworkers in the neighboring state of his whereabouts. Under the circumstances, the counselor should:

a. keep quiet and process this case as any other.
b. contact the officials in the neighboring state himself.
c. counsel the boy into contacting the officials in the neighboring state.
d. counsel the boy to return to the neighboring state.
e. see a lawyer.

40. The client is a 26-year-old male with paraplegia. He is married and has two small children. His accident occurred 1-1 1/2 years ago and since then he has been receiving social security disability benefits. He has located a job for which he can be hired but is worried that he will lose his benefits, then not be able to perform the job. The counselor should advise him:

a. to take the job or lose his benefits.
b. that he can still draw benefits during a 9-month grace period while he is working.
c. that he can continue drawing benefits indefinitely.
d. that working is more important to him than drawing a check.
e. that he shouldn't take the job but continue to draw his checks.

41. The treatment of manic-depressive psychosis should be considered under the following three headings: hospital treatment, physical treatment, and psychotherapy. For acute depression, the best physical treatment is:

a. chemotherapy
b. convulsive therapy.
c. psychosurgery.
d. psychoanalysis.
e. vitamin therapy.

42. A 26-year-old male truck driver dropped out of college during his junior year due to financial problems. He is now diagnosed as exhibiting the early signs of multiple sclerosis. Feeling he cannot continue driving a truck for any length of time, he would like to return to college and resume his accounting major. A rehaabilitation counselor should:

a. encourage him to find other employment and discard thoughts of the rather lengthy schooling.
b. not work with person since he has a terminal illness and chances of successful long-term reemployment are virtually nonexistent.
c. encourage him to enter a vocational/technical training program rather than regular college.
d. administer an extensive battery of personality tests before encouraging him to pursue any goals.
e. encourage him to pursue his stated educational and vocational goals.

35. A 48-year-old married female with rheumatoid arthritis is referred by her physician for job training. She is interested in hotel-restaurant work requiring some movement, but primarily sitting. The counselor should:

a. confer with the physician to determine her present joint involvement and the progress of the disease prior to planning with the client.
b. confer with the client about the need for other, more sedentary occupations.
c. determine the feasibility of an on-the-job evaluation and training.
d. provide a prevocational evaluation.
e. use job analysis to determine her suitability for hotel-restaurant employment.

36. A 17-year-old congenitally deaf youth has been terminated due to lack of regular attendance from a specialized oral day school program after eight years of attendance. His vocal sounds are completely unintelligible to the interviewer and the boy seems to understand very little said to him. He communicates with the counselor mainly by pointing, gesturing, and making grunting sounds. The counselor should:

a. assume that this person will be unable to benefit from formal training and plan accordingly.
b. have him return to the school program as prerequisite to being accepted by vocational rehabilitation.
c. check into training programs where verbal ability is unimportant.
d. enroll him in a sheltered workshop for evaluation of abilities and interests.
e. consider him not feasible for vocational rehabilitation services.

37. The rehabilitation counselor has just been informed of a new project that will train homebound clients for employment as computer programmers. Two years ago, a 24-year-old male client was closed as unemployable, since he would not leave the home for employment. The client was a paraplegic and was injured after graduation from college. The counselor should:

a. inform the client of the opportunities for employment.
b. inform the director of the project that such a client is available.
c. arrange a meeting between the client and the project director in order that they may become acquainted.
d. look for another client to participate in the project.
e. ask the client if he would like to meet with the project director and discuss his participation in the project.

38. Several counselors in an office have heard of management by objectives and feel it may increase their effectiveness. Together they talk to the supervisor to see if a training program could be arranged in this area. The supervisor should:

a. identify possible trainers.
b. try to learn more about it and train the staff.
c. refer the request to the agency administrator.
d. consider alternatives other than management by objectives.
e. work with the counselors to gather information and enroll in appropriate training.

31. A 32-year-old male client who was referred to the counselor by his parole officer is placed in an on-the-job training situation. The counselor is now getting reports that the client is having difficulty getting along with his supervisor and is in danger of being released from the job. The counselor should:

a. ignore the situation and let the client handle it on his own.
b. call the parole officer and report what he knows.
c. write the client's supervisor and ask him about the problem.
d. contact the client and explore the problem with him.
e. consider other on-the-job training placement opportunities for the client.

32. In a counseling session a 67-year-old female client exhibits scattered thoughts and is incoherent in her thinking. Her speech lacks continuity, linking connecting and interconnecting concepts which do not belong together. These basic manifestations are symptoms of:

a. an anxiety neurosis.
b. schizophrenia.
c. a manic-depressive psychosis.
d. a depression neurosis.
e. hypomania.

33. A 19-year-old male high school graduate with diabetes wants to take an interest inventory to tell him what he should do vocationally. The counselor should:

a. discuss what one can reasonably expect from a vocational interest inventory.
b. explain that his experience has shown interest inventory results to be helpful but not definitive.
c. recommend a personality inventory to provide better information.
d. recommend which inventory test meets the client's needs.
e. suggest the client try different job tasks in a prevocational evaluation.

34. A 28-year-old single female with a high school diploma has a history of very heavy drinking. She has lost three jobs in the past year for irregular work attendance. She has excellent secretarial skills and has little difficulty in obtaining such work. She is soon to be released from a rehabilitation center for alcoholics. The counselor should consider:

a. a change in geographical location to let her start over.
b. having her return to her most recent job or one like it with supportive counseling.
c. formal job training.
d. on-the-job training in a different job area.
e. prevocational evaluation.

27. A 19-year-old mildly retarded female has been called for a job interview and wishes to see her counselor before going on the interview. The client's counselor is out of town today and the counselor who is present doesn't know what to do. The counselor who is present should:

a. obtain her file, review it quickly, and talk to the client.
b. tell her where she might locate her counselor.
c. send her to job interview.
d. refer her to the office supervisor.
e. have her cancel the interview until her regular counselor returns.

28. In the course of evaluation, a rehabilitation client may be given a comprehensive battery of tests to help determine what vocational areas of endeavor would most likely yield successful results in terms of productive, satisfying, long-term employment. The counselor is specifically concerned about the likelihood of personal satisfaction in a certain vocational area. He should therefore look at the results of a(n):

a. personality inventory.
b. aptitude test.
c. ability test.
d. work evaluation experience.
e. interest inventory.

29. A totally blind 38-year-old female client would like to work as a radio announcer. The client does not have an aptitude for this type of work. The counselor should suggest that the client:

a. obtain vocational interest inventory data.
b. explore training in a related area.
c. have an interview with a successful radio announcer who will discourage the client.
d. train in a totally different area.
e. receive training and find out for herself that she would not become employed in this area.

30. The primary obstacle in successful vocational placement of most people with epilepsy is:

a. societal and employer attitudes.
b. insurance company policies, rules, and barriers.
c. a lack of adequate vocational training of epileptics in general.
d. the possibility of the epileptic having seizures on the job, placing the individual and others in danger.
e. the epileptic's feelings of inferiority, dependence, and paranoia.

23. The client, a 41-year-old female ex-mental patient, has found a job through a friend but she is undecided if she should reveal her past to her employer and fellow workers. She calls to ask the counselor's opinion. The counselor should advise her that:

a. she should not tell under any circumstances.
b. there is no reason to be ashamed and she should tell.
c. she should tell only her employer.
d. she should tell only if she decides that it is best for her.
e. she should check with legal aid.

24. A 47-year-old male client is successfully employed and ready for case closure when his wife suddenly dies from a cerebral embolism. After the funeral he returns to work and exhibits extreme anxiety, restlessness and irritability, avoidance behavior and very poor concentration on the job for several weeks. His boss suggests he may have to "let him go" if he doesn't begin producing once again. The most rational course of action is to:

a. arrange short-term psychotherapy and sedatives for the client while having him continue to go to work.
b. assume spontaneous recovery will occur very soon, requiring little if any effort on the part of the counselor.
c. advise the client to take sick leave for several weeks so he can recover before attempting to work.
d. have the boss issue a stern ultimatum to the client to jar him back to reality.
e. confront the client with the reality of the situation.

25. A 60-year-old male has been the only janitor in a small elementary school for 15 years. He has experience in carpentry, plumbing and electrical work. He recently noticed a slight tremor in his hands and saw a physician. Referred to a specialist, he learned he had Parkinson's disease and was started on regular medication. The client should be advised to:

a. continue in his present job.
b. look for less demanding employment.
c. retire and collect social security disability payments.
d. undergo surgery as soon as possible.
e. start a vigorous physical therapy program immediately.

26. A 33-year-old divorced female client has many somatic complaints. A general medical examination and an internist's examination show no organic reason for her complaints. The rehabilitation counselor should:

a. encourage the client to have a thorough psychological examination.
b. encourage the client to enter the hospital for further diagnostic workup.
c. ask the client to visit a private psychiatrist.
d. find the client employment.
e. arrange a visit for the client with a medical consultant.

19. A 29-year-old divorced woman is referred to a facility for a vocational evaluation because she has been at home for seven years due to a progressively fatal disease of the connective tissue. For the first time the condition is being stabilized with medication. She is open and speaks freely about her situation. The rehabilitation counselor should use the first session primarily to:

a. focus on the client's feelings about having a fatal disease.
b. determine the limitations imposed by the disease.
c. come to an agreement about what the client and counselor are going to work on together.
d. arrange for psychological assessment.
e. begin job exploration in an area where she has had previous work experience.

20. A 43-year-old journeyman plumber with a low back pain problem has just returned to his former employer. The union leadership is opposed to his return since he has always been a troublemaker. The counselor should:

a. counsel the client to act less offensively.
b. consult with the union leadership.
c. have a joint conference with the client and union leadership.
d. refer the problem back to the employer's personnel department.
e. close the case as rehabilitated.

21. A 43-year-old male paraplegic client has a job as a parking lot attendant. He lives three miles from work and must rely on friends to transport him to and from work. The counselor feels strongly that an adapted car should be purchased for him, as he has a license to drive. The counselor should:

a. present a special appeal to his agency.
b. present a special sympathy appeal to the local social sevices department.
c. solicit donations from community leaders who may collectively purchase a car.
d. accept his inability to get an agency response.
e. encourage friends to continue transporting the client.

22. A 35-year-old male who was injured on the job is referred to the counselor. The prospective client had his right hand crushed by a plywood pressing machine and is six weeks post-trauma. The client is in the counselor's office relating that his right hand has to be amputated and asking what the counselor can do for him. The counselor should first:

a. fill out an interview for the client.
b. explain the vocational rehabilitation process to him.
c. explore the circumstances of his accident.
d. investigate the possibilities of worker's compensation before proceeding.
e. advise the client to return after surgery.

16. A previously good employee sustained brain damage in a motorcycle accident one year ago and has since caused havoc on the job with increasingly frequent angry outbursts. He keeps promising to try harder but cannot control his anger. Nearly at the point of firing him, his employer contacts the local rehabilitation counselor for help. Trained in behavioral techniques, the counselor would best begin by:

a. arranging a joint meeting with employer, client, and family to identify the reasons for the anger.
b. identifying with the employer the details of when, where, and how often the outbursts occur.
c. arranging a meeting with the client explaining that counseling is the only way to keep his job.
d. meeting with the client and employer to explain behavioral counseling steps and to solicit their involvement.
e. setting up regular appointments for psychotherapy and referring the client for medication to control his outbursts.

17. A 19-year-old male paraplegic, confined to a wheelchair, is referred for assistance to vocational rehabilitation. Prior to injury he had vocational aspirations of becoming a teacher or an automobile mechanic. He is now interested in clerical or sedentary type work. He also suffers from diabetes, which has affected his vision, and he is on a strict diet. The counselor should first:

a. secure additional information via vocational and psychological evaluation.
b. place the individual in a sheltered workshop for work skill evaluation and adjustment.
c. proceed with job analysis and determine possible sedentary type jobs into which he might gain entry.
d. place the individual in a job as a clerk to verify this interest.
e. interview his parents in order to determine the reasons for this wide disparity of interests.

18. A 16-year-old high school student with a congenital deformity of the right arm comes to the counselor's office seeking advice on career planning. After the initial interview, the counselor suspects that the client probably has a high intellectual aptitude and would like to verify these suspicions. The most appropriate course of action would be to:

a. schedule the client for another appointment so that the counselor can administer relevant tests.
b. call the client's high school guidance counselor for consultation.
c. make an appointment with the client's parents to get their opinion.
d. call the client's high school teachers and ask for advice.
e. refer the client to the local state employment service for scheduling of the GATB.

13. A 17-year-old female is seeking vocational guidance. She must wear a brace on one leg to correct a neural-muscular injury that resulted in some atrophy and weakness in calf, ankle, and foot muscles. With a brace, the injury is adequately compensated and the client fully functional. The client is in the eleventh grade. Achievement and group intelligence test results and a transcript of grades show her to be an average student. Aptitude and interest testing results are consistent with technical level occupations involving services to people (e.g., cosmetology, practical nursing). She has never worked outside of the home. The counselor should assist her to:

    a. examine and explore a variety of occupations related to her major area of measured interest.
    b. examine and explore a variety of occupations both related and unrelated to her major area of stated interest.
    c. focus on occupations for which she shows aptitude, though lesser interest, that would require a minimum of standing and walking.
    d. arrange training as a cosmetologist or licensed practical nurse upon completion of high school.
    e. arrange for the client to work part-time as a volunteer or nurse's aide in a local hospital.

14. A 49-year-old unmotivated male referral from worker's compensation has been seen by the counselor twice in the last month. The client is a journeyman bricklayer who feels it would be best, in light of some low back pain recently received from a fall, not to return to any work. The counselor should:

    a. discuss lighter work in the construction industry.
    b. discuss the basis for the client's desire to remain unemployed.
    c. interpret the medical information and the need for some employment.
    d. close the case as unmotivated and nonfeasible.
    e. wait and recontact the client in six months.

15. A 39-year-old female wants to return to work after 15 years of unemployment. Her previous job was as a sales clerk. At the initial interview she asks the counselor to help her find a job. At this point, the counselor should:

    a. involve the client more fully in developing goals and objectives by having her elaborate on her desires.
    b. administer interest and aptitude tests.
    c. present to the new client a catalogue of possibilities.
    d. assure the client that the counselor can help her.
    e. call employers to see if they need sales clerks.

9. An 18-year-old female high school senior is in a business education specialty, has an average intelligence, is a controlled epileptic, and wishes to attend a major university. Her grade point thus far is a C+ with high scores on the Minnesota Clerical Test; OVIS results indicate major interest in clerical work, inspecting and testing. The counselor should:

   a. discuss why she wishes to attend college.
   b. discuss the difficulties she may have in college.
   c. determine why she does not wish to do clerical work.
   d. identify the advantages and disadvantages of the alternatives.
   e. indicate a willingness to find her a college program.

10. A 61-year-old female with a history of six hospitalizations for mental illness would like to enter a two-year medical technology training program at a local community college. She has 17 years experience as a medical receptionist but will not return to this vocation due to her "nervous condition." The counselor's best decision is to:

   a. encourage her to return to her previous job as a receptionist after counseling.
   b. find employment for her doing medical laboratory work which requires little or no training and have her enroll in interest classes at the college.
   c. sponsor her in the two-year training program at the community college.
   d. find her employment in an environment totally different from her past employment situation.
   e. have her become involved in a number of community and interest groups.

11. A 17-year-old sensory-neural deaf female client would like to become a speech therapist. She has above average intelligence, is about to graduate from a high school program for the deaf and can speak, read and use sign language. The counselor should advise the client to:

   a. apply to a college to pursue a career as a speech therapist.
   b. receive auditory tests from an otologist.
   c. be fitted with a hearing aid by an audiologist.
   d. receive restorative surgery.
   e. consider alternative careers.

12. An 18-year-old blind male client applies for vocational rehabilitation services. He has completed the 11th grade in school. He has not had any job experience but has been actively seeking employment. In terms of placement, the counselor should:

   a. contact local workshops for the blind for potential job placement.
   b. provide supportive counseling while the client continues to look for employment.
   c. tell the client that he should secure a G.E.D. or a high school diploma before seeking employment.
   d. explore the client's interests and aptitudes in order to develop an appropriate rehabilitation plan.
   e. encourage the client to consider training for an appropriate position.

PLAN OF CERTIFICATION MAINTENANCE

EFFECTIVE

January 1, 1980

by the

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

162 North State Street

Suite 602

Chicago, Illinois 60601

(312) 236-4499

Revised September, 1979

I. INTRODUCTION

In the belief that rehabilitation counselors should continue to demonstrate their competence to deliver quality rehabilitation counseling services to the public, the Commission on Rehabilitation Counselor Certification, in 1974, endorsed the principle of Certification Maintenance. Certification Maintenance is meant to maintain and enhance the ability of the Certified Rehabilitation Counselor to serve clients. This report sets forth the principles of the plan of Certification Maintenance based on continuing education, but includes options for those who find it impossible to participate in continuing education activities to the extent recommended.

Objectives of the Certification Maintenance plan for Certified Rehabilitation Counselors include:

A. Obtaining Current Information,
B. Exploring New Knowledge in a Specific Content Area(s),
C. Mastering New Skills and Techniques,
D. Expanding the Approaches Toward the Management of Clients, and
E. Developing Critical Inquiry and Balanced Professional Judgement.

II. METHODS/OPTIONS

A. Continuing Education

Should the Certified Rehabilitation Counselor choose continuing education as the method of Certification Maintenance, 150 contact hours would be required in a period of five years.

