

# CESP Practice Test Questions and Answers

## 1. In CESP practice, reliability in assessment refers to:

- A) The cost of the assessment tool
- B) The consistency and reproducibility of results
- C) The speed of administration
- D) The popularity of the instrument

## 2. What is the role of job coaches in employment services?

- A) To negotiate salaries.
- B) To assist with job search only.
- C) To provide on-the-job support and training
- D) To manage employee benefits.

## 3. How can vocational assessments support career counseling?

- A) By assessing academic performance.
- B) By identifying strengths, weaknesses, and preferences
- C) By providing job listings.
- D) By conducting salary negotiations.

## 4. Which skill is most critical for effective career planning?

- A) Technical expertise alone
- B) Communication and stakeholder engagement
- C) Speed of decision-making
- D) Individual work preferences

**Answers: 1-B 2-C 3-B 4-B**

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