

Powerful Questions For Coaching Your Clients And Group Participants

Main Coaching questions:

What is your Intention? Or What do you want?

What could you do to create this? Or what you need to make this happen?

What action steps are you willing and committed to taking?

Or

What are you willing to take action on now?

Ask open- ended questions. Rather than questions that require a “yes or no”

In Coaching we *do not ask*...

Why? Or How do you feel? This is therapy, not coaching.

Coaching is about *looking forward* for what the person wants to create in the near future. Focus is on possible actions, resources, information, and support to create what they want.

From the book Co-active Coaching

Anticipation

What might happen?

What if it doesn't work out the way you wish?

What if that doesn't work?

And if that falls, what will you do?

What is your backup plan?

Assessment

What do you make of it?

What do you think is best?

How does it look to you?

How do you feel about it?

What if it doesn't work?

Clarification

What do you mean?

What does it feel like?

What seems to confuse you?

Can you say more?

What do you want?

Evaluation

In what way?

Is this good, bad, or in between? In what way?

How does this fit with your plans/way of life/values?

What do you think that means?

What is your assessment?

Exploration

May we explore that some more?
Would you like to brainstorm this idea?
What other angles can you think of?
What is just one more possibility?
What are your other options?

Example

Will you give an example?
For instance?
Like what?
Such as?
What would it look like?

Elaboration

Will you elaborate?
Will you tell me more about it?
What else?
Is there more?
What other ideas do you have about it?

Fun as Perspective

What was fun about...?
What was humorous about the situation?
How can you have it be fun?
How do you want it to be?
If you were to teach people how to have fun, what would you say?

For Instance

If you could do it over again, what would you do differently?
If it were you, what would you have done?
How else could a person handle this?
If you could do anything you wanted, what would you do?
For instance?

History

What caused it?
What led up to...?
What have you tried so far?
Can you remember how it happened?
What do you make of it?

Implementation

What is the action plan?
What will you have to do to get the job done?

What support do you need to accomplish...?
What will you do?
When will you do it?

Integration

What will you take away from this?
How do you explain this to yourself?
What was the lesson?
How can you lock in the learning?
How would you pull all this together?

Learning

If your life depended on taking action, what would you do?
If you had free choice in the matter, what would you do?
If the same thing came up again, what would you do?
If we could wipe the slate clean, what would you do?
If you had it to do over again, what would you do?

Options

What are the possibilities?
If you had your choice, what would you do?
If you had your choice, what would you do?
What are possible solutions?
What if you do and what if you don't
What options can you create?

Outcomes

What do you want?
What is your desired outcome?
If you got it, what would you have?
How will you know you have reached it?
What would it look like?

Perspective

When you are ninety-five years old, what will you want to say about your life?
What would you think about this, five years from now?
How does this relate to your life purpose?
In the bigger scheme of things how important is this?
So what?

Predictions

How do you suppose it will all work out?
What will that get you?
Where will this lead?
What are the chances of success?
What is your prediction?

Resources

What resources do you need to help you decide?
What do you know about it now?
How do you suppose you can find out more about it?
What kind of picture do you have right now?
What resources are available to you?
What is my structure to win?
Where am I the solution?

Completion

What is it to be complete?
What's next?
What territory have you taken?
How far have you come?
What gold nuggets are you taking away?
Who have you become?
What have you built?
What is the elevation from which you regard your life?
What did it take to get here?
What have you learned about yourself?
What does it take to maintain?
What is momentum?
What will keep you on track?
What is it to be filled with loving-kindness?
What is it to live life fully?
What is it to love deeply?
What values require your constant attention?
What will you be giving away?
What is your contribution to the world going to be?
Who did you have to be to reach this place?
How will you know to ask for support?
What acknowledgement would you like to give yourself?