The effective date for beginning Certification Maintenance was *January 1, 1978. Continuing education completed prior to that date will not be accepted for Certification Maintenance.* Each Certified Rehabilitation Counselor will submit his/her application for Certification Maintenance on the first day of the month in which his/her fifth anniversary of the certification occurs, and each subsequent fifth year anniversary. The number of contact hours are prorated as follows:

Date Certified	Deadline for Certification Maintenance	Contact Hours Required
July 19, 1974	July 1, 1979	45
October 15, 1974	October 1, 1979	52½
March 22, 1975	March 1, 1980	65
July 18, 1975	July 1, 1980	75
October 11, 1975	October 1, 1980	82½
April 10, 1976	April 1, 1981	97½
September 17, 1976	September 1, 1981	110
April 23, 1977	April 1, 1982	127½
October 28, 1977	October 1, 1982	142½
After January 1, 1978		150

A Certified Rehabilitation Counselor will have ninety days following the deadline for their Certification Maintenance to submit an application. If certification is not maintained, the counselor will be officially notified that s/he may no longer exercise the rights and privileges ascribed to a Certified Rehabilitation Counselor. Reinstatement will be through the regular applicant/examination process under the standards then in force.

The Commission believes that continuing education programs are available in sufficient number and at reasonable or no cost to meet the requirements for Certification Maintenance through continuing education without personal hardship. The following sources are *examples* of continuing education that could be used:

1. Regional Rehabilitation Continuing Education Programs
2. Agency Staff Development/In-Service Education Programs
3. Research and Training Programs
4. College and University Courses
5. National & Regional Short Term Training
6. Private Sector Training Programs
7. Member Organization Approved Programs

In addition, the Commission recognizes that there may be other programs and alternate forms of continuing education or ways to demonstrate that a counselor has maintained his/her competence in serving clients. The member organizations of the Commission are encouraged to develop alternative plans which would be in the best interest of their members and submit them to the Commission for approval. Such plans should include the relationship between the Commission's plan and the alternative, the monitoring process and the method for evaluation.

B. Examination

Should the Certified Rehabilitation Counselor be unable to meet the Certification Maintenance requirements through continuing education or an alternative plan developed by a member organization and approved by the Commission, s/he may sit for the certification examination when it is offered during the year prior to his/her deadline for Certification Maintenance.

A counselor electing this alternative must pass the examination at the level of those completing it for initial certification. If the examination is failed, the Commission will consider that the counselor has not maintained his/her certificate and the counselor will be officially notified that s/he may no longer exercise the rights and privileges ascribed to a Certified Rehabilitation Counselor. Reinstatement will be through the regular application/examination process under the standards then in force.*

III. APPROVAL OF CONTINUING EDUCATION PROGRAMS

A. Purpose

The purpose of the approval process for continuing education programs is to maintain a high quality of continuing education opportunities that will extend expertise in the professional practice of rehabilitation counseling. Approval of programs may be sought by an institution, agency or organization; an instructor; or a Certified Rehabilitation Counselor.

B. Guidelines

1. Each member organization has been encouraged to establish mechanisms to grant approval for continuing education programs to be completed for Certification Maintenance under the guidelines established by the Commission. In order to assure that Certification Maintenance will be established for all Certified Rehabilitation Counselors, following the time-line recommended by the Commission, the Commission has implemented an approval process.

2. The Commission will monitor the approval process implemented by member organizations and will reserve the right to withdraw approval privileges from any whose processes it deems inadequate.

3. One contact hour is defined as equivalent to one clock hour spent in an approved program. (Excluded: Coffee breaks, social hours, luncheons/dinners, etc.) Fifteen contact hours will be allowed for one semester credit; ten contact hours will be allowed for one quarter credit in a college or university program.

4. For approval, continuing education programs should be no less than one contact hour in duration and include an evaluation component.

5. Courses for credit,** offered by a college or university accredited by a regional accrediting body, which are germane to one or more of the content areas noted below need not be approved.

6. Program focus must be to increase the knowledge or skill in the practice of rehabilitation counseling in one or more of the following areas:

   a. Rehabilitation Philosophy, History, Structure and Laws.
   b. Medical Aspects of Disability.
   c. Psychological Aspects of the Handicapping Condition.
   d. Occupational Information and the World of Work.
   e. Counseling Theory and Techniques.
   f. Community Organization and Resources.
   g. Placement Processes and Job Development.
   h. Psychology of Personal and Vocational Adjustment.
   i. Evaluation and Assessment.
   j. Ability to Utilize Research Findings and Professional Publications.
   k. The Delivery of Rehabilitation Services.
   l. Independent Living Rehabilitation
   to reflect new focus which is currently covered a-k—effective January 1, 1981—revised October 1, 1980.

7. The purpose of the program should be clearly defined in terms of expected outcomes.

8. Approved Programs must include:
   a. Course Title
   b. Program Focus
   c. Learner Objectives
   d. Dates and Length of Course
   e. Participants—Who? and How Many?
   f. Program Director
   g. Evaluation Component
   h. Method of Instruction
   i. Sponsor(s)
   j. Location***

C. Approval Process

1. Regional Rehabilitation Continuing Education Programs; Research and Training Centers, State Agency Staff Development/In-service Programs; and National and Regional

Short-Term Training Programs need only to submit a letter to the Commission assuring their adherence to the above standards. These groups must also submit an annual report of continuing education offered for certification maintenance.

Member Organizations of CRCC and other agencies and organizations that demonstrate an established on-going rehabilitation training component need to submit a letter to the Commission assuring their adherence to the above standards and a concise plan for monitoring continuing education provided for certification maintenance. These groups must also submit an annual report of continuing education offered for certification maintenance.

2. Other agencies, individuals or organizations providing training programs who desire approval from CRCC for certification maintenance credit must submit proposed training programs sixty (60) days prior to date of initiation. This application for approval must demonstrate proposed program meets CRCC standards and be accompanied by a $15.00 review fee (non-refundable). Programs must be approved annually.

3. Individual CRC's seeking approval of programs taken for certification maintenance which are not covered by the above procedures are encouraged to seek approval first through an appropriate CRCC member organization plan. For those who are not able or do not choose to use this procedure, the CRCC will provide an approval process. This requires submission of appropriate materials demonstrating training program meets CRCC standards at least sixty (60) days prior to initiation of training. The individual will be notified if the program receives CRCC acceptance for certification maintenance prior to its inception. If approval is not requested sixty (60) days prior to program initiation, the CRC can still seek approval of the program for certification maintenance on a post-attendance basis.

   A request for approval must be accompanied by a $3.00 fee (non-refundable). If the CRC chooses, they may submit one request annually for post-approval of all such training programs for a fee of $3.00 per program up to a maximum fee of $15.00 (non-refundable).

   The CRC is encouraged to check with the sponsoring organization/individual and CRCC member organizations to determine if the program is already approved prior to utilizing this procedure.

D. Alternative Plans

The Commission on Rehabilitation Counselor Certification has approved two *alternative plans effective January 1, 1980.*

Questions and information regarding alternative maintenance plans should be directed to the membership organizations advancing said plans:

American Rehabilitation Counseling Association (ARCA)
Alternative Certification Maintenance Plan
1607 New Hampshire Avenue, NW
Washington, D.C. 20009

National Rehabilitation Counseling Association (NRCA)
Alternative Certification Maintenance Plan
1522 K Street, N.W.
Washington, D.C. 20005

E. Effective Date

All continuing education programs taken for Certification Maintenance credit after January 1, 1980 must be approved by the Commission or one of its member organizations. *Programs taken during the calendar year 1978 and 1979 need not be approved.*

IV. FEES

A. Certification Maintenance

Fifty dollars ($50) for a period of five years at the time the counselor submits his/her Certification Maintenance application for review.

The total Certification Maintenance fee is to be paid at the time the Certification Maintenance application is submitted. *$35.00 of this fee will be refunded to a counselor who does not maintain his/her certificate.*

B. Changes

Fees are subject to change based on cost and inflationary factors with one year prior notice.

V. APPLICATION FOR CONTINUING EDUCATION APPROVAL

In the event that a counselor is unable to qualify for approval of an alternative certification maintenance plan through a member organization (e.g.) NRCA/ARCA the following form *must* be completed in its entirety in accordance with III, C.3. above. The following form must be submitted sixty (60) days prior to training or post-training as explained in III, C.3.

* Should a counselor elect to sit for the Certification Examination s/he must pay the $40.00 examination fee *plus* the Certification Maintenance fee of $50.00 for the next five (5) years. For this option, send your request to sit for the examination along with the total payment of $90.00 to the Administrative Office.

** For the purpose of Certification Maintenance, credit is considered to be semester or quarter hours not Continuing Education Units (CEU's).

*** Programs and locations are to be accessible: that is, no disabled person will be excluded from any education program. (Reference: Section 504 of the Rehabilitation Act of 1978 as amended).

APPLICATION FOR CONTINUING EDUCATION APPROVAL

1. Name and complete address: _____
LAST FIRST MIDDLE

_____ ( )
NUMBER AND STREET TELEPHONE NUMBER

_____
CITY STATE ZIP CODE

2. Certificate Number _____ Date of original certificate _____
3. Program Title: _____
4. Program Focus: _____
5. Sponsor (organization): _____
6. Learner Objectives: _____

_____

_____

7. Program Director: _____

_____

8. Program Instructor(s): _____

_____

9. Participants: (who and how many) _____

_____

10. Methods of Instruction: _____

_____

11. Methods of Evaluation: _____

_____

12. Date of Training: _____ 13. Number of contact (clock) hours: _____
14. Cost to you personally: _____
15. Location: _____
CITY STATE

DO NOT WRITE BELOW THIS LINE

_____

Date received by CRCC: _____ Date approved by CRCC: _____

Approval Number

1. In situations where the blind client uses his lack of sight as an excuse for his inability to progress, it is most important that the counselor know:

   a. what caused the client's blindness.
   b. the client's personality pattern prior to the loss of sight.
   c. family attitudes towards client's blindness.
   d. previous contacts the client has had with blind people.
   e. how the client viewed blind people before his own blindness.

2. Although a legally blind person may have adequate vision to travel independently during the day, it would be appropriate for a counselor to consider mobility training to help an individual with night-time travel who had visual diagnosis of:

   a. macular degeneration.
   b. retinitis pigmentosa.
   c. congenital cataracts.
   d. ambliopia exanopsia.
   e. congenital nystagmus.

3. A blind 36-year-old male client has expressed a fear of entering a group situation. Since group therapy is indicated in this particular setting, it would be advisable for the counselor to:

   a. explain fully what the group process is all about.
   b. excuse him from groups until he feels more secure in the setting.
   c. encourage him to come to the group as an observer until he is comfortable in the new setting.
   d. schedule private counseling sessions to explore his fears.
   e. talk over this problem with the group.

4. Mastery of braille will be more difficult for clients with visual diagnosis of:

   a. diabetic retinopathy.
   b. optic neuritis.
   c. optic atrophy.
   d. end stage glaucoma.
   e. retrolental fibroplasia.

5. A 43-year-old visually handicapped client trained in food services management desires to open his own "Bar-B-Q Restaurant." He needs capital and business advice. His counselor should arrange for him to see the:

   a. Service Corps of Retired Executives.
   b. Small Business Administration.
   c. loan officer of the local bank.
   d. local chapter of the National Restaurant Association.
   e. director of the local Chamber of Commerce.

6. If a blind client is to make adequate use of a guide dog, the client must:

   a. be familiar with basic long cane techniques.
   b. have been a skilled cane traveler.
   c. have some ideas concerning the routes he wishes to travel.
   d. be familiar with the care and feeding of animals.
   e. seek employment where the dog would be acceptable.

7. A rehabilitation counselor has two legally blind clients who could qualify for the same job. An opening exists for an assembly worker for the 4 p.m. to 12 p.m. shift at a local manufacturing firm. Both applicants have partial vision. One suffers from congenital cataracts while the other has retinitis pigmentosa. Both clients have adequate vision to travel during the daylight hours and neither applicant uses a cane. Because of the counselor's knowledge concerning eye diseases he would probably resolve this situation by:

   a. referring both clients to the job and allow the employer to choose for himself.
   b. recommend the client with retinitis pigmentosa.
   c. recommend neither client.
   d. recommend the client with congenital cataracts.
   e. give a crash course in cane travel to both clients.

8. A placement specialist surveys an appliance assembly plant in order to place qualified workers who are blind. The two most important factors that should be considered are:

   a. accessibility of the plant to public transportation and the safety of the neighborhood.
   b. environmental safety and the feasibility of performing the job without sight.
   c. the attitude of the foreman toward the blind and knowledge of instructional methods for the blind.
   d. the absence of noise and the symmetric layout of equipment.
   e. the feasibility of on-the-job training and the means for comparing workers' output to the sighted.

9. A rehabilitation counselor has trained a totally blind person as an automatic transmission repairman. He is now ready to begin his attempt at getting this young man a job. He is most likely to succeed at this if he:

   a. tells the client to begin to make contacts with employers on his own.
   b. refers the client to the local office of the employment service.
   c. makes personal contacts with employers himself.
   d. requests that the school's placement service locate possible jobs.
   e. sends letters of recommendation from the school to automatic transmission repair shops.

10. A totally blind 38-year-old female client would like to work as a radio announcer. The client does not have an aptitude for this type of work. The counselor should suggest that the client;

   a. become engaged in training as a radio announcer.
   b. explore training in a related area.
   c. have an interview with a successful radio announcer who will discourage the client.
   d. train in a totally different area.
   e. receive training and find out for herself that she would not become employed in this area.

11. Macular degeneration most affects:

   a. the upper portion of the field.
   b. the middle portion of the field.
   c. the lower portion of the field.
   d. half a field of vision.
   e. central vision.

12. An 18-year-old female is totally blind in her left eye and has corrected 20/60 vision in her right eye as a result of retrolental fibroplasia. Her vocational counselor has sponsored her enrollment in college with a major in a foreign languate. However, during one quarter of her freshman year, she has changed her major to drama, stating she would like to teach this to the blind. The counselor should:

    a. counsel the client, explaining why this is not a vocationally feasible plan and encourage her to change majors once more.
    b. withdraw all support from her program immediately unless she returns to her former major.
    c. contact school personnel and counselors to have them help persuade her to change her mind.
    d. encourage her to continue in her new major area with no hesitation.
    e. contact her teachers to determine how she has been functioning and whether this is a viable course for her to pursue.

13. An 18-year-old blind male client who has completed the 11th grade in school applies for services. He has not had any work experiences, but has actively been seeking employment. In terms of placement, the counselor should:

    a. contact local workshops for the blind for potential job placement.
    b. provide supportive counseling while the client continues to look for employment.
    c. advise the client that he should secure a G.E.D. or high school diploma before seeking employment.
    d. explore the client's interests and aptitudes in order to develop an appropriate plan with him.
    e. find out where he has applied for employment and contact those companies to determine why he was not hired.

14. Which of the following statements best reflect the relationship between the initial interview and job placement?

    a. The initial interview has very little effect on job placement.
    b. The initial interview determines the client's attitude toward placement.
    c. The initial interview determines the counselor's attitudes toward placement.
    d. The initial interview determines both the counselor and client attitudes toward placement.
    e. The initial interview is the least important in a series of interviews as far as job placement is concerned.

15. A 33-year-old female is referred to a local rehabilitation agency by her family physician. The counselor should first:

    a. obtain a complete employment history.
    b. refer her for medical and psychological evaluation.
    c. obtain pertinent data about the client's family.
    d. send her for testing to determine possible areas of vocational training.
    e. determine whether she wishes to be a client.

16. Changes in judgment, memory and perception are the likely effects of a/an:

    a. amputation.
    b. renal failure.
    c. multiple sclerosis.
    d. stroke.
    e. myocardial infarction.

17. A counselor has been working with a 19-year-old client for about 8 months who has been diagnosed as having psychomotor epilepsy. The client has had a complete general medical and neurological work-up. His medications are closely monitored by a neurologist. While the neurologist has not been able to find any reason for it, the client is still having episodes which present serious problems in his training as a draftsman. The counselor should be aware that:

a. medical evidence indicates that psychomotor epilepsy is rarely well controlled.
b. the stress and rigor of training usually aggravates psychomotor epilepsy despite chemotherapy.
c. clients with psychomotor epilepsy have a tendency also to have personality problems that might warrant the help of a psychologist.
d. the neurologist's medications are not controlling the seizures, and drug changes need to be made.
e. from the information given it is apparent that the client's seizures are uncontrollable and that the client is too severely disabled to benefit from rehabilitation services.

18. The effective rehabilitation counselor recognizes that many of the services upon which the rehabilitation of the individual depends must be provided by nonrehabilitation agencies. However, before seeking these services the counselor should:

a. visit the agency.
b. make contact with an employee of the agency in order to facilitate services to his client.
c. know enough about the resource to have confidence that they can actually assist his client.
d. advise the client of the reason for his referral to another agency.
e. advise the agency of the client's vocational handicap and his needs.

19. The client is a 22-year-old female with epilepsy. Although her seizures are well controlled she is continually denied employment as a food service worker. The counselor pointed out that the premium would not be raised because:

a. the Department of Labor will cover "high risk" clients through a reimbursement procedure to the workor's compensation carrier.
b. controlled epileptics have a safety record three times better than the average employee.
c. the second injury fund was set up to cover additional injuries incurred by a disabled client without raising premiums.
d. the inherent dangers of the industry and accident record of the company determine the premium.
e. state laws will not allow an increase in premiums unless the ratio of handicapped to non-handicapped exceeds 25%.

20. When closing a job interview, the counselor should advise the client to:

a. say "Thank you" and leave.
b. shake hands firmly.
c. state that he would like to work for the employer.
d. ask if he may call the employer in a few days.
e. ask the employer when a decision will be made.

21. A 19-year-old single female with a learning disability is referred to a hospital based vocational rehabilitation center. She attended special classes in the public school system and has never had a job. The client now has completed 20 weeks in her program during which time she has tried three areas: clerical, dietary, and transport. She relates well to co-workers and patients, yet still has difficulty finding her way around the hospital. She shows the most potential in the dietary area, but is requesting training as a nurse's aide. The present job market for nurse's aide is very poor. The rehabilitation counselor should:

a. allow the client the chance to try out the placement and, if successful, allow her to train as an aide.
b. insist that she train in the dietary area.
c. continue vocational evaluation program.
d. counsel with the client regarding the situation and facilitate her decision.
e. discuss the situation with the client and her family and let them all make the decision.

