NASW CODE OF ETHICS PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

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How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

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Questions

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1. How do social workers respect the dignity and worth of the person?

A. By prioritizing their own interests

B. By treating each person in a caring and respectful manner

C. By ignoring individual differences

D. By imposing their values on clients

2. What ethical consideration should be taken when participants withdraw from research?

A. Participants should be penalized for withdrawing

B. Participants have the right to withdraw without penalty at any time

C. Withdrawing should not be allowed

D. Participants must provide a written explanation to withdraw

3. Which of the following is true regarding the discussion of clients with consultants?

A. Identifying information can always be shared

B. Consultants must be informed of confidentiality

C. Information must remain undisclosed unless consent is given or if there is a compelling need

D. Disclosures are acceptable if the consultant requests it

4. What should social workers ensure about documentation in client records?

A. Documentation can be vague

B. It is optional to maintain documentation

C. Documentation must be accurate and reflect services provided

D. Only positive outcomes need to be documented

5. Which of the following should social workers avoid during evaluations or research?

A. Collaboration with colleagues

B. Conflicts of interest and dual relationships

C. Informed consent from participants

D. Open discussions about findings

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6. How should social workers handle pertinent information when referring clients to new service providers?

A. Share it only with colleagues

B. Disclose with clients' consent

C. Provide all information regardless

D. Limit it to basic details

7. What is a major ethical concern regarding relationships between supervisors and supervisees?

A. Exhibition of favoritism

B. Engaging in dual or multiple relationships that risk exploitation

C. Shared personal interests

D. Lack of formal agreements

8. How should social workers view their commitments to employers?

A. As optional guidelines

B. As flexible agreements

C. As generally binding responsibilities

D. As negotiable items

9. What constitutes professional dishonesty in social work?

A. Being misunderstood in communication

B. Participating in misrepresentation of facts

C. Making unintentional errors

D. Providing honest assessments to clients

10. Why is it important for social workers to correct errors found in published data?

A. To maintain a reputation for accuracy

B. To mislead the public with false information

C. To adhere to ethical research guidelines

D. To avoid further scrutiny

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Answers

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1. B
2. B
3. C
4. C
5. B
6. B
7. B
8. C
9. B
10. C

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Explanations

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1. How do social workers respect the dignity and worth of the person?

A. By prioritizing their own interests

B. By treating each person in a caring and respectful manner

C. By ignoring individual differences

D. By imposing their values on clients

Social workers respect the dignity and worth of the person primarily by treating each individual in a caring and respectful manner. This fundamental principle aligns with the core values of the social work profession, which emphasize the importance of recognizing and honoring the inherent value of every person. By engaging clients with empathy, kindness, and understanding, social workers create a supportive environment that acknowledges the unique experiences and perspectives of each individual. This caring approach fosters trust and builds a positive therapeutic relationship, allowing clients to feel valued and heard. It also encourages the empowerment of clients to take an active role in their own lives and decisions. By upholding dignity and worth in this way, social workers enable individuals to experience a sense of self-worth and respect, which is crucial for effective social work practice and client well-being.

2. What ethical consideration should be taken when participants withdraw from research?

A. Participants should be penalized for withdrawing

B. Participants have the right to withdraw without penalty at any time

C. Withdrawing should not be allowed

D. Participants must provide a written explanation to withdraw

Participants have the right to withdraw from research at any time without facing penalties. This principle is grounded in the ethical standards established by the National Association of Social Workers (NASW) and is a fundamental aspect of informed consent. Upholding this right ensures that individuals retain control over their participation and can make decisions based on their comfort level and circumstances, thereby enhancing their autonomy and protecting their well-being. Allowing participants to withdraw without penalty respects their fundamental rights and acknowledges that their willingness to engage in research is contingent upon their ongoing consent. It also fosters a spirit of trust and cooperation between researchers and participants, as individuals feel valued and respected in their decisions. In this context, options suggesting penalties, restricting withdrawal, or requiring written explanations do not align with ethical guidelines, as they may coerce participation and undermine the voluntary nature of consent.

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3. Which of the following is true regarding the discussion of clients with consultants?

