

Continuing Education Questions: July 2025

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Krause et al (no credit)

Chan et al

- 1) What is the primary purpose of the Disability Inclusion Profiler (DIP23)?
 - a) To provide legal advice for companies
 - b) To train employees on general workplace skills
 - c) To offer financial support to employees with disabilities
 - d) To assess disability inclusion policies and practices
- 2) Which two factors emerged from the exploratory factor analysis of the DIP23?
 - a) Executive Level and Middle Management and Staff Level Disability Inclusion Policy and Practices
 - b) External and Internal Disability Inclusion Strategies
 - c) Financial and Psychological Disability Inclusion Benefits
 - d) Employment and Unemployment Policies for People with Disabilities
- 3) What percentage of participants reported that their companies had more than 7% of employees with self-identified disabilities?
 - a) 20.2%
 - b) 9.2%
 - c) 47.2%
 - d) 29.1%
- 4) Which of the following strategies at the executive level is mentioned in the manuscript as a way to promote disability inclusion?
 - a) Providing flexible working hours for all employees
 - b) Offering general wellness programs for all employees
 - c) Setting utilization goals for the employment of persons with disabilities

d) Organizing company-wide sports events

- 5) Which organization's strategy emphasizes the need for workplace disability inclusion in response to and recovery from the COVID-19 pandemic?
 - a) The United Nations
 - b) The International Labor Organization (ILO)
 - c) The World Health Organization (WHO)
 - d) The European Union

Brooke et al

- 6) What was the purpose of the current study?
 - a) To examine employer's decision-making process in the initial hiring of workers with disabilities as well as their approaches to customizing job descriptions.
 - b) To examine the impact of the demand-side approach to hiring people with disabilities in regards to work culture, job match, and economic incentives.
 - c) To investigate how businesses make decisions to hire and accommodate individuals with disabilities, how workers are received and perceived by the company, and the employer practices that make the relationship between them successful.
 - d) To investigate the value of the employment specialist throughout the hiring and onboarding process
- 7) The interviews with managing supervisors which were analyzed for this particular journal article were taken during what point in time in employment?
 - a) At 1 month of employment
 - b) At 3 months of employment
 - c) At 6 months of employment
 - d) At 12 months of employment
- 8) What key themes were found to influence managing supervisors during the hiring phase of employment?

- a) Employment Specialist interactions, understanding benefits of accommodations, DEI initiatives, company size
 - b) Personal relationships with employment specialists, cost of accommodations, company initiatives, economic incentives
 - c) The importance of networking, DEI initiatives, cost of accommodations, family connections to people with disabilities
 - d) Positive previous experiences, first impressions and values, pre-hire accommodations, building rapport and relationships, importance of job coaches
- 9) Which of the following were identified as central aspects of the Onboarding and Training phase of employment?
- a) Implementation of accommodations to ensure successful skill acquisition
 - b) Employment Specialist and supervisor interactions, clarifying and implementing accommodations, recognizing the benefit of accommodations, job coaching
 - c) Job match, and positive previous experiences with people with disabilities
 - d) Previous employment experience to facilitate faster training, job coaches' ability to serve as a communication bridge
- 10) Which of the following is an example of an action point for those seeking to develop relationships and identify hiring opportunities with hiring managers?
- a) Networking
 - b) Customizing job descriptions
 - c) Educating managers about tax incentives
 - d) Addressing hiring managers preconceived notions and biases
- d) Contact Theory
- 12) Which of the following terms refers to a system that places value on people's bodies and minds based on societally constructed ideas of normality, intelligence, excellence, desirability, and productivity?
- a) Social Justice
 - b) Ableism
 - c) Able Privilege
 - d) Contact Theory
- 13) Which of the following terms refers to the unearned benefits given to a select group of people based on demographic variables?
- a) Racism
 - b) Privilege
 - c) Favoritism
 - d) Justice
- 14) Which of the following terms refers to the fear of the fragility of the nondisabled person's own body?
- a) Aesthetic anxiety
 - b) Existential anxiety
 - c) Fragile syndrome
 - d) Disability syndrome
- 15) Which societal meta-narrative did ableism create?
- a) A society that views all members equally
 - b) A society that gives the same opportunities to everyone
 - c) A society that perceives disabled persons as damaged and defective
 - d) A society where everyone has the same rights

Hartley et al

- 11) Which of the following terms refers to the concept of remaining aware of one's own cultural background, experiences, sociopolitical position in relation to power, privilege, and oppression and in relation to the client or client communities?
- a) Social Justice
 - b) Ableism
 - c) Able Privilege

Sabella et al

- 16) What is the supervision role that emphasizes management functions, policy compliance, and proper documentation?
- a) Clinical supervision
 - b) Administrative supervision
 - c) Summative assessment
 - d) Management-by-exception
- 17) Which of the following best reflects expected relationships between counselor intent-to-quit and job satisfaction?

- a) as job satisfaction increases intent-to-quit decreases
 - b) as job satisfaction increases intent-to-quit increases
 - c) there is a strong positive relationship between job satisfaction and intent-to-quit
 - d) job satisfaction and intent-to-quit are not correlated
- 18) According to the primary findings of the study, what variable mediates the relationship between clinical supervision and intent to quit?
- a) Caseload size
 - b) Job satisfaction
 - c) Administrative supervision
 - d) Supervisory working alliance
- 19) If you are developing an evidence-informed supervision strategy to have a positive influence on job satisfaction and to reduce intent-to-quit, which of the following might be advised?
- a) Ensuring adequate frequency of clinical supervision
 - b) Instituting an open-door policy for your supervision
 - c) Increasing the frequency of administrative supervision
 - d) Regularly using summative assessment, rather than formative assessment
- 20) Which of the following best reflects the context of recruitment and retention of counselors within the national state-federal vocational rehabilitation program?
- a) There is no research that has identified reasons for recruitment and retention challenges in state vocational rehabilitation agencies
 - b) Recruitment and retention challenges are only a recent problem within state vocational rehabilitation agencies
 - c) Recruitment and retention problems have been a long-standing challenge within many state vocational agencies
 - d) Supervision strategies designed to improve counselor recruitment and retention have been widely implemented

Lu et al

- 21) Which one of the following burnout domains (based on Maslach et al.'s [1997] conceptualization) was later renamed as "cynicism"?
- a) Exhaustion
 - b) Professional (in)efficacy
 - c) Negative work environment
 - d) Depersonalization
- 22) Which one of the following burnout models focuses on one's internal burnout process?
- a) The Job-Demands-Resources model
 - b) The sequential model
 - c) The Areas of Worklife model
 - d) The Cherniss' process model
- 23) Which one of the following burnout models takes both work setting characteristics (e.g., workload) and individual career orientations (i.e., individual needs, values, etc.) into consideration?
- a) The Job-Demands-Resources model
 - b) The sequential model
 - c) The Areas of Worklife model
 - d) The Cherniss' process model
- 24) Which one of the following burnout models attends to job requirements and individual coping sources?
- a) The Job-Demands-Resources model
 - b) The sequential model
 - c) The Areas of Worklife model
 - d) The Cherniss' process model
- 25) Which one of the following burnout models targets six domains in which job-person imbalances occur?
- a) The Job-Demands-Resources model
 - b) The sequential model
 - c) The Areas of Worklife model
 - d) The Cherniss' process model

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