22. A 16-year-old boy had been referred to a counselor by his foster mother who has become concerned about his recent association with "undesirables." The boy dropped out of school several years ago after a history of poor scholastic attendance and achievement. Although the foster mother doesn't feel the boy is mentally retarded, she says he is basically a non-reader. The rehabilitation counselor's first course of action would be:

a. perusal of school records and current achievement and aptitude testing.
b. psychological personality testing and possible psychotherapy.
c. removal from the foster home environment and intensive counseling.
d. placement in a sheltered workshop for vocational evaluation.
e. getting the boy enrolled in a G.E.D. preparation class and hiring a private tutor for him.

23. If William Glasser were counseling a rehabilitation client, he would assume there are two most important elements in the personality of the client that should be taken into account. They are:

a. self awareness and environmental awareness.
b. self reflection and awareness of own self-actualization.
c. awareness of environmental barriers and the mechanics for circumventing them.
d. awareness of physical limitations, and the extent to which equipment can be modified.
e. awareness of parents' limiting influence on client's psyche and motivation.

24. When providing placement information to clients concerning trends in the labor market and specific jobs, the counselor should most appropriately refer to:

a. the Dictionary of Occupational Titles.
b. the most recent copy of the Occupational Outlook Handbook.
c. relevant trade and occupational magazines.
d. publications from his local employment service.
e. the help wanted ads in his local newspaper.

25. Which of the following industry sectors has shown the most rapid rise in job opportunities?

a. Agriculture.
b. Manufacturing.
c. Transportation.
d. Government.
e. Sales.

26. The counselor is working with a parent group whose adolescents are in his rehabilitation center. He has never met any of the parents before; therefore, it is best for the counselor to:

a. describe what each parent's child is doing in the center.
b. ask each parent to tell what his or her child is doing in the center.
c. tell them his name and his function on the center's staff and ask them how they feel about their child being in the center.
d. tell them that they may discuss whatever they feel is important to them.
e. refrain from saying anything specific except to tell them his name and function on the center's staff.

27. A counselor has established a pre-employment counseling group which has as its purpose the facilitation of each member's adjustment to his/her physical disability. The members have been interviewed by the counselor and all appear reluctant to engage in the evaluation of their disability as it relates to employment opportunities. Supervisors, family members, and the intake interviewer support this evaluation. To begin the first meeting of the group, the counselor should say:

a. "You all know why you're in this group; let's begin by talking about physical disabilities."
b. "I realize each of us feels rather anxious about being in the group because it may force us to talk about the reality of our disabilities, but let's try."
c. "While it may be difficult at first, I believe that a good place to begin would be for each of us to share some thought as to what our personal goal for this group might be."
d. "I'm sure everyone has a story to tell that will interest the others. Who would like to open up the discussion?"
e. "I hate to call on people in groups like this, so to save me that hassle, will someone take the plunge and get us started?"

28. In attempting to place a client at a local firm which has the potential for several good placements, the counselor discovers that the employer has hired employees in the past from his agency who were not satisfactory. The employer's hostility is directed towards the counselor and the counselor's agency. The counselor should:

a. treat it very lightly, and try to skip over it.
b. advise the employer that the counselor who did the placing in the past is no longer with the agency.
c. express concern over the past experiences and offer improved services.
d. very tactfully point out that perhaps they really did not give the individual a chance and maybe they should try another one.
e. mark off this employer as a total loss and forget about it.

29. A 58-year-old female domestic worker comes to the office complaining of extreme pain and swelling in her right ankle of three months duration. In setting up a diagnostic medical examination for the client, the counselor should first:

a. find out who her present physician is.
b. ask her if there is a physician she would prefer to see.
c. send her to the physician who can schedule her soonest.
d. send her to the emergency room of the local hospital.
e. send her to an orthopaedic surgeon.

30. A process the counselor will find most useful in matching client abilities to specific jobs is:

a. work description.
b. work sampling.
c. job simplification.
d. job analysis.
e. work modification.

31. Interest tests primarily measure clients':

a. interests in specific vocational areas.
b. abilities in certain fields.
c. probability of success in different vocational areas.
d. similarities to people working in certain job areas.
e. likes or dislikes of specific vocational tasks.

32. At the second meeting of a parents group, the counselor is asked by a parent for advice on a specific problem his child is having. The child will not get up on time. The counselor's response should be:

a. "I don't know. What do you think you should do?"
b. "Can you tell us a little more about what is happening that makes it difficult for your child to get up on time?"
c. "Hm, you are having difficulty getting your child up in the morning."
d. "Hm, your child is having difficulty getting up in the morning."
e. to turn to the other members of the group, but say nothing.

33. If a rehabilitation counselor expects to use knowledge effectively in the application of rehabilitation psychology, the counselor is required to acquire:

a. relevant knowledge.
b. good teaching skills.
c. additional research experience.
d. more graduate education.
e. additional psychometric data.

34. A 31-year-old female client with spastic paralysis and tremor, diagnosed as having cerebral palsy, is preparing to complete an employment application. It is anticipated that the application will include the question, "Explain any disease, disability or handicap." The client should be encouraged to:

a. provide a medical explanation of the disability.
b. provide the diagnostic term, i.e., cerebral palsy.
c. provide a brief explanation in operational terms.
d. deny having any disease, diability or handicap.
e. leave the answer blank.

35. Among individuals categorized as disadvantaged, the following conditions are found to exist:

a. adequate food and housing for the level of income.
b. adequate health care services which are not used by the community.
c. stable work histories and good work attitude.
d. passivity and acceptance of poverty.
e. low educational and vocational attainment.

36. Research indicates that successful career functioning of handicapped persons is most related to:

a. vocational training.
b. parental support.
c. social skills.
d. measured intelligence.
e. academic level.

37. Research findings suggest that when a rehabilitation facility or program wants to bring about change, it must recognize that the higher the centralization of power or authority, the:

a. slower the rate of change.
b. faster the rate of change.
c. broader the extent of change.
d. more lasting the change.
e. more in-depth the change.

38. A marginally disabled, 25-year-old white male was referred to the counselor by his state senator via the state office, and the counselor was advised to work with him, despite the fact that the client is not eligible for Vocational Rehabilitation services due to a lack of a substantial disabling condition. In this case, the counselor's best course of action would be:

a. advise the referring parties of his ineligibility and close the case.
b. make the client eligible and serve him due to the source of the referral.
c. advise only the client of his ineligibility and close the case.
d. do not open the case for evaluation but screen him out on the initial interview.
e. serve the client as a "special case" due to his being referred by the state senator.

39. A 30-year-old single male paraplegic who resides in a nursing home is engaged in learning various laboratory techniques. His supervisor, the head of a hospital laboratory, reports that the client is doing extremely well and feels that the institution where he is training might be willing to hire him. The counselor should:

a. consider whether the client would like the position.
b. determine whether the client's physical condition will interfere with his job performance.
c. check if the work setting is such that the client can function on a par with other employees.
d. discuss the physical obstacles that might make it difficult for the client to perform adequately once hired.
e. explore alternative employment opportunities for the client.

40. The success of the rehabilitation process had been shown to be related most directly to:

a. the role of the counselor.
b. the prognosis of the client.
c. the budget of the agency.
d. the sequence and timing of services.
e. a favorable job market.

41. The client lost the sight in his left eye due to a chemical explosion a year ago. He has been unable to find employment because no employer wants to be responsible for the costs involved should another accident occur and the client become totally blind. The counselor needs to advise the:

a. client to waive Worker's Compensation rights.
b. employer that Worker's Compensation rates are not effected by the employment of a handicapped individual.
c. client to purchase private insurance coverage for industrial accidents.
d. employer of the second injury fund.
e. client not to seek employment in "high risk" type industry.

42. A 23-year-old totally blind female client lived on a farm all her life except for the time when she attended a school for the blind and the visually handicapped. She was able to graduate from that school with above average grades. She has never worked and has refused the services of vocational rehabilitation in the past. However, the client is now bored with living at home and she and her parents are having a difficult time adjusting to each other. The counselor should make plans for the client to:

a. receive psychological testing.
b. have a complete medical examination.
c. enter a sheltered workshop for services.
d. enter a residential facility in order for her to receive a complete evaluation.
e. take interest tests in order to obtain her vocational goal.

43. A 21-year-old female is going to college and living at home. In an initial counseling session she reveals that she and her mother are having difficulties relating to one another. The client has been dating a 35-year-old male who is divorced, has two children and is a successful businessman. The client shares, "The other day I told Mom that my boyfriend and I might take a vacation trip together. Well, she started screaming and she told me she didn't want me going anywhere overnight with my boyfriend just as long as we weren't married. I really like him a lot and want to continue to see him but under the circumstances it's pretty hard." The counselor's response should be:

a. "Your mother seems hung-up about your having a good time."
b. "You've mentioned everyone but your father. Where does he stand in all this?"
c. "Are you feeling stuck in the middle, between two people you really care for?"
d. "Your mother is worried that you're going to get into a relationship which you'll later regret."
e. "In this kind of situation it may be difficult to accept the saying about honesty being the best policy."

44. A counselor's first objective in trying to achieve community support is to:

a. establish a public relations program.
b. render service.
c. satisfy his/her supervisor.
d. meet agency goals.
e. work with related agencies.

45. The Rehabilitation Services Administration in the federal government is part of the department of:

a. the Interior.
b. Commerce.
c. Labor.
d. Health, Education and Welfare.
e. the Treasury.

46. The minimum IQ for successful college work is thought to be around:

a. 90.
b. 100.
c. 110.
d. 120.
e. 30.

47. A 25-year-old female client with rheumatoid arthritis is responding well to medication and is able to ambulate without assistance. She is intelligent, has a high school education and was previously employed as a clerk-typist. The most critical factor in considering placement is the:

a. requirements of the job.
b. emotional stress of the job.
c. intellectual challenge of the job.
d. attitude of the employer toward the client's disability.
e. attitude of her co-workers towards the client's disability.

48. A 21-year-old female mentally retarded client had been working for 2 years in a sheltered setting where she has become proficient as a cook's aid. She has told you she would like to secure a job in a cafeteria and wants you to accompany her to a job interview in one week. You should:

a. accompany her to the interview to aid her responses.
b. call the prospective employer and arrange a private interview for yourself.
c. instruct her in job seeking skills.
d. tell her she must go to the interview alone.
e. arrange for a member of her family to accompany her.

49. A 28-year-old married female migratory farm worker with five children and a seventh grade achievement level is referred to the counselor by a local hospital. Her diagnosis is diabetes mellitus resulting in a right above-knee amputation. A prosthesis has been prescribed. The most appropriate plan of action following gait training is to:

a. refer the client for vocational evaluation.
b. refer the client for remedial education.
c. place the client in sheltered employment.
d. train the client for a job which requires little standing or walking.
e. return the client to the farm labor market.

50. A counselor should expect greater recurrence of adjustment problems among visually disabled clients who have a diagnosis of:

a. retrolental fibroplasia.
b. congenital cataracts.
c. blindness due to trauma.
d. retinitis pigmentosa.
e. senile cataracts.

51. The primary obstacle in successful vocational placement of most people with epilepsy is:

a. societal and employer attitudes.
b. insurance company policies.
c. a lack of adequate vocational training.
d. the possibility of seizures on the job.
e. the epileptics' feelings of dependence.

52. A 22-year-old single female, residing with her parents, has a mild case of cerebral palsy. Although it is not evident in general appearance, when confronted with an anxiety provoking situation, she displays some sign of tremor, both in her hands and in her voice, and writes somewhat illegibly. She wishes to hide the fact that she has a disability when seeking a job. The counselor, at the time of job readiness, should first:

a. help the client be less nervous by role playing.
b. tell the client that she must tell the truth.
c. explain to the client that a disability will show itself in an interview situation.
d. teach the client what to anticipate in terms of questions asked during an interview.
e. advise the client to deny her disability and say that she is nervous.

THE FOLLOWING 9 QUESTIONS DEPEND ON ONE CASE HISTORY WHICH IS BELOW. INSTRUCTION:

1. READ the case history carefully.
2. ANSWER each question by selecting the "best answer and DARKEN THE APPROPRIATE SPACE TO THE RIGHT OF THE NUMBER FOR THAT CHOICE ON THE ANSWER SHEET.
3. REMEMBER only questions (53) through (60) depend on this history.

CASE HISTORY

This client is a 36-year-old male who is a computer programer. His history shows a pattern of prolonged drinking starting in his early youth. Beginning as an episodic drinker during high school his use of alcohol increased during the two years of Community College Training to the point that when he graduated his average daily consumption was a fifth of bourbon.

His first programming job was in private industry where he was expected to complete additional training on his own time to "keep up" with the technical needs of his company and the changes in his field. After several years he obtained a job in a service type organization where he experienced fewer pressures. For the first time he was able to perform satisfactorily, probably because of his inherent compulsive personality.

Over the past three years he has had frequent absences which due to his previous good work history were accepted as caused by illness. Marital problems led to a separation two years ago. In the past six months he has had frequent "blackouts." Recently his work has become sloppy, forcing his supervisor to first counsel him and later reprimand him for his poor work performance. Two months ago he was terminated.

Two weeks after being fired, he was hospitalized for a fractured femur obtained in an automobile accident caused by excessive alcohol. During his convalescence he developed pneumonia and "d.t.'s." The diagnosis of chronic alcoholism was finally made and upon discharge he was referred to an alcoholic clinic in a residential community mental health center for treatment. He has been under treatment for a week and has now been referred to a rehabilitation counselor.

53. During the rehabilitation process in the residential center, this client most likely exhibited:

a. hostility.
b. cooperation.
c. acting out.
d. complacency.
e. depression.

54. During an early counseling session with this client he identifies his "separation" as a problem he will encounter after discharge. Where family rejection has been observed, the counselor should plan to:

a. refer the client for a psychiatric consultation.
b. initiate counseling with the client.
c. include counseling with both the client and his family.
d. include counseling only if the problem manifests after discharge.
e. initiate counseling with the client's family.

55. During the rehabilitation process, following release an expected client behavior would be:

a. hostility.
b. cooperativeness.
c. acting out.
d. dependency.
e. positive motivation.

56. The client refuses to admit he is an alcoholic and insists that he can control his drinking. The counselor should:

a. refuse to continue counseling until the client realizes his problem.
b. consult with the client's physician about the client's need for alcohol.
c. encourage the client to participate in group counseling.
d. refer the client to Alcoholic's Anonymous.
e. allow the client to express his feelings about himself and his need for alcohol.

57. The most important consideration in developing a plan with this client is:

a. intelligence.
b. age.
c. what the client desires.
d. marital status.
e. stamina.

58. The client's Wechsler Adult Intelligence Scale indicates an overall performance of 125 with a high verbal ability. The Kuder Preference Record shows high scores in social service and artistic areas. All other scales are depressed. The client indicates a secret life-long ambition to be a poet. The counselor should:

a. counsel the client concerning the impracticality of the vocation of a poet.
b. enroll the client in a training program which is barrier free.
c. explore the potential for training in an Allied Health profession.
d. encourage the client to have his poetry evaluated by a professional poet.
e. tell the client that the agency would not consider training him as a poet.

59. The vocational assessment has shown a likely alternative may be considered by this client. The counselor should encourage this client to consider becoming a(n):

a. editorial assistant.
b. cashier.
c. apartment house manager.
d. keypunch operator.
e. travel agent.

60. In the event the client is unsuccessful in reaching his vocational objective, despite all the predictors, the counselor should:

a. reclassify and refer the client.
b. examine the reasons for failure and redevelop a plan.
c. determine the client's vocational objective to be nonfeasible.
d. solicit consulting resources for the client.
e. advise the client to try again.

END OF CASE HISTORY

61. A 48-year-old married female with rheumatoid arthritis is referred by her physician for job training. She is interested in hotel-restaurant work requiring some movement, but primarily sitting. The counselor should:

a. confer with the physician to determine her present joint involvement, and the progress of the disease prior to planning with the client.
b. confer with the client about the need for considering other, more sedentary occupations.
c. determine the feasibility of an on-the-job evaluation and training.
d. provide a prevocational evaluation.
e. use job analysis to determine her suitability for hotel-restaurant employment.

62. A 14-year-old male ninth grader with a post-polio residual paralysis of the lower extremities is referred to the rehabilitation counselor serving his school. The counselor should:

a. gather data from client's peers.
b. hold the referral until the client reaches age 18.
c. attend a case conference on the client.
d. talk to the client's parents about his career plans.
e. defer action for six months, but follow the client's progress in school.

63. A single 22-year-old female tenth grade dropout with two young children has just been diagnosed as having multiple sclerosis. She has never worked. The counselor should consider:

a. advising her to remain at home.
b. psychological evaluation.
c. on-the-job training.
d. formal long-term training.
e. referral to social services to develop a joint program.

64. The single most important determining factor in how an individual will adjust to an amputation is the:

a. site of the amputation.
b. pre-amputation personality and psychosocial background.
c. reaction of the individual's spouse and/or family to the amputation.
d. employability of the individual, especially when compared to the pre-amputation employability.
e. length of convalescence.

65. A 31-year-old male client sustained a T-4 lesion of the spinal cord as a result of an accidental fall. Six months after the accident, the client is in the counselor's office seeking advice concerning sexual problems with his wife of six years. The counselor should:

a. listen to the client's problems and try to advise him of a solution.
b. tell the client that he can't help him.
c. refer the client to the family minister.
d. advise the client of appropriate resource material concerning sexual adjustment of paraplegics.
e. refer the client to the local mental health clinic.

66. A 40-year-old male accountant has just been informed that he has rheumatoid arthritis. His physician has established a treatment plan and the disease is not in an acute, inflammatory stage; however, the client is hostile and aggressive towards his wife and two children. The rehabilitation counselor should recommend:

a. therapeutic counseling.
b. immediate return to employment, because the client may be concerned about his family and their financial security.
c. that the family be understanding because the client has just been informed that he has rheumatoid arthritis.
d. that the physician have a serious talk with him about his physical condition.
e. that the client be more considerate of his family because they too are emotionally involved in his physical condition.