A. Identifying information can always be shared

B. Consultants must be informed of confidentiality

C. Information must remain undisclosed unless consent is given or if there is a compelling need

D. Disclosures are acceptable if the consultant requests it

The assertion that information must remain undisclosed unless consent is provided or there is a compelling need is aligned with the principles of confidentiality outlined in the NASW Code of Ethics. This guideline emphasizes the importance of obtaining informed consent from clients before sharing their personal information. It acknowledges that clients have the right to control their own personal data and protects their privacy. Additionally, the mention of a "compelling need" refers to situations where there may be a legitimate risk of harm to the client or others, such as instances involving abuse or imminent danger. In such cases, the ethical obligation towards protecting life may take precedence. Thus, this answer addresses both the ethical requirement for confidentiality and the situations in which exceptions may apply. The other choices reflect misunderstandings of the ethical standards. For instance, the idea that identifying information can always be shared does not prioritize client consent and undermines the essential privacy rights of clients. Stating that consultants must be informed of confidentiality is incomplete without detailing the context in which information can be shared, and asserting that disclosures are acceptable simply upon a consultant's request ignores the necessity for client consent and the ethical obligations involved.

4. What should social workers ensure about documentation in client records?

A. Documentation can be vague

B. It is optional to maintain documentation

C. Documentation must be accurate and reflect services provided

D. Only positive outcomes need to be documented

Documentation in client records is essential for several reasons, and ensuring that it is accurate and reflects the services provided is a fundamental responsibility of social workers. Accurate documentation serves multiple purposes: it provides a clear account of the services delivered, facilitates continuity of care, and upholds accountability within professional practices. It also protects both the client and the social worker by ensuring that there is a reliable record of decisions made and actions taken. Having precise records also enhances communication among interdisciplinary teams involved in a client's care, ensuring everyone is aware of the client's situation and progress. Furthermore, with ethical considerations and legal requirements in mind, maintaining accurate documentation demonstrates professionalism and adherence to the NASW Code of Ethics, which emphasizes the importance of integrity and transparency in practice. This responsibility can significantly impact clients' outcomes, as it influences the planning and assessment of ongoing support services. Vague documentation, optional records, and only reflecting positive outcomes would not provide a comprehensive overview of a client's needs or the interventions that have taken place, thereby compromising the effectiveness and integrity of social work practice.

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5. Which of the following should social workers avoid during evaluations or research?

A. Collaboration with colleagues

B. Conflicts of interest and dual relationships

C. Informed consent from participants

D. Open discussions about findings

Social workers should avoid conflicts of interest and dual relationships during evaluations or research because these situations can compromise the integrity and validity of the research findings. Conflicts of interest arise when a social worker's personal or financial interests could influence their professional judgment. Similarly, dual relationships—where a social worker interacts with a client in multiple roles—can cloud the objectivity required for accurate evaluations or research. Maintaining a clear boundary helps ensure that the research is conducted ethically and that the welfare of participants is protected. In contrast, collaboration with colleagues, obtaining informed consent from participants, and engaging in open discussions about findings are all essential practices in research and evaluation. Collaboration can enhance the quality and rigor of the research, informed consent guarantees that participants are aware of and agree to their involvement, and open discussions can lead to greater transparency and shared knowledge. All these practices support ethical standards and the advancement of the field, making them critical components of professional conduct in social work research.

6. How should social workers handle pertinent information when referring clients to new service providers?

A. Share it only with colleagues

B. Disclose with clients' consent

C. Provide all information regardless

D. Limit it to basic details

The correct approach for social workers when referring clients to new service providers is to disclose information with the clients' consent. This principle emphasizes the importance of client autonomy and confidentiality, which are fundamental aspects of the NASW Code of Ethics. Obtaining consent not only respects the client's rights but also fosters a trusting relationship between the social worker and the client. Clients have the right to be informed about what information is being shared and to whom it is being shared. This process allows clients to make informed decisions about their own personal information, aligning with ethical practices in social work. Furthermore, this approach helps ensure that the information shared is relevant to the new provider's services and that it aligns with the client's wishes and needs. It is critical for maintaining the integrity of the social worker-client relationship and upholding the standards of ethical practice in social work.

