

Behavioral Health

CRCC-CRC

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Question: 1

An incarcerated adult diagnosed with a substance-use disorder and a severe and persistent mental illness is working with a rehabilitation counselor on pre-release planning. The most appropriate outpatient treatment option for this client is most likely:

- A. Wraparound
- B. FACT
- C. Medication management and individual therapy
- D. Intensive-in-home

Answer: B

Explanation:

FACT stands for Forensic Assertive Community Treatment and was developed in order to provide comprehensive community support to individuals who are connected to the criminal justice system and have a severe and persistent mental illness. FACT used the Assertive Community Treatment Team model and was revised to meet the needs of forensically involved clients. The services offered by a FACT team include medication management, criminal justice coordination services, connection to benefits, supported housing, substance-use treatment, legal support, vocational support, and ADL support. Intensive-in-home and wraparound services are intended to treat children and adolescents within the family context and would not be appropriate for an adult client seeking treatment for substance-use and SPMI (Serious and Persistent Mental Illness). Medication management and individual therapy would be of benefit to a client with these diagnoses, but FACT would be a more comprehensive and appropriate treatment option for someone re-entering society from being incarcerated.

Question: 2

A vocational rehabilitation center has hired an outside consultant to assist in facilitating organizational change. The consultant is currently using data collected after conducting interviews of each employee to develop intervention proposals for the management team.

Using the organizational development model, the stage the organization is currently in is:

- A. Intervention
- B. Action planning
- C. Evaluation
- D. Diagnosis

Answer: B

Explanation:

The organizational development model identifies four key, sequential steps to negotiating change within an organization and amongst stakeholders:

1. Diagnosis: identification of problems or issues within the organization; this can be done internally or by hiring an outside consultant to assess organizational culture and practices. Means of gathering information generally include stakeholder interview or survey
 2. Action planning: interventions to address previously identified problems are developed
 3. Intervention: Identified interventions are implemented to facilitate change throughout the organization
 4. Evaluation: Intervention impacts are assessed, documented, and potentially revised as needed
- If the consultant has completed interviews and identified problems already, the next sequential step is action planning where specific interventions can be identified and discussed prior to implementation.

Question: 3

When working with a client who has been diagnosed with cerebral palsy and has mobility challenges but has expressed a strong desire to participate in a local 5K, the best step for a rehabilitation counselor to take is:

- A. Advise the client to focus on less physically demanding recreational activities
- B. Discourage the client from participating due to the mobility challenges and potential for failure
- C. Support the client's goal and work together to find adaptive equipment and training options
- D. Assist the client in filing a grievance under the ADA as the race is not accessible

Answer: C

Explanation:

One of the primary roles that a rehabilitation counselor may find themselves in is case manager. When acting as a case manager a rehabilitation counselor may need to act as a broker to assist a client in obtaining the tools needed to accomplish their identified goals. Part of case management is to identify medical, recreational, and vocational needs and address them. This would include supporting a client's goal of completing a 5k and helping them obtain appropriate adaptive equipment and/or other resources to achieve their goals.

Discouraging a client from pursuing a goal out of fear of potential failure or due to it being challenging is not an ethical course to take. Rehabilitation counselors would be promoting internalized ableism by doing this, as opposed to assisting clients in completing goals they have identified. Filing a grievance would not be appropriate at this juncture as options for participation and support from the organization have not been explored and certain changes or requests could be viewed as "fundamental changes" of the event's purpose which the ADA does not require.

Question: 4

A rehabilitation counselor working with a client to identify the most congruent job placement using Hershenson's Theory of Work Adjustment conducts an assessment to identify the client's self-concept and motivations to work. This is referred to as their:

- A. Work adjustment

- B. Work personality
- C. Work competency
- D. Work goals

Answer: B

Explanation:

Hershenson's theory is rooted in a person-in-environment perspective and couples that with identification of developmental characteristics within the client. This theory breaks the individual down into three interactive domains:

1. Work personality: a person's self-concept and motivations to work
2. Work competency: habits, physical skills, mental skills, and interpersonal skills as related in the work environment
3. Work goals: clear and stable employment goals identified by the individual

Work adjustment is defined as the result of the interaction between the individual and their work environment. It is further broken down into work role behavior, task performance, and satisfaction with work.

Question: 5

An extreme heat event is least likely to impact which of the following clients?

- A. A client experiencing chronic pain
- B. A client with a history of suicidal ideation
- C. A client taking psychotropic medication
- D. An elderly client

Answer: A

Explanation:

As extreme heat events and other climate-related events have become more prevalent, it is essential that rehabilitation counselors have an understanding of how these events may impact client groups. Extreme heat is particularly challenging for elderly clients as they are more vulnerable to severe weather circumstances. Clients taking psychotropic medications are at increased risk during extreme heat or cold as many psychotropic medications negatively impact the body's ability to regulate temperature. Clients with a history of suicidal ideation are also at increased risk during extreme heat events and heat waves as research indicates consistent rises in suicide attempts during heat waves.

Clients who experience chronic pain may experience increased discomfort during extreme heat but there is not evidence to indicate a direct correlation between heat and chronic pain.