67. A neurologically impaired 24-year-old female recovering from automobile injuries is disturbed by the group's discussion of a suicide attempt by one of its members. She threatens to withdraw from the program. The group leader should:

a. permit her to withdraw from the program for a short period of time until she is able to return by herself.
b. encourage her to discuss her feelings with the group.
c. encourage her to attend the group and allow the group to handle the situation.
d. recommend that she attend the group meetings, but offer no information to the group about her problem.
e. present a hypothetical problem to the group, similar to hers, without indicating that it is her problem.

68. A 28-year-old male client with an M.A. degree who works as a geological engineer has the beginning stages of multiple sclerosis. He recognizes the potential seriousness of the problem and requests training for his wife so that she can be the breadwinner in case he can no longer work. The counselor should:

a. test the client's wife to determine her overall ability level.
b. test the client to determine his interest patterns.
c. assess the potential of the client through a variety of measurement devices.
d. refuse to work with the client on grounds that he is not feasible for rehabilitation.
e. provide counseling to both the client and his wife to help them more clearly understand the complexity of the problem.

69. The client is a 28-year-old male homosexual who has been referred because of chronic kidney disfunction. During his training program it has been verified that he has been giving LSD to other clients in his counseling group. The group counselor should:

a. discuss the information with the group, and then exclude him because his psychopathic behavior is destructive to the group.
b. report his behavior to the police.
c. discuss the matter privately so as not to upset the group.
d. call in his parents and begin family counseling.
e. force him to promise that he will not do it again.

70. A 56-year-old male client owns his own leathercraft store. He has a cardiovascular condition but has been in good health for several years. He tells the counselor that his business is really going well and that the demand for the many leather accessories is so great that he is toying with notions of expansion. He feels he needs a loan or else he won't be able to expand. He's not sure how he should go about getting one. The counselor's response should be:

a. questioning.
b. directing.
c. passive.
d. informative.
e. probing.

71. A 48-year-old single female suffered a cerebral-vascular accident one month ago. She is still in the local hospital and the counselor has been asked by her doctor to see her. The counselor should:

a. wait until she's released from the hospital.
b. wait until the medical reports are reviewed.
c. visit with her family to gather more social information on her.
d. visit with the doctor to gather more information prior to a visit.
e. visit with her about the vocational rehabilitation services that can be provided.

72. A 43-year-old male paraplegic client has a job as a parking lot attendant. He lives three miles from work and must rely on friends to transport him to and from work. The counselor feels strongly that an adapted car should be purchased for him as he has a license to drive. The counselor should:

a. present a special appeal to his agency.
b. present a special sympathy appeal to the local social services department.
c. solicit donations from community leaders who may collectively purchase a car.
d. accept his inability to get an agency response.
e. encourage friends to continue transporting the client.

73. An 18-year-old male confined to a wheelchair as a result of paraplegia is referred for vocational counseling. His goals and interests are to attend a university program to pursue a degree in drafting and structural engineering. He is of high average intelligence, quite verbal, enthusiastic, and vibrant. He has explored programs and has selected a local university with an excellent program in his interest area. The counselor should:

a. explore the possibility of "denial" through further counseling sessions.
b. proceed with the client's plan by authorizing payment of tuition to the university program.
c. explore the selection process used by the client because possible stereotyping of the occupation may have occurred.
d. explore the possible alternatives to verify the extent to which the client has explored other possible areas.
e. discuss the other considerations that should be taken into account when entering a university program such as living arrangements, architectural barriers, employment potential and job possibilities.

74. A penniless 24-year-old inner city male comes to a rehabilitation counselor's office for the initial interview. The application and attendant information is in order. The counselor and client should discuss:

a. the client's interests, aptitudes and achievements.
b. the client's feelings about work in general.
c. the client's plans for food, clothing and shelter.
d. other clients like him who have been successful.
e. diagnostic and evaluation procedures.

75. A 38-year-old divorced man with a history of chronic alcoholism is referred after an extended stay in a detoxification unit in a state hospital. He reports to his training area regularly, but fails to keep appointments with his counselor. The counselor should:

a. terminate his program assuming lack of motivation.
b. approach the client informally in the training area.
c. have the supervisor bring the client to the counselor's office.
d. wait for the client to ask for an appointment.
e. request a psychiatric consultation.

76. A 61-year-old male alcoholic is about to be released from an inpatient treatment program and has no place to go. The counselor should contact:

a. the Employment Security Commission.
b. the Human Rights Commission.
c. Goodwill Industries.
d. the social services department of the hospital.
e. the Salvation Army.

77. A 26-year-old public offender is released from prison. Her past experience was as a cashier but a prospective employer is balking at hiring her because of her record. When meeting with this employer, her counselor should:

a. tell the employer his attitudes are prejudiced and his fears unfounded.
b. give the employer background information about the client.
c. explain to the employer the bonding procedures available to public defenders.
d. discuss other employee's attitudes towards a public defender.
e. discuss the hardships of prison and the need for this client to have a job.

78. A 34-year-old female drug pusher is presently incarcerated. She is scheduled for release within six months. She talks as though she wishes to "go straight" and become a beautician, although the psychometric data and the psychologist's report indicate a strong psychopathic personality. The counselor should:

a. develop a rehabilitation plan.
b. arrange for a medical evaluation.
c. begin plans for beautician training.
d. wait until she is released and refer her to another office.
e. arrange for a beautician's aide position in the house of corrections as a diagnostic procedure.

79. A 32-year-old former truck driver referred by the local health center, has been "on the wagon" for over eight months. The counselor has located a possible job for him with a local trucking firm. Before going for the initial job interview, the counselor should:

a. call the prospective employer and inform him about the problem.
b. advise the client not to tell the employer about his problem.
c. advise the client to tell the employer of his problem if necessary and appropriate.
d. allow the employer to find out on his own.
e. call the prospective employer and tell him how well qualified the client is for the job.

80. An 18-year-old mentally ill high school senior was referred for counseling by the school counselor. He is receiving medication from his psychiatrist and counseling from the local mental health association. The rehabilitation counselor should request:

a. a complete social history from the school counselor.
b. a complete psychiatric report from the psychiatrist.
c. a psychological report from the mental health association.
d. that the client and his parents come in for a group interview.
e. that the professionals involved allow him to coordinate client service.

81. A 36-year-old male is a former psychiatric hospital patient who has been in the rehabilitation evaluation unit for three weeks. Since he seems to be having more than the usual adjustment problems, a group meeting with the rehabilitation staff is arranged. Prior to the meeting, the staff share their experiences and agree that this client needs considerable supportive structured assistance if he is to make use of the evaluation process. At the staff meeting with the client, the best approach is to:

a. interpret to the client the staff's reactions so that the client may mobilize his anxiety more effectively.
b. have the staff express their concern about the client's problems and his adjustment followed by specific suggestions to the client of how his anxiety might be reduced.
c. communicate to the client that under no circumstances will he be discontinued from the program unless he so desires.
d. suggest to the client that he withdraw from the program until he feels less anxious.
e. provide a communication situation in which the client can display his anxiety.

82. A 26-year-old male with severe depression has just completed inpatient status at a community mental health facility. He has been trained as a drill press operator and has functioned in this capacity on several jobs during the past year. The client is unmarried and has no known family. The counselor has been asked to assist in his community re-entry process. The counselor should:

a. find employment for the client.
b. provide supportive counseling.
c. place the client in a halfway house.
d. refer the client for vocational evaluation.
e. encourage the client's social activities.

83. A counselor receives a telephone call from a 53-year-old female client who is hysterical because of her frustration with the bureaucracy. Her call is a suicidal threat. The counselor should:

a. talk to her about the bureaucratic process.
b. call the police immediately.
c. refer her to the community mental health center.
d. ask her to come to the office.
e. encourage her to talk about her feelings.

84. A 19-year-old emotionally disturbed female client is pursuing a liberal arts college program. She is a sophomore and has maintained a B average in previous semesters. During the current semester she will have difficulty maintaining a "C" average. The counselor should:

a. discuss the reasons for this drop in grades with the client.
b. urge the client to return to her psychiatrist to discuss her problems.
c. discuss the client's academic performance with her subject matter adviser.
d. suggest that the client go to the nearest mental health facility for help.
e. be supportive but not too concerned with the client's grades.

85. Studies of the effects of psychotherapy generally support a conclusion that:

a. drugs and shock treatments are superior to other forms of therapy.
b. the effectiveness of one form of therapy over another is difficult to assess.
c. drugs and shock treatments are on their way out.
d. the older the patient, the greater the probability of his cure.
e. the younger the patient, the greater the probability of his cure.

86. A newly blinded individual is quite concerned because he cannot easily locate the position of various types of food on his plate. This frustrates him and adds to his depression concerning the loss of sight. The best solution to this problem would be:

a. only put one kind of food on his plate at a time.
b. suggest that he thinks of his plate as a clock face and have someone tell him the positions of the various types of food in relation to this, such as 3, 6, 9, and 12.
c. encourage him to explore for himself to determine where the various types of food have been placed.
d. place the different varieties of food in small individual dishes.
e. suggest that he and his family work this problem out together.

87. A 43-year-old male, recently discharged from a state hospital, has been accused of disturbing the personnel in the offices adjacent to the center by sitting down in the offices to drink coffee and refusing to leave when asked. The security personnel were summoned. When the security officer appeared, the client shouted at him, "You have no right to talk to me that way." When questioned about this in a team meeting, the client denied this but admitted he might not realize how hostile he appeared to others. He was fearful of being terminated and being returned to the hospital or to his mother, with whom he lives. The most appro- procedure would be to:

a. have the team members review with him the hostile behavior he exhibited and how it affected others' perception of him.
b. indicate that the group present has agreed that the incidents make it impossible for him to continue in the program.
c. tell him he must communicate this problem to his mother and the state hospital staff.
d. ask him to return to the offices and apologize.
e. say nothing and allow him to communicate to the staff team what he will do to correct this behavior.

88. Analytically oriented short-term group psychotherapy requires that a person's ego be strong enough to collaborate in a psychotherapeutic movement towards newer, adaptive forms of relationships. This level can best be approached by:

a. incipient schizophrenics.
b. socially recovered schizophrenics.
c. character neurotics.
d. nonpsychotics.
e. persons with affective disorders.

89. A 33-year-old female is referred by community mental health due to a lack of vocational direction. Her contact with community mental health began with an attempted suicide two months ago. The counselor should:

a. defer any action until there has been more time for the client to stabilize.
b. discuss the need for vocational planning with client.
c. obtain presently relevant information from community mental health.
d. defer seeing the client until the psychiatrist has been consulted.
e. telephone community mental health for some initial information.

90. A 37-year-old female who was recently discharged from a state mental hospital is interested in returning to her previous job as executive assistant to an insurance executive. However, she and the counselor find that the job is not now available and are considering alternate choices. She also states some concern about the stress and pressure connected with the previous job. The rehabilitation counselor decides it is best to:

a. work with client on a full study of the Dictionary of Occupational Titles since it encompasses all occupational information which pertains to the client.
b. work with client in the use of Volume I of the Dictionary of Occupational Titles as the best approach to determine an alternative vocational choice.
c. have the client read about similar areas of work covered in the Dictionary of Occupational Titles and assess her strengths and weaknesses before the next interview in order to save time.
d. work with the client to integrate information from the Dictionary of Occupational Titles with other occupational information the client or others have.
e. refer the client to an employment office for "light duty" secretarial work.

91. A 36-year-old paraplegic is just completing a two-year training program in radio-television repair. To assist the client in obtaining employment, the counselor should:

a. refer the client to a professional placement agency.
b. refer the client to the state employment service.
c. prepare the client in job-seeking skills.
d. contact potential employers for the client.
e. locate an on-the-job training experience.

92. A 32-year-old male client is diagnosed as having rheumatoid arthritis. The most critically significant factor in considering vocational alternatives is the:

a. physical requirement of the job.
b. geographical location of employment.
c. emotional stress the job may precipitate.
d. type and amount of medication.
e. age of onset.

93. The counselor is considering the placement of a 22-year-old male with well controlled epilepsy on a job involving some contact and work around large, high speed machinery. The counselor's concern before placing the client on such a job is:

a. the client's ability to do the job.
b. the client's potential job satisfaction.
c. the client's feelings about his own disability.
d. whether the client would present a safety hazard to himself or others.
e. whether the job would aggravate the client's disability.

94. A 21-year-old male traumatic paraplegic was discharged from a general service hospital two months ago and referred for vocational rehabilitation services by the hospital social worker. The rehabilitation counselor should refer the client to:

a. a physical medicine specialist for a complete physiological examination.
b. a rehabilitation workshop for a work evaluation.
c. a rehabilitation center for prevocational evaluation and treatment if needed.
d. the Easter Seal Society Homebound Work Program.
e. a neurologist for an examination.

95. A 16-year-old high school student with a congenital deformity of the right arm comes to the counselor's office seeking advice on career planning. After the initial interview, the counselor suspects that the client probably has a high intellectual aptitude and would like to verify these suspicions. The most appropriate course of action would be to:

a. schedule the client for another appointment so that the counselor can administer relevant tests.
b. call the client's high school guidance counselor for consultation.
c. make an appointment with the client's parents to get their opinion.
d. call the client's high school teachers and ask for advice.
e. refer the client to the local state employment service for scheduling of the GATB.

96. A 17-year-old female high school senior enrolled in a business education curriculum is diagnosed as having facioscapulohumeral muscular dystrophy and is referred to the rehabilitation counselor. The counselor should consider:

a. closing the case as nonfeasible.
b. developing an on-the-job training program in the business education area.
c. comprehensive pre-vocational evaluation.
d. psychological evaluation.
e. involving the family in family counseling to help with the daughter.

97. A 19-year-old male paraplegic, confined to a wheelchair, is referred for assistance to vocational rehabilitation. Prior to injury he had vocational aspirations of becoming a teacher or an automobile mechanic. He is now interested in clerical or sedentary type work. He also suffers from diabetes, which has affected his vision, and he is on a strict diet. The counselor should first:

a. secure additional information via vocational and psychological evaluation.
b. place the individual in a sheltered workshop for work skill evaluation and adjustment.
c. proceed with job analysis and determine possible sedentary type jobs into which he might gain entry.
d. place the individual in a job as a clerk to verify this interest.
e. interview his parents in order to determine the reasons for this wide disparity of interests.

98. A client with a minor back problem has completed training but has been unable to find work. In an on-going pre-employment discussion group, he relates a dream he has had. The Gestalt approach would be to:

a. view the dream as a creative expression.
b. search for the hidden meaning of the dream.
c. explore the dream symbols.
d. change the topic to employment.
e. tell the client dreams are not appropriate.

99. A 17-year-old female accident victim was recently discharged from the hospital where she had extensive plastic surgery to correct a facial disfiguration. Surgery reconstructed most of her facial features, but her teeth need realignment. The rehabilitation counselor should advise the client to visit a:

a. dentist.
b. orthodontist.
c. oral surgeon.
d. oral prosthetist.
e. plastic surgeon.

100. A 47-year-old male is referred because of a cardiovascular disability. His functional capacity is class 1 and the therapeutic classification is B. The client wishes to return to his former employment as an insurance agent. The medical diagnosis 1B indicates that the client:

a. should avoid all types of employment and remain at complete rest confined to a bed or chair.
b. should avoid all strenuous activities and do very simple work that will not tax him physically or emotionally.
c. should change career directions.
d. can return to his former job without restricting his activity, but should be advised against highly strenuous activities.
e. can return to his former employment without any limitations.

101. A 20-year-old male client has been trained as a welder. The client's disability is a behavioral disorder and he has been incarcerated several times. This client applied for numerous jobs and has been turned down because of his prison record. The counselor should:

a. make arrangements for placement of the client.
b. refer the client to a private employment agency.
c. refer the client to the state employment service.
d. encourage the client to continue to seek his own employment.
e. encourage the training institution to find the client a job.

102. A 30-year-old female college graduate is referred for rehabilitation counseling by the local community mental health worker. She is receiving treatment for drug addiction and is having difficulty finding employment. The counselor should discuss:

a. the effects of drugs on one's ability to work.
b. how drug addiction is viewed by employers.
c. vocational training.
d. job seeking techniques.
e. the current job market.

103. A 45-year-old male recently has been released from prison where he served time for forging checks. The client learned no skills in prison, has a family to support, and needs employment. His previous work history includes selling and accounting. The counselor should:

a. place the client immediately in a selling job.
b. encourage the client to enter a training program to develop a skill.
c. place the client in a part-time job and enroll him in a training program.
d. place the client in an on-the-job situation where he can utilize his skills.
e. refer the client to the employment service for placement.

104. A 23-year-old inner city male referred for counseling by his probation officer is hostile and aggressive. During the initial interview, he expresses no interest in employment. The counselor should:

a. request the probation officer's involvement to encourage him to seek employment.
b. consider closing the client's case until he is motivated.
c. describe other clients like him who are working.
d. discuss the client's reasons for not wanting to seek employment.
e. explore the client's interests.

105. A 19-year-old male general studies curriculum high school graduate from a large city has no work experience and is referred by his probation officer for services. His achievement is generally low, although interest in social careers is very high. The counselor should consider:

a. pre-vocational evaluation.
b. on-the-job training in a general sales position.
c. community college enrollment.
d. job-seeking skills training.
e. referral to local department store personnel office.

106. A 23-year-old female arrives late for the initial counseling session and her responses to the counselor are single words or phrases. She finally explains that she has been drinking. The counselor should respond by:

a. pointing out that the client's work is suffering because of her drinking.
b. explaining to the client how alcohol is harmful.
c. excusing the behavior because everyone drinks excessively sometimes.
d. suggesting the client make another appointment for the following day.
e. making no comment about the drinking and going on with the session.

