

Coaching Questions

Clarification

- Who, when, where, how, how much?
- What does ____ mean to you? (e.g., prioritization)
- Such as? Can you give me an example?
- On a scale from 1-10, what would you say your current level of ____ is? (e.g., motivation)
- What emotions does it bring up? What is important to you about it?
- Can you walk me through your thinking?

Success

- **What would success look like (for this issue)?**
- What would tell you that you've reached your goal?
- How should we best go about thinking about this?
- What would be the benefit?
- What do we hope to achieve in the next __ minutes?
- What is the purpose of this meeting?
- What decisions need to be made?
- What are your decision criteria?

Obstacles

- **What are the obstacles?**
- What is holding you back?
- What might get in the way?
- What concerns you most about it?
- What are your hesitations?
- What might be the unintended consequences?
- What are the advantages or disadvantages of starting sooner/later?
- Whose buy-in do you need to get?

Options

- **What are the options? What else?**
- What have you tried so far?
- Would you like to brainstorm on this idea?
- When does this problem occur? When doesn't it occur?
- What's working well?
- What other angles can you think of? Other possibilities?
- How else could a person handle this?
- If you could do anything, what would you do?
- Who can help with this? Who else needs to be involved?
- If you could do it over, what would you do differently?

Next Steps

- **What are your next steps?**
- What's the first small step? An even smaller step?
- What is the action plan?
- What needs to be done to get this moving?
- How committed are you to doing this? (1-10 scale)
What would increase this score by one point?
- What will influence the timing? When will you start?
- What is the back-up plan?
- What can we learn that we can use in the future?
- Was this a good use of our time?
- What can we repeat/do differently moving forward?

