



Coaching Conversations – Useful Questions

Achievements

- What are your natural gifts/talents? What is your core gift?
- What are your strengths?
- What will be different when you have your solution?
- What is the gift in this challenge?
- What do you get out of having this difficulty/problem? What are the benefits?
- What could you change/do to make the situation more positive?
- What will be different about the way you see yourself if you...?
- How is that working for you?

Values and enjoyment in the role

- What are you passionate about?
- What inspires you about you?
- What is worth getting out of bed for?
- What is most important to you? (Values)
- What makes that important to you?

Challenges and overcoming them

- What it is about the problem that is problematic?
- What problem is important to make a difference to?
- What's the problem in a nutshell/in one sentence/in one word?
- What have you tried so far?

Brainstorming to remove barriers

- What 'magic solution' would make that fear decrease/disappear?
- What other options can you think of?
- What is the worst thing / the best thing that could happen?
- What can you control in the situation?
- What can't you control in the situation?
- What might you control that you haven't been?
- What is the one question you are not asking yourself?
- In a perfect world, what would [x] look like for you?
- Think of someone you truly respect and admire. How would they look differently at this situation?
- OK, so imagine you have a magic wand. Now what?
- If you were at your best, what would you do right now?
- If you could look at the bigger picture and there were no obstacles...
- What would you like to have happen by the end of this session?
- What's stopping you from having this right now?
- What would you like to celebrate about your work today?
- What would have to be true in order for you to feel confident moving forward?
- What will it mean for your life/career if you DON'T....?
- If you could only pick one TODAY [ideal client, issue to solve, battle to fight, etc.] what would it be?

Setting plans and goals

- What are you willing to do in the next 30 days?
- How can you/Who can help you make that 'magic solution' become reality?
- If you take this step, what would you do next?
- Who will you have to become to have all that you want?
- Having discussed all the options, how committed are you now out of 10 to taking action?
- So, what is it you're going to do? (repeat verbal commitment)