107. A rehabilitation counselor has been working with a 62-year-old male client in a training program for some time. Reports of Monday lateness and alcohol breath have been made, and a drinking problem is suspected. The counselor should:

a. ignore it unless specific evidence can be presented.
b. arrange for medical evaluation.
c. tell the client that he must quit drinking to continue in the program.
d. begin ongoing counseling sessions, but agree not to tell the training staff.
e. set up ongoing counseling sessions to talk about the client's awareness of the problem, its extent, and the establishment of treatment plans.

108. Which one of the following disability conditions can be controlled primarily by the patient's diet?

a. Emphysema.
b. Renal failure.
c. Rheumatoid arthritis.
d. Epilepsy.
e. Diabetes.

109. Four months ago, a 26-year-old male was released from prison after serving three years of a five year term on charges of burglary and armed robbery. He is distraught and despondent because he has not yet secured work. In addition, his wife feels that their marriage can't be patched up. She doesn't feel safe around him anymore. He says, "She's always fidgety and staring at me kind of funny." He is worried sick that she is going to give up and either leave him or throw him out. The counselor's response should be:

a. "What you're describing happens to a majority of ex-cons. It's really a shame."
b. "Do you have any notion about what's happening with your wife?"
c. "Most counselors believe that it takes time to recreate real trust after a long separation."
d. "It's hard to be objective when you're hurting; perhaps you led yourself to expect too much."
e. "You're really struggling to make things work and you feel you're fighting a losing battle."

110. Near the close of an initial interview with a client who is on parole, the counselor is threatened with extreme bodily harm. The counselor should:

a. excuse himself and leave the office.
b. continue the interview.
c. terminate the interview.
d. report the threat to the police.
e. report the threat to the parole officer.

111. A 32-year-old female client with a long history of treatment for mental illness is helped by the counselor to take training and take and hold a job in a floral shop as a corsage and spray maker. However, she still has to take a day or two off each month with the understanding of her employer. The counselor contemplates the meaning of her rehabilitation and selects the term "rehabilitated" in relation to this client to mean that:

a. she has overcome her handicaps.
b. there is nothing more which the agencies need to provide her.
c. she is suitably employed.
d. she is happy with her life circumstances.
e. he is not sure of the meaning of "rehabilitation."

112. A 30-year-old male welder, who was trained by vocational rehabilitation because of a behavior problem, recently lost his arm and will not be able to resume his former occupation. However, he feels that with his prosthetic arm he will be able to return to his welding job. The counselor should:

a. ascertain the client's vocational potential.
b. schedule the client for psychological testing.
c. have the client enter a sheltered workshop.
d. approach the client's previous employer for a placement.
e. have the client enter a residential rehabilitation facility.

113. A 20-year-old mentally ill female was referred for vocational rehabilitation counseling by the local state employment office. She has two years of college but is unable to maintain employment. The counselor should refer the client to a:

a. psychologist for vocational testing.
b. local college for continuation of academic program.
c. local mental health center for psychological evaluation.
d. workshop for a work evaluation.
e. placement counselor for job placement.

114. A 10-year-old female who has been isolated in her home by her parents for the past ten years was referred for counseling by a state mental health worker. The counselor should refer the counselor to:

a. the local legal aid society.
b. the state Department of Children and Family Services.
c. a medical consultant for physical evaluation.
d. a center for psychological and vocational evaluation.
e. a local mental health association.

115. The client, a 40-year-old male hemiparetic has a college degree in accounting. Six months ago he applied for a position in the local Internal Revenue Service office. His counselor has learned from personal contacts that in that period, two openings have been filled without this client being considered. The counselor should:

a. contact the Federal Coordinator for Employment of the Handicapped.
b. contact the person in charge of the local IRS office.
c. contact the local Equal Employment Opportunity office.
d. develop alternative placement options.
e. wait to see what develops after the next opening.

116. The counselor is trying to place a 24-year-old behaviorally disturbed client in a position in a manufacturing company. This company has not employed a handicapped person before and just recently management has decided to try disabled workers. The counselor should:

a. encourage management to educate their supervisors and workers.
b. place a minimally disabled client in the job for greater success possibilities.
c. meet with the immediate supervisor and acquaint him with the client's assets and limitations.
d. tell management that he can provide follow-up services to the client.
e. contact the client frequently during the first few weeks on the job to deal with problems as they arise.

117. A 21-year-old male client diagnosed as having simple schizophrenia has been released from a large state mental hospital and is ready for competitive employment. The counselor will probably be more successful in the placement process if he/she:

a. tells the client how to seek employment.
b. allows the client to find his own employment.
c. prepares the client for employment and participates in the placement.
d. insures that the client maintains close contact with the mental health clinic.
e. sees the client on a regular basis.

118. A 17-year-old mildly retarded client with cerebral palsy is having difficulty in determining his vocational future. He is currently enrolled in special education classes. While working with his family, the counselor realizes that the father is having problems that are interfering with the client's progress. The counselor should:

a. refer the client and family to Family and Children's Service for counseling.
b. refer the father for counseling.
c. refuse to work with the client until the father has had therapy.
d. do the family counseling himself.
e. send the client to a residential rehabilitation facility for complete evaluation while the parents receive counseling.

119. It is advisable that electroshock therapy and psychotherapy be administered by different therapists because the:

a. treatment may make the patient vindictive.
b. psychotherapist should not be seen as a punishing agent.
c. chance of malpractice being proved is reduced.
d. danger of masochistic feelings and suicidal attempts are at risk.
e. therapies become more intense over long period of time.

120. Whic is a true statement.

a. Males and females are equally likely to seek psychological help and to be committed to mental institutions.
b. Males are more likely than females to seek psychological help and to be committed to mental institutions.
c. Males are more likely to seek psychological help, but females are more likely to be committed to mental institutions.
d. Females are more likely to seek psychological help, but males are more likely to be committed to mental institutions.
e. Females are more likely to seek psychological help and are more likely to be committed to mental institutions.

121. According to this counseling theory, the essence of effective counseling or psychotherapy is the changing of attitudes. While many other therapists believe that since attitudes are emotion-laden, a direct attack on them is ineffective, this theory purports that since the attitudes of the disturbed person are irrational, a direct attack on their irrationality is best. This counseling approach is known as:

a. behavior modification.
b. transactional analysis.
c. client-centered therapy.
d. rational-emotive theory.
e. reinforcement theory.

122. In a counseling session, a 24-year-old female client exhibits scattered thoughts and is incoherent in her thinking. Her speech continuity, linking, connecting and interconnecting concepts do not belong together. These basic manifestations are symptoms of:

a. anxiety neurosis.
b. schizophrenia.
c. manic-depressive psychosis.
d. depression neurosis.
e. adjustment reaction.

123. The client is a 26-year-old male with paraplegia. He is married and has two small children. His accident happened 1-1/2 years ago and since then he has been receiving social security disability benefits. He has located a job that he can get but is worried that he will lose his benefits, then not be able to perform the job. The counselor should advise him:

a. to take the job or lose his benefits.
b. that he can still draw benefits during a grace period while he is working.
c. that he can continue drawing benefits indefinitely.
d. that working is more important to him than drawing a check.
e. he shouldn't take the job, but continue to draw his check.

124. A 49-year-old female client with diagnosed back and feet problems has just completed a training program at a university where she earned a teaching certificate in special education (emphasis on mental retardation). She is now pressing her counselor for additional training funds so that she can get a vocational certificate to qualify for a potentially higher-paying job in a post high vocational-technical school. In considering her case, it would be most important to administer:

a. a WAIS to determine if she has the ability to teach at a post high school level.
b. the GATB to determine if she has the aptitude to handle vocational-technical school problems.
c. an MMPI to determine whether she has the personality to function at a vocational-technical school.
d. the SVIB to determine if she has the interest to function at the vocational-technical school.
e. no tests, but attempt to understand her motivation for changing vocational plans.

125. The group is an important aspect of a client's social and personal growth because:

a. it enables the person to share his feelings with others.
b. it affords the client a safe place where he can reveal his innermost thoughts.
c. many strong relationships can be initiated.
d. the counselor can get a more realistic picture of a client in a group setting.
e. the reactions of others to the client are an important factor in seeing the need to make a change.

126. A 28-year-old male who, as a result of a benign tumor located on the brain that had been unattended over a prolonged period of time, developed a condition of hemiplegia of the left side. Because of the location of the tumor on the brain, surgical removal had not been recommended. This man has been on the rehabilitation caseload for 18 months and has completed the rehabilitation process. The rehabilitation counselor has located an excellent employment possibility for this individual. The client, in discussing how to handle the job interview, expresses a concern about the possibility that the tumor may develop into a terminal condition, although it has remained stable for the last year. The counselor should:

a. have discussed the medical prognosis with the employer prior to setting up the interview.
b. advise the client to be open and honest about his medical condition.
c. advise the client not to volunteer any information regarding his medical condition.
d. advise the client to inform the employer after he has proven himself on the job.
e. advise the client that a decision of this nature can come from the client himself.

127. A 23-year-old client has just completed her student teaching requirement and is applying for employment as an elementary school teacher. She is, however, subject to grand mal seizures for which she has been taking medication most of her life. She is telling potential employers her medical background. Her decision to reveal this information:

a. will preclude successful employment in most public school systems.
b. cannot legally prevent her being hired.
c. is probably motivated by her desire to test the system, regardless of personal consequences.
d. is unnecessary if her seizures have been controlled for a specified period of time.
e. is an absolute must for the safety and welfare of the students.

128. As a new vocational rehabilitation counselor in a medium sized urban community, you have been having difficulty establishing community resource contacts. Considering the time element involved, the most appropriate course of action would be for you to:

a. write letters to all prospective community resources for appointments.
b. visit each resource as need and time dictate.
c. set aside a specified amount of time each week for resource development.
d. spend most of your time for the first few months in resource development.
e. wait for them to contact you.

129. A newly blinded client has made little progress in learning braille reading and writing, although he knows this skill will be necessary in reaching his stated goal as a computer programer. Medical and neurological evaluation indicate that the client has no difficulties with his sense of touch. Further evaluations by his braille instructor indicate that he is able to indentify braille configurations. This situation would lead the counselor to suspect that the:

a. client is not practicing enough between lessons.
b. study of braille reminds the client that he is blind and this is distasteful.
c. client has no real interest in braille instruction.
d. client is unable to concentrate because of distractions.
e. client wished to prolong his teacher's visits because he is alone much of the time and enjoys the teacher's company.

130. A deaf-blind client has recently moved into his own apartment and he is living alone. He is having a great deal of difficulty because he cannot tell when people come to his door. Unless this problem is solved, it may be necessary for this man to return to his family which he does not wish to do. The best solution to his problem will be:

a. install small lights in each room, which would become illuminated when the doorbell button is pushed.
b. install buzzers in each room.
c. place an electric fan in each room so that air will be circulated when the doorbell button is pushed.
d. have people call him on the telephone to tell him what time they will be arriving.
e. have callers place messages in his mailbox telling him when they will arrive.

INSTRUCTIONS

GENERAL INFORMATION: Section 1 and Section 2 of this test contains approximately 150 multiple-choice items each. The maxium for completing each section is 3 hours. It is advisable to attempt all items, since there is no penalty for guessing.

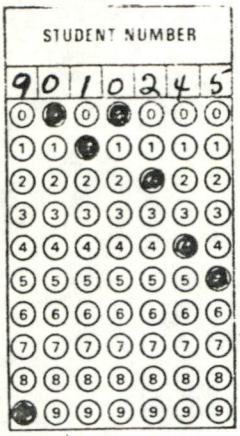
TO PREPARE YOUR ANSWER SHEET:

On the first line of the answer sheet, Print your name and monitor's name. On the second line of the answer sheet, under "COURSE" write "CRCC", under "SECTION", write 1 for morning, 2 for afternoon, " DATE", 10/79.

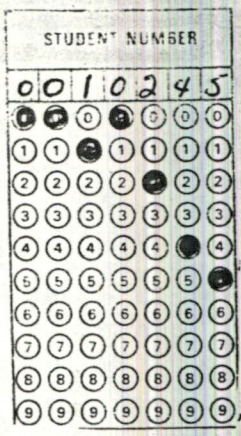
Under the section titled "STUDENT NUMBER", MARK EDUCATION CODE AND THE ASSIGNED CANDIDATE IDENTIFICATION NUMBER". A candidate with a Masters of Arts or a Masters of Education in REHABILITATION COUNSELING (MRC) code 90 and ID NUMBER. A candidate with a degree other than a MASTERS IN REHABILITATION COUNSELING CODE 00 and ID number.

EXAMPLE: For a candidate with the candidate identification number 10245

WITH AN MRC



WITHOUT AN MRC

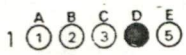


TO ANSWER A QUESTION: Choose the best response. Find the item number on the answer sheet. DARKEN the space under the corresponding letter. EXAMPLE:

1. Chicago is a(n):

   a. country.
   b. mountain.
   c. island.
   d. city.
   e. state.

The best answer to the sample item is "d". To indicate this answer, find the answer number on the answer sheet and darken the appropriate space under the letter"d" as shown below.



TO ENSURE THE HIGHEST POSSIBLE SCORE IN THE EXAMINATION:

- Answer every question. There is no penalty for guessing.
- Do not mark two answers for one question. You will automatically receive NO CREDIT for either answer.
- Be certain the section number you write on the answer sheet corresponds to the section number you are taking.
- Make no stray marks anywhere on the answer sheet. Write on the booklet.
- To change answers, erase COMPLETELY.
- Use only the special pencil provided by the examination monitor.
- Be certain the marks you make on the answer sheets fall EXACTLY inside the circle and COMPLETELY FILL this space. ERASE ANY STRAY MARKS.

1. A 19-year-old male has been discharged from a drug treatment center. During a vocational planning interview with his counselor they began using the Dictionary of Occupational Titles. The counselor is looking for occupational and worker trait information to determine some factors associated with job performance to share with the client. He should refer to:

   a. an alphabetical listing of job titles with their definitions in Volume I of the Dictionary of Occupational Titles.
   b. the 35,000 job titles listed to obtain an overview of the information in the Dictionary of Occupational Titles.
   c. Volume II of the Dictionary of Occupational Titles which provides a method of grouping jobs that have similar characteristics.
   d. the occupational listing in the supplement to the Dictionary of Occupational Titles.
   e. occupational information in all volumes of the Dictionary of Occupational Titles.

2. A 39-year-old female wants to return to work after 15 years of unemployment. Her previous job was as a sales clerk. During the initial interview she asks the counselor to help her find a job. At this point the counselor should:

   a. have her elaborate on her desires.
   b. administer interest and aptitude tests.
   c. present a catalog of possibilities.
   d. assure the client that she can be helped.
   e. call employers to see if they need sales clerks.

3. Interest tests primarily measure clients':

   a. interests in specific vocational areas.
   b. abilities in certain fields.
   c. probability of success in different vocational areas.
   d. similarities to people working in certain job areas.
   e. likes or dislikes of specific vocational tasks.

4. An 18-year-old female high school senior is enrolled in a business education program. She is a controlled epileptic of average intelligence and wishes to attend a major university. Her grade point average is C+ with high scores on the Minnesota Clerical Test and interest tests indicate major interest in clerical work, inspecting and testing. The counselor should:

   a. discuss why the client wishes to attend college.
   b. explore the difficulties the client may have in college.
   c. determine why the client does not wish to become a clerical worker.
   d. interpret the test results for the client in terms of her college plans.
   e. help the client enroll in a college program.

5. If a test measures what it purports to measure, it is said to have:

   a. predictive validity.
   b. stability.
   c. concurrent validity.
   d. content validity.
   e. internal consistency.

6. A 49-year-old unmotivated male referral from workmen's compensation has been seen by the counselor twice in the last month. The client is a journeyman bricklayer who feels it would be best, in light of some low back pain recently received from a fall, not to return to work. The counselor should:

a. discuss the advantages of working.
b. discuss the basis for the client's desire to remain unemployed.
c. interpret the medical information in relation to employment.
d. close the case as unmotivated and nonfeasible.
e. wait and recontact the client in six months.

7. Two secretaries who sit next to each other bicker constantly during office hours. The supervising counselor should:

a. have a conference with both of them to determine what is happening.
b. change their desk assignments to keep them apart.
c. warn both that if their behavior does not change they may be transferred or terminated.
d. meet with each individually to gain insight into the problem.
e. request that one of them be transferred to a different office.

8. The primary purpose of occupational/vocational counseling and information dissemination is to:

a. make the client aware of the jobs available to him.
b. show the client the need for education and further training.
c. help the client understand job market and employment trends.
d. aid the client in moving toward his goal.
e. help the client clarify the goal he wants to reach.

9. A client may be given a comprehensive battery of tests to help determine the vocational areas in which the client would most likely find productive, satisfying, long-term employment. A counselor who is specifically concerned about the likelihood of personal satisfaction in a certain vocational area should look at the results of a:

a. personal inventory.
b. aptitude test.
c. ability test.
d. work evaluation experience.
e. interest inventory.

10. Two months previous to referral, a 49-year-old stockbroker sustained an acute myocardial infarction. His recovery has been reasonably rapid and medically satisfactory. However, after surveying his reasonably good financial position and his family situation (married, children graduated from college and married) he is considering an early retirement "to prevent recurrence" of his traumatic occurrence. The counselor should:

a. help the client find less demanding employment, but recommend that he remain employed in some capacity.
b. recommend that the client proceed with his retirement plans and close the case file.
c. explain to the client that with proper medical supervision and care, neither early retirement nor job change is necessary.
d. reassure the client that his "heart attack" was not related to his job or work situation and urge him to return to it.
e. allow the client to make the decision entirely on his own without interference.

