

COACHING QUESTIONS

REMEMBER: THE BEST QUESTIONS COME WHEN YOU'RE ACTIVELY LISTENING. HERE ARE SOME EXAMPLES. MAKE THEM YOUR OWN.

Neutral/Blank Slate

HOW DID IT GO?
WHAT DO YOU THINK?
TELL ME HOW IT WENT.

Positive

WHAT DID YOU DO WELL?
WHAT ELSE?

Growth

WHAT WOULD YOU DO DIFFERENTLY?
WHAT ELSE COULD YOU TRY?
HOW COULD YOU HAVE HANDLED THAT
DIFFERENTLY?
WHAT CAN I DO TO HELP?

Action

WHAT ARE YOU GOING TO TRY? DO?
WHEN?
WHAT WILL YOU DO NEXT TIME?

Stuck

WHAT HAVE YOU TRIED?
WHAT ELSE COULD YOU TRY?
WHERE CAN YOU GO?
WHO CAN YOU TALK TO?
WHAT'S THE WORST/BEST THAT COULD
HAPPEN?



AVOID THESE QUESTIONS

Leading

DON'T YOU THINK YOU SHOULD TRY
THIS?
WOULDN'T IT BE BETTER TO DO IT THIS
WAY?

Judging

WHAT WERE YOU THINKING?
WHY DID YOU DO THAT?
HOW COULD YOU HAVE DONE THAT?
WHY DIDN'T YOU DO THAT?
DON'T YOU KNOW HOW TO DO THAT?



POWERFUL QUESTIONS

THESE QUESTIONS CAN BE VERY EFFECTIVE WHEN HELPING AN EMPLOYEE SET GOALS.

- WHAT DO YOU REALLY WANT?
- WHAT WILL ACHIEVING THAT DO FOR YOU?
- WHAT IS IMPORTANT ABOUT ACHIEVING THAT GOAL?
- WHAT WILL YOU DO TO ACHIEVE THAT GOAL?
- WHAT WON'T YOU DO?
- WHAT ARE YOU WILLING TO GIVE UP TO ACHIEVE THAT GOAL?
- WHAT ARE YOU NOT WILLING TO GIVE UP?
- WHAT WERE YOU TRYING TO ACHIEVE WHEN YOU DID THAT?
- WHAT OPTIONS DO YOU HAVE?
- WHAT ELSE HAVE YOU CONSIDERED?
- IS THIS GOAL WORTHWHILE? DO YOU STILL WANT TO ACHIEVE THAT?
- WHAT'S STOPPING YOU FROM TAKING ACTION?
- WHAT'S THE WORST THING THAT COULD HAPPEN IF YOU TRIED THAT?
- WHAT'S THE BEST THING THAT COULD HAPPEN IF YOU TRIED THAT?
- WHAT'S GOOD ABOUT THE PRESENT SITUATION?
- WHAT CAN YOU CHANGE?
- DO YOU WANT TO MAKE THAT CHANGE?
- HOW WILL YOU CELEBRATE WHEN YOU ACHIEVE THAT GOAL?