Question: 6

A client who is seeking to reenter the workforce following being on disability leave is working with a rehabilitation counselor to complete paperwork to receive services at an American Job Center, this provider is a:

- A. Vocational rehabilitation program center
- B. CareerOneStop office
- C. Wagner-Peyser Act Employment Service office
- D. Comprehensive one-stop career center

Answer: D

Explanation:

Per the WIOA (Workforce Innovation and Opportunity Act), one-stop career centers are to be colloquially monickered "American Job Centers" as a common identifier for consumers. Per the legislation, "the common one-stop delivery system identifier is "American Job Center"... each one-stop delivery system must include the "American Job Center" identifier or "a proud partner of the American Job Center network" on all primary electronic resources used... each one-stop delivery system must include the "American Job Center" identifier or "a proud partner of the American Job Center network" on all products, programs, activities, services, electronic resources, facilities, and related property and new materials used in the one-stop delivery system."

There are two types of one-stop career centers: affiliate and comprehensive. Both would be referred to as "American Job Centers." Vocational rehabilitation centers are mandated partners of one-stop systems but are not considered to be one-stop career centers on their own. Similarly, Wagner-Peyser Act Employment Service offices partner with one-stop centers but are not able to classify themselves as one-stop centers on their own. "CareerOneStop" is the website affiliated with the one-stop center system and does not have customer facing offices.

Question: 7

Following the completion of a job analysis, a rehabilitation counselor identifies several environmental barriers to a client with a disability performing essential job duties. The next step is to:

- A. Explore possible reasonable accommodations
- B. Work with the client to identify alternative employment
- C. Work with the client and employer to identify alternative positions within the company
- D. File a lawsuit on the client's behalf due to the inaccessible workspace

Answer: A

Explanation:

Under the ADA, employers are required to provide reasonable accommodations to employees with disabilities to enable them to perform essential job duties. It is important to note that reasonable accommodations are considered those that do not require the essential job duties to be eliminated or significantly altered. As a result, the next best step is to evaluate the workspace and client limitations to determine if reasonable accommodations can be made to enable the client to perform essential duties. If the client's functioning (even with reasonable accommodations) does not allow them to complete essential job duties, it is likely appropriate to explore alternative employment opportunities within the same organization or elsewhere. If the employer were to deny reasonable accommodations and the client expressed a desire to do so, it may be appropriate to file a lawsuit under ADA protections. However, more information and collaboration would be needed in order to pursue this route.

Question: 8

A rehabilitation counselor is working with a veteran with a disability who is seeking support finding employment as he transitions out of the military. The tool best suited to identify skills the veteran obtained during service that can be used in alternative occupational settings is:

- A. An ergonomic evaluation
- B. A transferrable skills assessment
- C. A labor market survey
- D. O*NET's "My Next Move" tool

Answer: B

Explanation:

The transferrable skills assessment is a tool often used in the vocational rehabilitation service delivery model to identify a veteran's acquired skills and experience and which of those skills are transferrable to other occupations following discharge from the military. A TSA can be completed manually or via computer programs. Results, history, and other collateral are reviewed and compiled into a report that can be readily understood by the layperson.

The "My Next Move" tool found on O*NET is a self-guided career exploration tool that clients can use on their own to identify occupations of interest to them. An ergonomic evaluation involves assessing a work station and work environment to identify ways in which it intersects with a client's identified disability. This aids rehabilitation counselors in identifying interventions that can be implemented to remove barriers. A labor market survey is a review of the local labor market with information about employment rates, salaries, work hours, and job availability.

Question: 9

When conducting a risk assessment during intake, a client begins to have a panic attack. The rehabilitation counselor should:

- A. Terminate the interview immediately
- B. Lead the client in a grounding technique
- C. Encourage the client to let the panic out
- D. Refer the client for mental health services

Answer: B

Explanation:

Rehabilitation counselors, and especially those working with clients who have experienced violence, should be familiar with and comfortable leading clients in grounding exercises to alleviate symptoms of trauma if needed. Clients may experience panic attacks, flashbacks, dissociative episodes, or strong emotions during assessments. Grounding techniques are exercises that help clients reconnect with the present and affirm that they are in a safe place. Examples include breathing exercises, reminding clients where they are and that they are safe, or guided imagery.

Terminating the client while a client is having a panic attack reduces their chance to make an autonomous decision and limits their access to services. Seeking to establish rapport and gather enough information to determine an appropriate treatment plan would be of more benefit to the client. Encouraging a client having a panic attack to "let the panic out" may be helpful to some but is vague and may lead others to experience increased panic. Engaging in evidence-based grounding techniques is a more appropriate approach. It may be appropriate to refer a client to mental health services, but to do so an assessment must be conducted. Additionally, the client's most immediate need is to resolve the panic attack and current symptoms. Grounding exercises are more likely to do this.

Question: 10

An example of a complementary health approach for the treatment of chronic pain is:

- A. Medical cannabis
- B. Muscle relaxers
- C. Nonopioid analgesic medication
- D. Acupuncture

Answer: D

Explanation:

Per the National Center for Complementary and Integrative Health, complementary health approaches are treatment options that are developed outside mainstream Western medicine but often used in conjunction with mainstream Western medicine interventions. Examples include vitamins and supplements, acupuncture, yoga, massage therapy, mindfulness, and relaxation techniques. Common examples specific to individuals with chronic pain include yoga, spinal manipulation, massage therapy, heat and cold therapy, meditation, acupuncture, traditional herbal medicines, vitamins, and minerals. Medical cannabis is accepted in 23 states and DC and is still considered a controversial treatment approach for chronic pain. Research into the effectiveness and side effects of cannabis for pain management is ongoing and will likely remain a controversial treatment option until more studies have been conducted. Nonopioid analgesic medications, opioids, SSRIs, muscle relaxers, and sleep medications are all considered pharmacological interventions that may be applicable to pain management.

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