

## **Powerful Coaching Questions**

### **Goal Setting/Creating Focus**

1. What is the aim of this discussion?
2. What would need to happen for you to walk away feeling that this time was well spent?
3. If I could grant you a wish for this session/meeting, what would it be?
4. What would you like to happen that is not happening now, or what would you like not to happen that is happening now?
5. What outcome would you like from this session/discussion/interaction?
6. Can we do that in the time we have available?
7. What do you want to achieve long term?
8. What does success look like?
9. How much personal control or influence do you have over your goal?
10. What would be a milestone on the way?
11. When do you want to achieve it by?
12. Is that realistic?
13. Is that positive, challenging, attainable?
14. Will that be of real value to you?
15. How will you measure it?
16. What would be the best use of our time right now?
17. What are we here to accomplish today?
18. How will we keep on track?
19. How much time do we have to accomplish our task?
20. How should our time be organized?
21. What are the issues you want to deal with?
22. How will you know we have accomplished our task?
23. What procedural agreements should we make?
24. Are you wanting to: make a decision, close a gap, vent, get feedback, hear yourself think?
25. If you were to wave a magic wand, what would you change right now?
26. Anything else...

## **Reality**

1. What is happening now? (what, where, when, who, how much, how often). Be precise if possible.
2. How do you know that this is accurate?
3. How have you verified, or would you verify, that that is so?
4. What other factors are relevant?
5. Who is involved (directly and indirectly)?
6. What is their perception?
7. When things are going badly on this issue, what happens to you?
8. What happens to the others directly involved?
9. What is the effect on others?
10. What have you done about this so far?
11. What results did that produce?
12. What is missing in the situation?
13. What do you have that you're not using?
14. What is holding you back?
15. What is really going on (intuition)?
16. How is the current situation affecting you, others, the situation?
17. What are the factors you need to consider?
18. Do we need anyone else's participation in this conversation?
19. How urgent is this situation?
20. What are the stakes if you do not address this?
21. What are the potential benefits of taking action on this?
22. How will your success / failure at addressing this affect the rest of the organization?
23. Who else shares your concerns, dilemma, need to find a solution?
24. How will it feel to have this handled?

## **Options**

1. What could you do to change the situation?

2. Tell me what possibilities for action you see. Do not worry about whether they are realistic at this stage.
3. What approach/actions have you seen used, or used yourself, in similar circumstances?
4. What else could you do?
5. What if...? (time, power, money, etc.)
6. What would you do if you had unlimited resources?
7. What story is holding you back?
8. How would your ideal self create a solution?
9. If I was in your shoes and asked for advice, what would be the first thing you'd tell me?
10. What would you try now if you knew you could not fail?
11. Just because that happened in the past, why must it happen again?
12. Who might be able to help?
13. Would you like another suggestion from me?
14. Which options do you like the most?
15. What are the benefits and costs of each?
16. What could happen?
17. What have you tried to address this issue?
18. Has there been any progress (no matter how small) ?
19. What would your colleagues, friends, customers, children suggest doing?
20. If money, time, people weren't a consideration – what would you do?
21. What do you really want to do?
22. What would be the best possible outcome?
23. What potential other outcomes could happen?
24. What might we be able to do in this conversation, beyond what's necessary to accomplish?
25. If you were really creative, what might you discover?
26. By accomplishing our task today, what else will become possible?
27. Do you need to involve others?
28. Who else might be supportive of your efforts?

29. Imagine for a moment that your issue is resolved. How did you get there?
30. What else...
31. Name someone successful that you admire. What would \_\_\_\_\_ do if they were in your position?

## **Will**

1. What option or options do you choose?
2. Which options are of interest to you?
3. Would you like to choose an option to act on?
4. To what extent does this meet all your objectives?
5. What are your criteria and measurements for success?
6. When precisely are you going to start and finish each action step?
7. What could arise to hinder you in taking these steps?
8. What personal resistance do you have, if any, to taking these steps?
9. What will you do to eliminate these external and internal factors?
10. Who needs to know what your plans are?
11. What support do you need and from whom?
12. What will you do to obtain that support and when?
13. What could I do to support you?
14. What commitment on a 1-to-10 scale do you have to taking these agreed actions?
15. What prevents this from being a 10?
16. What could you do or alter to raise this commitment closer to 10?
17. Is there anything else you want to talk about now or are we finished?
18. Is there any action necessary as a result of this conversation?
19. Of all the options, which ones will work best?
20. What needs to happen now?
21. Which action is the most important now?
22. What should be done first?
23. How will a particular action contribute to achieving your objective?
24. What will the consequences of your Plan be?
25. Who will your Plan affect and how?
26. Who will be responsible for \_\_\_\_\_?

27. Who else do you need to enlist as a result of our discussion?
28. Who needs to know the outcome of our time together?
29. How will you report your Plan?
30. What will need to happen for you to be successful?
31. What resources will you need.
32. When should you begin?
33. What else...
34. Are there factors that could get in the way of your plan?
35. Who might potentially support / oppose the plan?
36. Do you have all the resources you need?
37. What else will you need to change to make this possible?
38. Is it possible to meet the deadlines or projections?
39. What will you do if \_\_\_\_\_ happens?
40. When will you start?
41. What small steps can you take to get you closer to your vision?
42. What are you waiting for?
43. What's missing?
44. Really? Is this doable?

### **Recap**

1. What have you decided, created, begun or completed here today?
2. For the items we didn't complete, when do we need to meet again?
3. What would the next step look like?
4. What surprises came out of our time together?
5. What lessons learned from today will be valuable for our next task?
6. What will you do – and by when?
7. Do you need anything more from me?
8. What else...

### **Miscellaneous**

1. If I were to give you an extra hour a day, what would you do with it?

2. What will you do first?  
What's holding you back?
3. How much energy are you willing to put into that?
4. What are you trying to prove to yourself?  
If your money could talk, what would it say to you?
5. What is the experience you are looking to create?
6. How does this decision match up with who you know you are?
7. What do you think the moral of that story is?
8. What part of what you've just said could be an assumption?
9. What are the positive outcomes of this negative situation?
10. What story do you most often hear yourself telling?
11. And ... ?
12. If you knew the answer, what would it be?
13. What am I not asking you that you really want me to ask?
14. What is it costing you to continue holding back?
15. How do you want to change your mind's programming on that topic?  
What new habits will you put in place to fortify your new mindset?  
What is the most meaningful action you could take now?  
What new skills or support systems will ensure your success?
16. What do you NOT want me to ask you?
17. So, what do you think you're SECRETLY afraid of, that's getting in the way of \_\_\_\_\_ ?
18. What are you ready to change?  
What are you NOT ready to change YET?
19. What haven't you admitted out loud yet?
20. What's the problem in a nutshell?  
Now, what's the problem in one sentence?  
And what's the problem in one word?
21. What's the EASY way forward here?
22. How important is this to you REALLY?
23. What would YOU suggest I ask you to move this forward?