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7. What is a major ethical concern regarding relationships between supervisors and supervisees?

A. Exhibition of favoritism

B. Engaging in dual or multiple relationships that risk exploitation

C. Shared personal interests

D. Lack of formal agreements

The concern regarding relationships between supervisors and supervisees primarily revolves around engaging in dual or multiple relationships that risk exploitation. This ethical issue arises because of the inherent power imbalance in these relationships. Supervisors hold authority and influence over the career and professional development of their supervisees. When dual relationships occur, such as personal friendships or financial partnerships alongside a supervisory role, it creates a potential for exploitation where the supervisee may feel pressured or unable to voice concerns about the relationship or their professional performance. This ethical principle is grounded in the responsibility of social workers to maintain the integrity of the professional relationship, ensuring that the supervisee's welfare and best interests are prioritized. The NASW Code of Ethics explicitly urges social workers to avoid such exploitative relationships to uphold professionalism and ethical standards within the field. Thus, prioritizing the avoidance of these dual relationships helps create a safe and productive environment for the supervisee, free from undue influence or bias that could adversely affect their development and well-being.

8. How should social workers view their commitments to employers?

A. As optional guidelines

B. As flexible agreements

C. As generally binding responsibilities

D. As negotiable items

Social workers should view their commitments to employers as generally binding responsibilities. This perspective emphasizes the importance of professional integrity and accountability in the practice of social work. When social workers enter into agreements with their employers, they are not merely making optional or negotiable arrangements; rather, they are committing to uphold the ethical standards and responsibilities outlined by the NASW Code of Ethics. Viewing commitments as generally binding reinforces the idea that social workers have a duty to serve their clients effectively and to contribute positively to their work environments. Their roles often involve advocating for vulnerable populations, which requires a strong adherence to professional standards and a reliable commitment to organizational goals. Such a commitment is critical not only for maintaining professional relationships but also for promoting the welfare of clients and ensuring that services are delivered competently. In contrast, framing obligations as optional guidelines, flexible agreements, or negotiable items undermines the importance of consistency and dedication that is essential in social work practice. Social workers must recognize that their ethical obligations extend beyond the individual and into their organizations, encouraging a culture of responsibility and professionalism.

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9. What constitutes professional dishonesty in social work?

A. Being misunderstood in communication

B. Participating in misrepresentation of facts

C. Making unintentional errors

D. Providing honest assessments to clients

Professional dishonesty in social work is best represented by participating in the misrepresentation of facts. This involves intentionally providing false information or failing to disclose important details that could influence a client's decisions or the outcomes of their situation. Such actions undermine the trust foundational to the client-social worker relationship and violate ethical standards that emphasize honesty and integrity. In contrast, being misunderstood in communication or making unintentional errors typically stem from factors like miscommunication or lapses in attention and do not imply a deliberate intent to deceive. Providing honest assessments to clients aligns with ethical practices, as it promotes transparency and fosters trust, which are essential in professional social work. Thus, option B accurately captures the essence of professional dishonesty, highlighting the importance of truthfulness in the field.

10. Why is it important for social workers to correct errors found in published data?

A. To maintain a reputation for accuracy

B. To mislead the public with false information

C. To adhere to ethical research guidelines

D. To avoid further scrutiny

It is essential for social workers to correct errors found in published data to adhere to ethical research guidelines. The NASW Code of Ethics emphasizes the importance of integrity and honesty in all professional activities, including research and data reporting. By ensuring that published data is accurate, social workers uphold the principles of ethical conduct, which fosters trust within the community and among peers. Accurate data is crucial for informing practice, shaping policies, and providing effective services. When social workers acknowledge and correct errors, they contribute to the body of knowledge in the field and ensure that decisions made based on that data are sound and justified. This commitment to ethical standards plays a centerpiece role in advancing the profession and safeguarding the welfare of those served by social workers.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://naswcodeofethics.examzify.com

We wish you the very best on your exam journey. You've got this!

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