11. A 23-year-old female is referred by the counselor for a psychological evaluation. The resulting report states that the client may be classified as having a schizoid personality. To the counselor this means:

a. that the client is in need of hospitalization and psychiatric care.
b. very little, without further elaboration and information.
c. that the client will ultimately have a psychotic break, and therefore is a poor risk.
d. that the client needs employment in which close personal relationships can be developed.
e. that long-term involvement will probably be necessary with this client.

12. Several counselors in an office have heard of "Management by Objectives" and feel it may increase their effectiveness. Together they talk to the supevisor to see if a training program could be arranged for them. The supervisor should:

a. identify possible sources of training.
b. learn about "Management by Objectives" and train the staff.
c. refer the request to the agency administrator.
d. consider alternatives to "Management by Objectives" with the staff.
e. assist the staff to gather information and enroll in appropriate training.

13. A 19-year-old mildly retarded female has been called for a job interview and wishes to see her counselor before going on the interview. The client's counselor is out of town today and the counselor who is present doesn't know what to do. The counselor who is present should:

a. obtain her file, review it quickly, and talk to the client.
b. tell her where she might locate her counselor.
c. reassure her and send her to the job interview.
d. refer her to the office supervisor.
e. have her cancel the interview until her counselor returns.

14. A 46-year-old auto body repairman has extensive epidermoid carcinoma of the left lung. He is scheduled for surgery and will be referred to the counselor upon recovery. The counselor should:

a. await the outcome and prognosis of surgery before making any definite plans for the client.
b. begin counseling the patient pre-operatively concerning retraining and job change.
c. determine his aptitudes, abilities and interests.
d. begin planning modifications in the client's present job.
e. arrange with the client's employer for him to assume a new job within the company.

15. A 35-year-old trainable retarded male has recently lost both parents in an automobile accident. He has been living at home and working at a nearby store. He is concerned about his survival without his parents. The counselor should consider:

a. involving him in an independent living training program.
b. referring him for prevocational evaluation.
c. asking his employer to become his guardian.
d. having him move to a foster home.
e. placing him in a sheltered workshop with residence capacity.

16. A 17-year-old Korean War orphan has lived in the U.S. with her adoptive parents since age 7. At birth she was diagnosed as having congenital syphilis resulting in severe bilateral deafness, cardiac and renal abnormalities, and impaired vision in one eye. She has completed a special high school program for deaf children, is considered to have low-normal intelligence, and she communicates manually, her speech being virtually unintelligible. At referral she indicates that she would like to attend college but would also like to become employed in a "good" job as soon as possible, for financial reasons. The most reasonable vocational plan for this client might include:

a. sending her to a 4-year college for the deaf, majoring in a liberal arts program.
b. immediate placement in a local garment factory sorting and inspecting.
c. six months training in a keypunch operation at a local community college program.
d. on-the-job training as a secretary at a local hospital.
e. two years training in a local beauty school.

17. The vocational evaluation workshop is used primarily when:

a. the client is unable to communicate effectively.
b. the client's disability does not entail social problems.
c. the client must have a highly structured setting.
d. the pattern of work behavior cannot be determined by other techniques.
e. other evaluation techniques point toward a definite vocational objective.

18. An 18-year-old male high school dropout in a large city walks into the counselor's office wanting job training. He has limited skills and is frustrated in his self-placement efforts. The counselor should:

a. refer him to the state employment service.
b. work with him on job training.
c. refer him for prevocational evaluation.
d. enroll him in a GED program.
e. refer him for personal adjustment counseling.

19. The client is a 30-year-old recently blinded male. After medical evaluation, the counselor should see that the client obtains:

a. mobility training.
b. work sampling.
c. personal adjustment training.
d. vocational adjustment training.
e. sheltered work placement.

20. A 47-year-old heavy equipment operator is referred by an otologist who says that the man has a noise-induced hearing loss which soon may be affecting his hearing in the speech range. The counselor should:

a. encourage the client to enter a training program for a quiet, sedentary job.
b. purchase ear-protection equipment for the client and have him return to his former job.
c. consult with the otologist before taking definite action.
d. advise the client to return to work and re-apply if speech-range damage appears.
e. refer the client to a work-evaluation center for alternative employment evaluation.

21. A 47-year-old male client is successfully employed and ready for case closure when his wife suddenly dies from cerebral embolism. After the funeral he returns to work and exhibits extreme anxiety, restlessness and irritability, avoidance behavior and very poor concentration on the job for several weeks. His employer suggest he may have to "let him go" if he does not begin producing once again. The counselor should:

a. arrange short-term psychotherapy and sedatives for the client while having him continue to go to work.
b. assume spontaneous recovery will occur, requiring little, if any, effort on the part of the counselor and be supportive.
c. advise the client to take sick leave for several weeks so he can recover before attempting to work.
d. have the employer issue a stern ultimatum to be client to jar him back to reality.
e. confront the client with the reality of the situation.

22. A 44-year-old married male with partially controlled grand mal seizures has a high school diploma and unskilled work experience of a sporadic nature. He has never told an employer of his seizures. No job has lasted beyond his first on-the-job seizure. The counselor should:

a. discuss pros, cons, and style of informing an employer of his seizure history.
b. refuse to work with him unless he informs his employer of his seizure history.
c. allow the client to decide whether or not he will inform his employer of his seizure history.
d. consider occupational training appropriate for his condition.
e. enlist the services of the Epilepsy Foundation.

23. A deaf 23-year-old male high school graduate learned about "rehab" from a former client. He has a vague idea that rehabilitation will help him find employment. By the end of the first interview, the client seems confused. The counselor should tell the client:

a. that things will clear up as they proceed.
b. his next interview will be next week.
c. that he should talk more with his friend, the former client, about the rehabilitation process.
d. about the counseling relationship and the rehabilitation process.
e. to read the brochure on rehabilitation before the next interview.

24. A 17-year-old female 11th grade student seeks vocational guidance. She wears a brace on one leg to correct a neural-muscular injury that resulted in some atrophy and weakness in calf, ankle, and foot muscles. With the brace, the injury is adequately compensated and the client fully functional. Achievement and group intelligence test results and a transcript of grades show her to be an average student. Aptitude and interest rating results are consistent with technical level occupations involving services to people (e.g. cosmetology, practical nursing). She has never worked outside her home. The counselor should assist her to:

a. explore a variety of occupations related to the major area of interests.
b. explore a variety of occupations both related and unrelated to the major area of interests.
c. focus on occupations for which she shows aptitude, though lesser interest, that would require a minimum of standing and walking.
d. arrange training as a cosmetologist or licensed practical nurse upon completion of high school.
e. arrange part-time work as a volunteer or nurse's aide in a local hospital.

25. A community special education school has many students who have reached the limit of their educational achievement. The school is considering various alternatives to use in the mass screening of their students for vocational potential, and the counselor assigned to this school has been asked to suggest alternatives. The counselor should suggest that:

a. the school have a workshop on the use of job analysis.
b. a structured work-sample program be part of the school program.
c. Neff's simulated work situation be inaugurated.
d. a separate unit outside the school situation be used.
e. psychological test batteries be used.

26. An 18-year-old male high school graduate has been referred to the counselor by the local community mental health center for vocational counseling while being treated for depression. In the initial interview, he states that he feels a distance between himself and his parents. The counselor and client should focus upon:

a. his feelings about his parents.
b. vocation and job training.
c. the effect of depression on work.
d. the client's depression.
e. his parents, his vocation and the relationship between them.

27. A single 42-year-old totally deaf male had been successfully employed as a print shop helper for the past 20 years. Recently, due to technology, he has been released. The counselor should consider:

a. formal job training in a different job area.
b. self employment as a printer.
c. additional training in the field of printing and publishing.
d. on-the-job training with the former employer in a related position.
e. direct placement with a new employer in the printing field.

28. A 53-year-old male carpenter with a right inguinal hernia has been unable to work for three months previous to seeing the counselor. After surgery and routine post-operative recovery, the client comes to the counselor expressing fear that returning to his previous job may cause recurrence of the problem. The counselor should:

a. assist the client to seek other employment.
b. advise the client there is little possibility of a recurrence.
c. assist the client to seek sedentary employment with his previous employer.
d. advise the client to consult his physician.
e. encourage the client to start exercising to prevent a recurrence.

29. A 20-year-old deaf male with no work history was referred by his minister. The counselor should refer the client:

a. to the local agency for the deaf and hard of hearing.
b. for a psychological and vocational evaluation.
c. to an employer for immediate job placement.
d. to the public aid office for general assistance.
e. to the state employment service for job placement and counseling.

30. A counselor in a high school setting sees many clients who seem to have no vocational direction. In dealing with these referrals, the most appropriate initial course of action is to:

a. counsel clients regarding their self perception.
b. administer vocational interest inventories.
c. refer clients to the school guidance counselor.
d. refer clients to a local facility for vocational evaluation.
e. place clients in an after school job training program.

31. Published occupational information is often deficient because:

a. occupational analysis studies groups of dissimilar positions.
b. correlational analysis is used.
c. organizational and social environments are not given sufficient emphasis.
d. emphasis is placed on civil service occupations.
e. gratification profiles are reported in relation to potentialities.

32. A 28-year-old male paraplegic is trained to do bench work repairing electric motors. The counselor locates an employer who is willing to hire the client but, in surveying the job site, it is obvious that minor modifications need to be made to the prospective work station before the client can adequately handle the job. The counselor should:

a. ask the client if the modifications are necessary.
b. ask the employer to make the modifications.
c. keep in mind the cost of the modifications.
d. check with Workmen's Compensation before making modifications.
e. pursue other job opportunities with the client.

33. A 19-year-old mildly retarded female has undergone vocational evaluation and work adjustment training in a local facility. In addition, she has been trained as a mail sorter and is now considered ready for employment. At present, all mail sorting jobs are filled and no openings are expected for several months. The most appropriate course of action would be:

a. place the client in a related occupation.
b. tell the client that she will have to wait for placement.
c. leave the client in her training situation for a few more months.
d. place the client in a part-time related job until something is available.
e. refer the client to a local workshop until something is available.

34. For the past several months a 44-year-old female has been seen for therapeutic counseling. She is now able to tell the difference between her employer, who is irritable due to a grueling day, and a punitive father, upon whom her happiness used to depend. What has been developed is the:

a. ability to grow up.
b. specific changing of roles.
c. ability to make judgments based on facts.
d. specific interpretation of interpersonal relationships.
e. ability to make fine, discriminative judgments.

35. A 24-year-old male recovered alcoholic is attending barber college and is, according to his instructor, doing very well. However, the instructor is concerned about the client because he washes his hands every few minutes. The counselor should:

a. refer the client for psychiatric evaluation.
b. discuss the matter with the client.
c. advise the instructor to continue the client's training.
d. determine the effect frequent hand washing will have on job performance.
e. assess the relationship between instructor and client.

36. A single 17-year-old black female high school dropout who has sickle-cell anemia is referred for counseling by her family physician. She has a 15-month-old son and lives with her mother and three younger sisters. The counselor should refer the client:

a. to the local school system for evaluation.
b. for psychological and vocational evaluation.
c. for personal/social adjustment.
d. to the welfare service.
e. to the state employment service.

37. A 23-year-old inner city male referred for counseling by his probation officer is hostile and aggressive. During the initial interview, he expresses no interest in employment. The counselor should:

a. request the probation officer's involvment to encourage him to seek employment.
b. consider closing the client's case until he is motivated.
c. describe other clients like him who are working.
d. discuss the client's reasons for not wanting to seek employment.
e. explore the client's interests.

38. A 30-year-old unemployed male experiences epileptic seizures after a recent automobile accident. He walks into a counselor's office for assistance. The counselor should refer him:

a. to the physician who treated him following the accident.
b. for psychological and vocational evaluation.
c. to the claims agent for his insurance company.
d. for a neurological evaluation.
e. for a general physical examination.

39. A 35-year-old female and a 37-year-old male, both long standing rehabilitation clients, have been married for eighteen years and have three teen-aged children. They have sought counseling because of their relationship, which while apparently mutually destructive, has been maintained because each is dependent upon the other. In asking for counseling they state that they feel they could have a satisfactory relationship if they could express their feelings and understand the unconscious bases for their behavior. If the counselor agrees to help the couple in the way they describe, he/she would adopt an approach that is considered:

a. behavioristic.
b. phenomenological.
c. psychodynamic.
d. existential.
e. humanistic.

40. A 20-year-old girl has been isolated in her home by her parents for the last 10 years. She was referred for counseling by a state mental health psychologist. The counselor should refer the client to the:

a. local state's attorney's office for legal action.
b. state's Department of Children and Family Services for aid.
c. local evaluation unit for a complete work-up.
d. state mental hospital for treatment.
e. local mental health association for supportive counseling.

41. A 20-year-old college student with epilepsy is referred for counseling by his faculty advisor. He is receiving medication from his family physician and counseling from the local epilepsy foundation. The counselor should request:

a. a complete academic history from his faculty advisor.
b. a complete medical history from his family physician.
c. a complete social history from his counselor at the epilepsy foundation.
d. that client and his parents come for a group interview.
e. that the professionals involved allow him to coordinate client services.

42. In order to counter an employer's reservation about hiring a client, the counselor should stress the:

a. client's economic needs.
b. client's physical abilities.
c. humanitarian aspects of hiring the handicapped.
d. client's positive work habits and attitudes.
e. client's occupational potential.

43. A 40-year-old obese and diabetic male public aid recipient is referred by his caseworker for being uncooperative and lazy. The counselor should:

a. solicit the caseworker's involvement to encourage the client to cooperate.
b. close the client's case until he is motivated for rehabilitation.
c. give examples of other clients like him who are working.
d. discuss the counselor's and the client's roles in the rehabilitation process.
e. discuss the client's personal eating habits.

44. An 18-year-old inner city retarded female who has never worked is referred for counseling by her public aid caseworker. The counselor should:

a. refer the client for a complete physical examination.
b. obtain a social history and psychological evaluation.
c. refer the client to the state department of mental health.
d. refer the client to the state employment service.
e. refer the client to the local association for the mentally retarded.

45. Which of the following books would give a counselor knowledge of the strengths and weaknesses of specific aptitude, interest and personality tests, as seen by different experts?

a. Cronback, Essentials of Psychological Testing.
b. Super, Appraising Vocational Fitness.
c. Wechsler, The Measurement and Appraisal of Adult Intelligence.
d. Buros, Mental Measurement Yearbook.
e. Thorndike, Measurement and Evaluation in Psychology and Education.

46. A 15-year-old mentally retarded male has a history of behavior problems that have led him to juvenile court. The client is now in danger of losing his job as a kitchen helper because of arguments with the chef. The counselor should:

a. remove the client and try to place him in different employment.
b. discuss the problem with the manager and have him work with the chef.
c. advise the client that he is going to have to follow orders from the chef.
d. follow up more frequently on this case to see exactly what the problem is.
e. suggest that the chef list the client's duties and the order in which they are to be performed.

47. A 20-year-old male client has been trained as a welder. The client's disability is a behavioral disorder and he has been incarcerated several times. This client applied for numerous jobs and has been turned down because of his prison record. The counselor should:

a. make arrangements for placement for the client.
b. refer the client to a private employment agency.
c. refer the client to the state employment service.
d. encourage the client to continue to seek his own employment.
e. encourage the training institution to find the client a job.

48. A counselor assigned to a comprehensive community health center has several clients who can be characterized as "disadvantaged disabled." Each of these clients has mentioned their dissatisfaction with the attitudes of physicians in the center, characterizing the attitudes as "lacking respect and, at times, degrading." Today, as a group, these clients approach the counselor voicing these opinions and requesting that the counselor help them "do something." The counselor's response should be:

a. "I see that you think you are being ripped off and stepped on and are angry and frustrated about it. Maybe you can help me understand how I can help."
b. "I realize your concern about these physicians. However, my role as counselor makes it difficult to help you with this problem."
c. "Yes. I also think that some physicians are treating clients in a degrading manner. How can we show them that they can't treat you that way?"
e. "Physicians are busy people so there are going to be times when they act as if they are unfriendly. I'm sure it hurts your feelings, but let's give them another chance."

49. A 32-year-old male client is tormented. He is always worrying about his next responsibility at the office or is brooding about the years spent as a POW in North Vietnam. He wants to live life in the present. The counselor should assist him by using an approach known as:

a. Learning.
b. Eclectic.
c. Reality testing.
d. Trait-Factor.
e. Behavior modification.

50. A parent brings his 21-year-old mentally retarded son to the counselor following a referral from the special class teacher. The parent wants his son to enter the community college next fall. A review of medical reports indicates severe brain damage with moderately severe functional retardation. The counselor should:

a. advise the parent and the client that this goal is unrealistic and present alternatives.
b. tell the parent that his goals are unrealistic.
c. explore the parent's goals and obtain information, i.e., current psychological testing, prior to setting goals.
d. ask the client to come in alone for counseling.
e. tell the parent to return to the referral source.

51. A counselor is responsible for the supervision of a trainee from a local college. During the first three months the counselor feels that the trainee's work is not satisfactory. The counselor should:

a. ask the trainee to leave at the end of the month.
b. ask the trainee what his problems are that interfere with his work.
c. schedule regular meetings with the trainee to talk about his strengths and weaknesses.
d. talk to the trainee's college supervisor.
e. call a staff meeting to discuss the problem.

52. A sixteen-year-old female who has been a soft drug user is in a training situation with hard drug users. There is evidence that the client is a person who is easily led by others into behavior which may be against her best interests. During the group meetings the group leader notices that this client is unable to express her own feelings if they do not coincide with those of the hard drug users. The most effective procedure is for the group leader to:

a. interpret to the group his concerns about conformity pressures in the group.
b. suggest that the client transfers to another group.
c. support members of the group who disagree with the interpretations or feelings expressed by the hard drug users.
d. encourage the client to express how she feels about her ability to say what she thinks and feels in a group situation.

