

# Good coaching questions

## **Starting off** understand the mood

- What is going on for you right now?
- How are you feeling right now?
- What is on your mind right now?
- What has happened since we last met?
- I see you have accomplished a lot since we last met...

## **Goal** what do you want

- What do you want to focus on today?
- What would you like to take away from this session?
- Where would you like to begin?

## **Reality** discover what's going on

- What does great look like?
- How will you know you have achieved it?
- How important is that to you?
- What makes that important?
- What's stopping you?
- What's worked for you in the past?
- What will be different for you if you make this change?
- What will be the cost to you of not taking action?
- What's your biggest fear (or hope) for this?

## **Options** what could you do

- What is possible?
- What ideas/ options do you have?
- What could you try differently?
- What haven't you considered?
- What experiment do you want to run?
- If you had all the courage you need, what action would you take?
- Think of someone you admire - how would they handle this situation?

## **Will** what will you do

- What is the plan?
- What progress will you make...by when?
- How will you know you have been successful?
- What do you intend to learn?
- What do you need to make it happen?
- What is one step you can take right now?
- How will you hold yourself accountable?
- What are you taking away from this conversation?

## **Getting to the bottom of something**

- *I can see this is hard for you...*
- *I've been listening and think there is something you are not telling me...*
- *What am I not hearing?*
- *What are you not telling me?*

## **General questions**

- *And what else?*
- *What do you think?*
- *How do you know?*
- *Tell me more about that...*
- *What have you learned?*

## **Advice**

- **DO NOT USE 'WHY'**
- *Guide with our questions*
- *Be curious & find out more*
- **DO NOT GIVE ADVICE**
- *Be positive, supporting*
- *Delight in their achievements*
- *Silence is your friend*