53. An anxious 52-year-old male client exhibits specific mannerisms which are commented upon by other clients in the rehabilitation program. He describes to the group how others, even his fellow clients, confront and ridicule him about these mannerisms. The leader of the group should:

a. ask the group how they can help the client deal with this problem.
b. encourage the group to help the client express his anger to his antagonists.
c. ask the group whether the client's mannerisms disturb them and what they should do about it.
d. ask the other members of the group if they have similar problems.
e. support the client and encourage the group to support the client by ignoring his mannerisms.

54. A 26-year-old black single female client, with a seizure disorder, successfully completes a clerical training program. Her seizures appear to be controlled at the time she begins to look for employment. She asks the counselor whether she should disclose her disability when applying for a job. The counselor should:

a. advise her that it would be better to keep her epilepsy a secret.
b. discuss the effects of disclosing her disability.
c. tell her that she has to make her own decision.
d. advise her that it is better to be honest.
e. tell her to ask other epileptics what to do.

55. A 46-year-old married male has successfully completed a six month training program as an inhalation therapy technician. He was originally referred for help in overcoming his dependency problem and depression. He has been seeing the counselor weekly. Shortly, after a discussion about job placement, the client reported that he was going to have another "nervous breakdown" because the job seeking responsibilities were being "thrust upon him." The counselor should:

a. refer the client to a mental health clinic.
b. extend the training program for an additional three months.
c. call the client's wife to find out how he has been acting at home.
d. transfer the client to another counselor.
e. help the client develop realistic job seeking goals.

56. A 21-year-old single female, blind since birth resides with her parents. She has been in clerical training for four months in a rehabilitation facility. She attends a client group where she works on her severe dependency problems. During one of these sessions she hallucinates that two of her former therapists were sitting next to her. She reports that these hallucinations, which make her very anxious, occur only in group sessions. The best course of action for the therapist is to:

a. remove the client from the group and initiate individual counseling.
b. encourage the client to remain in the group and talk about it.
c. remove the client from the group temporarily to reduce anxiety.
d. encourage the group to share their hallucinations.
e. role play the hallucinations so that the group can better understand.

57. An employer who has just begun to hire disabled workers calls to ask for suggestions that will help both handicapped workers and their supervisors in adjusting to the work. The counselor should suggest:

a. leaving things as they are.
b. a meeting with the supervisors.
c. a meeting with the disabled workers.
d. some kind of work modification for the disabled workers.
e. a part-time, break-in period for the disabled workers.

58. A 22-year-old male public offender was recently released from prison where he had served two years. He had completed two years of college before that and wants to go back to school to become a history teacher. The counselor should tell him:

a. that he cannot sponsor his schooling.
b. of the obstacles in selecting teaching as a vocational goal.
c. that he cannot go to school while on parole.
d. that he should obtain a job first and establish himself.
e. there are laws against public offenders becoming teachers.

59. A 50-year-old male school custodian has Parkinson's disease. Medical reports indicate that the disease is in its early stages. The counselor should encourage him to:

a. remain at his current occupation.
b. remain at his current occupation, working part time.
c. seek other less demanding employment.
d. take a leave of absence until the disease stabilizes.
e. retire from the work force.

60. A 23-year-old single girl who resides at home with her parents has a mild case of cerebral palsy. She has been trained in clerical areas such as filing, collating, sorting, typing, etc. Her weakest area is that of typing. She does very well as a typist, but when trying to type more than 30 words per minute, she makes many mistakes. She wishes to be allowed extensive time to practice her typing. The counselor should:

a. speak to her supervisor to find out if she can spend more hours practicing her typing.
b. tell her that she must practice her typing at home as well as on the job.
c. explain that her physical condition will not allow her to type any faster and assure her that she does quite well at 30 words per minute.
d. tell her that there is little chance for someone with her disability to obtain a job as a typist.
e. help her explore potential areas of employment where her typing speed would be no hindrance.

61. A 25-year-old male client with a wife and two pre-school children has feelings of depression, inadequacy and paranoia. He is in training and doing well. A job becomes available which the counselor feels the client is ready to handle. The counselor should:

a. solicit this job for the client.
b. offer the employer an on-the-job training agreement if he will hire the client.
c. set up a meeting between counselor, client, and the person doing the employment interview to discuss the job.
d. tell the client he feels that it would be appropriate for the client to take the position, and role-play method of interviewing for the job.
e. let the client know that he thinks the client can handle the job, and role-play method of interviewing for the job.

62. It is the counselor's responsibility to prove to the employer that his client is the right person for the job. Yet, how much background information should be given to the employer?

a. None. The coujnselor should maintain confidentiality and solely discuss the client's specific job skills.
b. The counselor should openly discuss all aspects of the client's problem with the employer so that the employer can fully appreciate the client's problems before he starts working on the job.
c. The counselor's first responsibility is to his client and confidential information should only be disclosed to the extent that it will assist in the placement and the client's well-being.
d. The counselor should only offer positive information that will increase the client's chances for success.
e. The counselor should only disclose and discuss the client's previous work history as it relates to his disability and present readiness for a competitive job.

63. In the course of developing a job for a specific client, a counselor telephones an employer regarding a position that appeared in the classified section of the local newspaper. The counselor is informed that the position has been filled, but during the course of the conversation he is able to explain the rehabilitation program to the employer. The employer exhibits mild enthusiasm over the concept of the program. The counselor should:

a. end the conversation, since the employer has a positive feeling toward rehabilitation.
b. indicate that he will call again when he has a client the employer might wish to consider.
c. schedule a tour of the company in order to explain the program in more detail.
d. send the client to see the employer and complete an application in the event that a position might be available.
e. indicate that he will call again next week to see if the employer has any new openings.

64. A 30-year-old female college graduate is referred for rehabilitation counseling by the local community mental health worker. She is receiving treatment for drug addiction and is having difficulty finding employment. The counselor should discuss:

a. the effect of drugs on one's ability to work.
b. how drug addiction is viewed by employers.
c. vocational training.
d. job seeking techniques.
e. the current job market.

65. A 40-year-old male was recently discharged from a state hospital after ten years. His immediate needs are living expenses and employment. The counselor should encourage his client to:

a. make an appointment with the public assistance office.
b. contact the local state employment service.
c. contact the local mental health association.
d. contact the immediate family.
e. contact the nearest YMCA for social activity.

66. A 20-year-old partially deaf male is denied employment because of his disability. The counselor should contact the:

a. local legal aid society for legal advice regarding Section 504.
b. local organization of those with impaired hearing to obtain examples of successful employment.
c. local civic groups in an attempt to make the public aware of the ability of the disabled.
d. employer to discuss how the client's disability will affect the client's work.
e. other companies in order to place the client.

67. A study suggests that counselors could benefit from early professional training and subsequent in-servicing training in understanding their values and biases. Based upon this finding, a counselor may conclude that:

a. counselors have values and biases that need to be explored.
b. better understanding of values and biases can increase personal awareness.
c. better understanding of values and biases may increase professional effectiveness.
d. awareness of personal values and biases may lead to the need to change them.
e. values and biases which are not explored will reduce a counselor's effectiveness.

68. A "behavior modification" program within an agency setting offers most promise when:

a. stable behaviorisms are stated.
b. "Accountability" requirements are satisfying.
c. external rewards are emphasized.
d. client behaviors are monitored.
e. verifiable experimental standards are set.

69. In cases where it is necessary to accompany the client to a job interview, the counselor should:

a. say as little as possible regarding the client.
b. advise the client not to talk about his limitations.
c. appeal to the employer's humanitarian interests.
d. approach the employer in a professional way.
e. only answer questions directed at him/her.

70. A 43-year-old female client is interested in assembly work. The counselor has found suitable employment for her at a factory near her rural home, and has worked out the transportation problems. However, the client cannot start work because the union has a seniority system and the client's particular employment objective is above entrance level according to union rules. The union threatened to strike if this client becomes employed. The counselor should:

a. consider alternative employment for the client.
b. meet with the union leaders and negotiate a solution.
c. refer the case to the Equal Employment Opportunity Commission.
d. refer the case to the National Labor Relations Board.
e. release the story to the local newspaper in order to bring public pressure.

71. A 32-year-old female epileptic client who lives in a rural area is being seen by a counselor who has a strong rational-emotive counseling orientation. The client states that she resents her work because it is boring. The counselor would likely reply:

a. "You say it's boring."
b. "You feel really upset at being in this situation."
c. "You may dislike your work, but it is hardly reason enough for resenting it."
d. "You wish that your employer would have more feeling for you."
e. "You may try to talk with some of your co-workers to see how they feel."

72. An aide requests additional training in rehabilitation techniques at the local university. As the supervisor of this aide, the counselor will be the deciding factor in whether or not this request is acted upon favorably. The primary long-term consideration should be:

a. whether or not the aide's absence will create a hardship on the remainder of the staff.
b. whether or not the aide's absence will create a problem for the clients.
c. personal betterment of each individual within the agency.
d. developing people to become proficient members of the agency.
e. costs (real and hidden) to the agency of the proposed training program.

73. A young woman who is a high school dropout has been referred to the rehabilitation counselor by her concerned, ex-school counselor, who says the girl is dyslexic but not retarded. The most viable rehabilitation route for the counselor to pursue is to:

a. avoid all formal training programs and place the girl directly in a manual occupation.
b. have the client enroll in a sheltered training program where no great challenges are thrust upon her.
c. avoid programs where reading is a prerequisite, pursue vocations based on other abilities.
d. enroll the client in an intensive remedial program aimed at correcting her dyslexia.
e. have the girl enroll in a GED training program so she can acquire her high school diploma before pursuing employment.

74. A 17-year-old youth has sustained a severe hearing loss in an automobile accident. His ability to continue to speak intelligibly without hearing:

a. should remain unchanged.
b. may change somewhat in quality but will remain intelligible.
c. will probably deteriorate to the point of unintelligibility in time.
d. will immediately be severely and permanently affected in a negative manner.
e. will immediately be severely negatively affected, but should improve in time.

75. An experienced 43-year-old welder with a severe bilateral hearing loss has applied for a job in an aero-space manufacturing plant. The employer has suggested placement in an extremely noisy part of the building since the man is deaf anyway. This policy is:

a. basically sound -- the man would be less likely to be distracted or injured by the sound than the average person.
b. immaterial -- the man would be no more or no less distracted by the noise level.
c. potentially dangerous -- the man probably relies on his residual hearing for orientation and communication.
d. unacceptable because of the basically discriminatory nature of the decision.
e. an example of maximizing each human being's unique make-up of attributes and deficits.

76. According to Maslow, the lowest level of human need is:

a. safety.
b. physiological.
c. esteem.
d. self-actualization.
e. security.

77. A counselor receives a report from a psychologist stating that a prelingually deaf client has scored in the dull normal range on a complete Wechesler Adult Intelligence Scale. The counselor should:

a. accept the report as written.
b. place greater emphasis on the performance section of the test.
c. place greater emphasis on the verbal section of the test.
d. reject the report and utilize personal interactions with the client as intelligence indicators.
e. request additional intelligence testing based on the test report.

78. A recently graduated counselor has been on the job with a specialized educable mentally retarded caseload for three months. The counselor is due for a preliminary evaluation and it is evident that performance is not meeting expected goals. As supervisor, the most likely solution to the situation is:

a. give a low preliminary rating and a warning to increase productivity in the future.
b. arrange for specialized training in the specialty area.
c. recommend a transfer to a different caseload.
d. draw attention to the situation and ask for the counselor's recommendations as to how it may be corrected.
e. tell the other counselors in the office about the situation and ask them to be supportive.

79. Two months ago an employee, renowned for her excellence for years as a secretary, was promoted to a position where she is the supervisor of eight secretaries. She now has reduced clerical responsibilities. Recently she has been exhibiting increased nervousness, careless clerical work, and has used a great deal of her sick leave time. The most satisfactory resolution of an apparently unsatisfactory situation is to:

a. ask her to undergo professional counseling or therapy to help her adjust to and accept her changed situation.
b. discuss the situation with her and encourage her to take additional training in appropriate areas to increase her knowledge and self-confidence.
c. recommend that she accept a voluntary demotion to her old position as a secretary.
d. communicate with the other secretaries to attempt to determine the specific causes of her apparent anxiety.
e. arrange for someone else to accept part of the responsibility as a supervisor until she gains confidence in herself.

80. A counselor is notified that one of his usually stable deaf clients is being held at the local police station for exhibiting drunken behavior the previous night. The counselor should:

a. help the client post bail and demand his immediate release.
b. work out a special arrangement with the judge for his release based on his disability.
c. contact a lawyer to determine what can be done about this situation.
d. contact the client to see if he understands why and for how long he is being held.
e. do nothing since this is not within the counselor's scope of practice.

81. A counselor working with local school systems has had a 17-year-old male referral of above average intelligence with a recent medical diagnosis of multiple sclerosis. In planning with the client the counselor should:

a. counsel toward adjustment because the illness progresses rapidly and is terminal.
b. begin to work with the client's severe bouts of depression that seem to be characteristic of the disease.
c. consider a vocational objective which enables the client to avoid physical and emotional exhaustion.
d. consider the severe physical limitations because there is rarely a remission from the disease.
e. encourage the client to enter occupations where short term training is necessary.

82. Two weeks after discharge, a client calls to say that he no longer wants to continue with the plan. The counselor would enter which of the following notes in the client's record?

a. The client is reacting to adjustment problems normal for reentry; further counseling is indicated.
b. Having thoroughly discussed and agreed to the plan, the client now wants to withdraw. I can no longer justify working with this client.
c. The client is no longer motivated toward rehabilitation; therefore further agency involvement is not indicated.
d. Having thoroughly discussed and agreed to the plan, the client now wants to withdraw. Further agency involvement is not indicated.
e. The client is reacting to adjustment problems normal for reentry and psychiatric referral should be considered.

83. Should a job seeker tell prospective employers about having epilepsy?

a. Yes, even though it will be harder to secure employment.
b. No, because with medication epilepsy can be controlled without affecting the work situation.
c. Yes, because the stress of employment will be less, reducing the likelihood of seizure.
d. No, when and if a seizure occurs the employer can be told as by that time job performance will counteract any negative effects.
e. Each job seeker must answer this question for him or herself.

84. Transection of the spinal cord in the cervical region will result in:

a. hemiplegia.
b. paraplegia.
c. triplegia.
d. tetraplegia.
e. quadriplegia.

85. We know that brain damage is greater in lower socio-economic groups as evidenced by:

a. the prevalence of psychological, environmental, and genetic retardation.
b. premature birth which may be caused by poor nutrition and/or inadequate prenatal care.
c. mental and emotional disorders caused by the inability to obtain and hold a job.
d. the high incidence of physical disability and chronic illness among the disadvantaged.
e. the prevalence of the racially handicapped populations.

86. A 20-year-old retarded female, who lives at home with her parents in the suburbs, is eligible for school bus transportation. During the winter holidays the bus does not run and the client informs the counselor on Friday morning that as of Monday she will not be able to come in for ten days because she has no transportation. Her parents do not allow her to use public transportation. The counselor should:

a. excuse the client from the program until school bus transportation resumes.
b. let the client know that on a job this would not be acceptable.
c. encourage the client to come in and help her find out how to use public transportation.
d. ask another client to pick up the client and take her home until school bus transportation resumes.
e. meet with the client and her parents to discuss their objection to her using public transportation.

87. The counselor places a 21-year-old mentally retarded male client in a large cafeteria as a busboy. Three weeks have elapsed and the employer has not contacted the counselor about the client, although the client has called the counselor once saying things were going well. The counselor should:

a. wait three more weeks and then close the case.
b. close the case now.
c. initiate follow-up.
d. talk to the family.
e. talk to the client.

88. A 15-year-old mentally retarded female has a reputation for being extremely promiscuous. The client is in need of training which is available at a comprehensive live-in rehabilitation center. The counselor should:

a. consider the behavior as within normal limits and refer for training.
b. inform the center about the client's problems before referring her there.
c. refer for training assuming that the center has means to control such behavior.
d. encourage the client to tell a counselor at the center about her problem.
e. refer the client for sex education training before authorizing further training.

89. A 17-year-old client has a WAIS full scale IQ of 70. He has severe epileptic seizures and an emotional problem. Psychological and neurological evaluations both state that the client's seizures are used to manipulate his parents, teachers, and other authority figures. The client has not been able to progress in any special education class because of his problem. The counselor should:

a. place the client in a work adjustment program for behavior modification.
b. place the client in a sheltered workshop for evaluation.
c. encourage the client to attend special education classes.
d. refer the client to a psychiatrist for therapy.
e. encourage institutionalization of the client.

90. A counselor, responsible for several halfway houses for developmentally disabled clients, considers utilizing a technique in which residents help other residents in developmental tasks. During the initial group meeting the residents indicate that they are uncertain as to what they should "talk about in the group." The counselor should say:

a. "While I understand it's hard to know what to do with a new situation, let's think about how each of you might help the rest to make this a better place to live."
b. "I want you to discuss rules for the kitchen, bedtime for new residents, etc. It's important that these issues be discussed by the group, not just the staff."
c. "It's probably difficult to think of some things to talk about. By our meeting next week I would like each of you to list three issues we can talk about."
d. "The topics which we could discuss should relate to the maintenance of the house. Perhaps we should have some of the staff attend a few meetings and discuss what they think are issues for discussion."
e. "I thought this might happen so I've drawn up a plan which you can study this week and discuss with me at next week's meeting."

91. A supervisor in a local factory that has a number of mentally retarded employees is having difficulty supervising their work. He has requested assistance from the local rehabilitation agency. The counselor should discuss the issue with the:

a. mentally retarded clients.
b. manager of the factory.
c. supervisor of the mentally retarded clients.
d. owner of the factory.
e. fellow workers of the mentally retarded clients.

92. A 16-year-old mentally retarded male who is the sole support of his elderly disabled mother has the ability, aptitude and desire to become a welder. However, child labor laws state that the minimum working age for welders is 18. The counselor should:

a. encourage the client to remain in school until he is 18.
b. develop a training program which the client will finish when he is 18.
c. obtain a waiver allowing the client to work as soon as he finishes training.
d. place the client in sheltered employment until he is 18 and can be trained as a welder.
e. place the client in an on-the-job training situation in a related trade.

93. A 19-year-old male is mentally retarded. He has completed the special education program and is in need of vocational rehabilitation services in order to gain employment. The client has never worked and his educational program did not expose him to vocations. The client is in good physical health. In separate interviews the counselor learned that the client and his parents have no idea of the type of employment that he could succeed in. The counselor should schedule a:

a. complete psychological examination.
b. thorough vocational evaluation.
c. period of work adjustment such as sheltered workshop.
d. evaluation at a comprehensive rehabilitation center.
e. meeting with the client and his parents.

94. A 17-year-old sensory-neural deaf client would like to become a speech therapist. She has above average intelligence, is about to graduate from a high school program for the deaf, can speak, read and use sign language. The counselor should:

a. encourage her application to college to pursue a career as a speech therapist.
b. recommend that the client work a year or two before going to college.
c. refer the client to an audiologist for a hearing aid prescription.
d. refer the client for otologic evaluation and remedial surgery.
e. encourage the client to consider alternative careers.

95. An 18-year-old educable mentally retarded female is to have a job interview at a local company. She will most likely make the most favorable personal impression if she is:

a. neat, prompt, and accompanied by her counselor.
b. on time, has a resume and is accompanied by her parents.
c. prompt, neat, and has a resume.
d. has a resume, is on time, and is accompanied by a friend.
e. neat, has a resume and is accompanied by her counselor.

96. A 25-year-old mentally retarded male client has just completed a vocational training program in auto mechanics, but is having difficulty obtaining a job. His vocational skills are adequate for placement. The counselor's next step should be to:

a. discuss assertiveness in job interviews.
b. recommend a job-seeking skills class.
c. recommend an occupational awareness class.
d. discuss supplemental job training.
e. discuss the need for him to be clean and neat in a job interview.

97. A counselor has been serving an 18-year-old mildly retarded client for two years and he is now considered ready for employment. One firm in the area has been particularly willing to employ referred clients; however, the client has not been trained to perform a job function related to the work of the firm. In considering this situation the counselor should:

a. refer the client regardless of specific training.
b. call the employer and ask as a favor if he will employ the client.
c. tell the employer that the client is not specifically trained for work in the firm.
d. send the client for an employment interview.
e. keep in mind that favors should not be sought from employers for unqualified clients.

98. The majority of Americans who are retarded are defined as such, because of:

a. medical factors.
b. cultural-familial factors.
c. emotional disturbances.
d. accidents.
e. poor educational opportunities.

99. The counselor is attempting to place a 19-year-old mentally retarded male client on the job as an orderly in a hospital. However, the counselor is sure the client cannot learn the job quickly and feels he will need close, direct supervision. In order to cover the hospital's expenses in giving him a chance, the counselor should:

a. issue a certificate to exempt the client from the minimum wage.
b. advise the hospital that vocational rehabilitation clients can work at no salary for up to two weeks.
c. arrange financial help for the client through the local state employment service.
d. draw up an on-the-job training contract to pay the employer.
e. arrange for a local civic group to give the client a token salary while he tries the job.

100. In recommending the adoption of an innovation to the agency, the counselor should concentrate on:

a. stating it in terms which fit the agency's values.
b. stressing the advantages of adopting the innovation.
c. stating it in terms of the research on which it is based.
d. stressing the theory which the innovation best illustrates.
e. stressing the seriousness of the problem which led to consideration of this innovation.

101. A research project has found evidence that a change in counseling style would increase the effectiveness of services to the kinds of clients seen by Agency X. The new style is quite different from the currently most popular one at Agency X and resistance to change is expected. The research team attempting to bring about the innovation in the agency should concentrate on:

a. convincing the whole staff of the agency simultaneously.
b. working through opinion leaders.
c. making multi-media presentations.
d. leading all day seminars.
e. bringing in outside experts to support an argument for change.

102. A counselor in a medium-sized office has noticed an increasing amount of tardiness on the part of one of the three secretaries, to the point where she is arriving at least one-half hour late to work nearly every day. The counselor should:

a. ignore the situation since it is the responsibility of the office supervisor.
b. talk to the other secretaries to determine more specifically what the situation is.
c. tell the office supervisor about the situation.
d. discuss the situation with the secretary involved and attempt to help her if necessary.
e. discuss the situation with the other counselors in the office to determine the appropriate action to take.

103. The client is a 20-year-old mentally retarded female with an I.Q. of 80. She has some experience as a part-time clerical assistant in a friend's private business. Recently the client's mother was injured in an accident, causing the mother to lose her job. The best placement for this client would be in which of the following areas?

a. Clerical training course.
b. Sheltered workshop.
c. On-the-job taining.
d. Vocational adjustment training.
e. Competitive employment.

104. A 23-year-old deaf client has finished a business skills training course but has been putting off taking a Civil Service Examination for office clerk because she is afraid she will not understand how to take the test. The counselor should advise her that:

a. she can take the test again if she does not do well.
b. for some positions tests are not required.
c. she can have a 90-day trial period without taking a test.
d. she should not worry because she has the required skills.
e. she may take someone with her to interpret test instructions.

105. A 53-year-old male comes to the counselor claiming he has purchased 8 different hearing aids, "one from almost every dealer in town," during the last 16 months and for one reason or another receives no satisfaction from any of them. He does not appear to have difficulty understanding some things the counselor says. The counselor should:

a. have the man bring in the aids for inspection.
b. assume theman cannot benefit from an aid and counsel him as such.
c. contact the hearing aid dealers to see why his aids were not producing the desired results.
d. refer the man to an audiologist for evaluation.
e. select one of the man's aids and help him understand what it does and how it works.

106. A 43-year-old deaf power sewing maching operator, successfully placed on this job several years ago, has recontacted her former counselor requesting assistance in locating a power sewing job with a different company. She feels she is being discriminated against by her current employer regarding salary, promotions, and other benefits. The counselor should:

a. help her to find different, more stimulating employment in another company.
b. recognize that paranoia is common in deaf people and counsel her about it.
c. help her find a job at a different company doing the same basic type of work.
d. talk with her supervisor about her feelings and encourage him to work them through with her.
e. proceed as he would with any hearing client with the same complaints.

107. A 24-year-old man with a congenital heart condition has completed a comprehensive program in a cardiac work evaluation program. Psychological tests administered by the rehabilitation counselor included ones in the areas of intelligence, interest, personality, and aptitude. The results indicated the client's interest and aptitude for specific jobs were unrealistic from a medical standpoint; i.e., the vocational goals were in conflict with the medical evaluation related to physical limitations on the job. The rehabilitation counselor should:

a. examine other areas related to the field and discuss these with the client.
b. persuade the client that he must be more realistic.
c. advise the physician of the conflict and ask for his suggestions about jobs.
d. advise the client that he will have to be placed in an "interrupted status" until further diagnostic work is scheduled.
e. meet with the client and interpret the test results and involve him in the decision about what step to take next.

108. A 37-year-old high school teacher of Spanish incurred a severe, permanent hearing loss in an accident. The counselor's first concern with this young woman should be:

a. finding her new employment that will not be so dependent on communication skills.
b. personal adjustment counseling to help her accept, understand and adapt to her new situation.
c. getting psychiatric help for her so she can learn to live with the handicap she has acquired.
d. enrolling her in sign language and manual communications classes.
e. enrolling her in lipreading classes to improve her receptive communications skills.

109. A 22-year-old female has a moderate hearing loss. As a university coed she has made excellent grades in her undergraduate major, psychology. She is now a senior and is a member of a job-seeking group with a psychodrama orientation. She wishes to pursue graduate work in secondary education but is meeting a great deal of resistance from her parents. The group agrees that if she could understand "why" her parents feel the way they do she might be able to win them over to her side. Which technique would best accomplish this?

a. Soliloquy.
b. Desensitization.
c. Role reversal.
d. Role playing.
e. Mirroring.

110. A deaf member of a placement counseling group has been experiencing considerable difficulty when the task of the group is to prepare a resume of previous work experiences. He refuses to engage in the activity and has given the excuse that he is "really not ready to go to work." The counselor should say:

a. "I believe that a resume was one of the requirements for membership in the group."
b. "I guess that writing a resume means to you that you must now go to work."
c. "I wonder if going to work means that you are afraid of being a disappointment to your parents."
d. "Since we are here to help each other, I wonder if the group can help this member with his problem."
e. "Quite possibly you may not be ready for this group. There may be another one starting soon in which you may be interested."

111. Since there are very few qualified psychologists in the country who can communicate manually with deaf people, the counselor, when working with manual deaf clients should:

a. ask the psychologist to write out the instructions to the tests he plans to administer.
b. refer the client to a specialized evaluator elsewhere -- even if in another state.
c. waive the psychometric information requirements and make decisions based on his own observations and experiences.
d. have the client take the tests like anyone else, utilizing lipreading skills if necessary.
e. hire a professional interpreter to assist in an evaluation with a cooperative local psychologist.

112. A 17-year-old congenitally deaf youth has been terminated, due to lack of regular attendance, from a specialized oral day school program after eight years of attendance. His vocal sounds are completely unintelligible to the interviewer and the boy seems to understand very little said to him. He communicates with the counselor mainly by pointing, gesturing, and making grunting sounds. The counselor should:

a. assume that this person will be unable to benefit from formal training and plan accordingly.
b. have him return to the school program as prerequisite to being accepted by vocational rehabilitation.
c. check into training programs where mental ability is unimportant.
d. enroll him in a facility for evaluation of ability and interests.
e. consider him not feasible for vocational rehabilitation services.

113. A counselor, using a certified manual interpreter with a deaf client, has asked the interpreter to contribute his feelings and observations of the client after the sessions and to speak up with any personal input during the interview itself. The interpreter will:

a. refuse, saying he functions in a manner much like a machine for communications.
b. speak up during the interview, but refuse to discuss the client when he is not present.
c. provide insights about the client after, but not during, the interview.
d. assist the counselor by helping in any way requested.
e. probably be unable to give the counselor any meaningful information.

114. A young prelingually deaf girl appears for an initial interview with a general caseload carrying counselor. As the interview proceeds, his anxieties about their being able to communicate adequately subside as the applicant smiles, nods affirmation, and fills out the forms. Later, when the counselor reviews the application forms he is appalled at the mistakes, inaccuracies, and failure to follow his instructions. The counselor should:

a. have the girl tested to determine whether or not she is mentally retarded.
b. consider that this applicant is illiterate and will not be able to benefit substantially from any formal training program.
c. feel that because he lacks manual communication skills she was not paying attention.
d. assume that the applicant did not really understand the counselor's communications.
e. consider that the girl was applying at someone else's request but doesn't really want the services at this time.

115. A 25-year-old female recently lost her sight due to an accident in her home. She has always been a homemaker and is not interested in employment since her husband has a good income. There are two children for her to care for, both under three years of age. The client is unable to perform her homemaking duties. However, her mother is helping with them. The client wishes to become independent; therefore, the counselor should:

a. make arrangements for the client to enter a hospital to receive adjustment training for blindness.
b. contact a rehabilitation teacher and have her provide adjustment services in the home.
c. contact a mobility instructor and have him provide services.
d. suggest that the client wean her baby before she gets training.
e. have the client receive her adjustment training at a rehabilitation center.

116. A 30-year-old female is legally blind, but has some partial vision in both eyes. She has been employed for five years as a legal secretary. She is now in danger of losing her job because of her disability. A rehabilitation counselor visits her employment site and finds that the lighting is poor. The counselor should provide special lamps and:

a. send the client to an optometrist for stronger glasses.
b. tell the client that her new light will be sufficient for her to remain on the job.
c. give the client a magnifying glass and ask her to use it in her work.
d. make arrangements for the client to visit a low-vision clinic in order that she may be fitted with special magnifying lenses.
e. ask the client to try the lamp to see if it is sufficient.

117. The biggest liability for a deaf person in applying for employment is usually:

a. poor traffic and accident records.
b. higher industrial accident insurance rates.
c. lack of recommendations from previous employers.
d. their "different" appearance.
e. lack of adequate communication skills.

118. A totally blind client is being evaluated for vocational training. In addition to information about the client's physical problem, the counselor should be concerned about:

a. audiological evaluation.
b. CNS damage.
c. general medical condition.
d. present eye condition.
e. environmental conditions.

119. A 17-year-old, who wears glasses, has a slight speech impediment and a hearing loss. In the counselor's office she gives the impression of being childish. She cannot sit still for more than a few minutes, plays with objects on the counselor's desk and is susceptible to sieges of giggling. The counselor sould view the dynamics being demonstrated as reflective of:

a. sublimation.
b. transference.
c. displacement.
d. conversion.
e. regression.

120. A 25-year-old male is a paraplegic as a result of an accident shortly before his 23rd birthday. The client has received training in a special project and is employed as a computer programer. He has a terminal connected to his telephone at home and is able to work there; however, he has frequently missed performing his duties due to severe pressure sores and is in danger of losing his employment. The counselor should:

a. contact a public health nurse so that she can instruct the client and his family in the prevention of pressure sores.
b. arrange for immediate hospitalization of the client.
c. arrange for the physician to see the client as soon as possible.
d. explain the situation to the client's employer.
e. make arrangements for the client to enter a comprehensive rehabilitation center where his work can be continued while he receives the necessary treatment to clear up the pressure sores.

121. Mary's client is a 35-year-old with T.B. Before hospitalization this client was employed as a loom operator in a textile mill. Mary should:

a. seek employment for the client in his old position.
b. seek employment for the client in related work.
c. retrain the client for work in other areas.
d. place the client in a sheltered workshop.
e. recommend that the client not work, as it will only worsen the condition.

122. It is well accepted, theoretically and in practice, that people will seek or respond to those techniques and knowledge that agree with their:

a. fears.
b. needs.
c. peers.
d. superiors.
e. conflicts.

123. The rehabilitation counselor is working with a young, partially-sighted client who has retinitis pigmentosa. The client is involved in a vocational training program commensurate with his abilities, but is not doing well. It develops that he is interested in marrying a young sighted woman whose family is very resistant because they feel that some of the children resulting from this marriage will have visual problems. The counselor should:

a. inform the client that his visual problem is not hereditary, and have him see a physician to document this fact.
b. advise the couple to seek genetic counseling.
c. discuss the matter with the girl's family.
d. recommend that the client break off the relationship.
e. tell the couple that they should do as they think best.

124. The rehabilitation counselor is having a discussion with an employer regarding the placement of a blind person on a job in his company. The employer is concerned because he does not know how to walk with a blind person and he realizes that it might be necessary to do this on occasion after the blind person is hired. In answer to his question, the counselor should tell him to:

a. allow the blind person to take the employer's arm in whatever way seems most comfortable to the blind person.
b. allow the blind person to place his hand on the employer's shoulder and guide him along that way.
c. take the blind person by the elbow and maneuver him in that manner.
d. walk behind the blind person and instruct him as to which way he should turn.
e. place a hand on the blind person's shoulder and then direct him by voice.

125. A 44-year-old male with ten years experience as a journeyman brickmason is three months post myocardial infarction. The physician's report indicates a class 1-B Cardiac disability funcional level and tests indicate a 9th grade achievement level. The most appropriate course of action in terms of potential employment would be for the counselor to advise the client to:

a. seek sedentary employment.
b. seek employment in a related indoor occupation.
c. return to journeyman bricklaying.
d. enter night school to upgrade his achievement level.
e. enter a job training program in a different occupation.

126. A female client 19-year-old, is about to leave home to go to the state university. Eleven months ago her right leg was amputated after she slipped on ice and slid under a moving vehicle. Subsequently, she has been physically rehabilitated. Psychologically she has also adjusted to her loss, which was more pronounced because she had been a beauty queen and had a high value on physique. After working through a prolonged period of mourning, in her termination interview with her counselor she states that "I really feel like I'm a whole person again. Certainly I'm as healthy as I ever was. Actually, I'm pretty neat. One thing I've learned about is the extreme relativity of mental health. Becoming is never completed. Even though I feel great about what you've done for me I want to contine to strive to be self-actualized. Can you refer me to someone or suggest the kind of person I should see?" Would you suggest a follow of:

a. Jung.
b. Adler.
c. Byrne.
d. Dollard and Miller.
e. Allport.

127. A blind client returns home from the rehabilitation center where he successfully learned activities of daily living. The family cannot accept the client's success, and does not permit the client to use his skills. The counselor should:

a. have included the family in the preparation of the rehabilitation plan.
b. permanently remove the client from the home.
c. be prepared to fight the family's resistance.
d. return the client to the rahabilitation center for more training.
e. have changed the focus to vocational training.

128. A 23-year-old high school graduate with rheumatoid arthritus has requested assistance in choosing a vocation. He is taking medication and his disease is not in an acute inflammatory stage. His GATB scores are: G-112, V-115, N-111, S-106, F-95, M-93. Of the five areas he expresses interest in, probably the most appropriate to explore further is:

a. insurance salesman.
b. parole officer.
c. stock broker.
d. accountant.
e. auto mechanic.

129. Follow-up, after job placment, serves the following primary function:

a. to determine how the client and employer are adjusting, to resolve developing problems, and determine whether the client should remain at the specific job site.
b. to determine if the counselor's perception of client readiness and employer acceptability were valid.
c. to develop good rapport with community leaders for additional client placement.
d. to maintain placement records as required by rehabilitation agencies.
e. to determine if present training programs are adequate for actual labor markets.

130. A 19-year-old moderately retarded male client has recently undergone vocational evaluation in a workshop. The evaluation report includes a recommendation for three months personal and social adjustment training. However, the client has no desire to stay in the workshop and desires immediate placement. You should:

a. tell the client he should stay in the workshop.
b. advise the client to look for his own job.
c. use role play and other simulation techniques to provide insight for the client.
d. consider an on-the-job placement opportunity for the client.
e. let the client do as he wishes.