# **Coaching Questions and Tips:**

The IMPACT Coaching Framework Breakdown



## I − Inspire Awareness & Identity

Theme: Self-discovery, authentic leadership, clarity

Atomic Coaching Tips:

Coaching Tip: "Ask your coachee: 'What do you stand for—and what won't you stand for?' That question alone can unlock their leadership identity."

Prompt: "Today, reflect on one moment where you felt truly 'you' as a leader. What value showed up there?"

2 Micro-Practice: "Start each coaching session with a 1-minute values check-in. It builds self-awareness over time."

## M – Mindset & Mastery Shift

Theme: Limiting beliefs, confidence, inner blocks

Atomic Coaching Tips:

- 🧖 Coaching Tip: "Help your coachee name their top 3 limiting beliefs. Naming the fear is the first step to mastering it."
- Challenge: "Reframe 'I failed' to 'I learned.' Watch how it changes your coachee's energy instantly."
- Prompt: "What if your next challenge was your best teacher? Invite your coachee to reframe fear as fuel."

### P – Purpose-Driven Goals & Strategy

Theme: Vision, clarity, alignment

Atomic Coaching Tips:

- Coaching Tip: "Ask: 'What goal would make you proud of yourself 1 year from now?' Then reverse-engineer the steps."
- Prompt: "Is your goal aligned with your values—or just a checkbox? Revisit the 'why' behind it."
- Mini Exercise: "Have them write 3 words that describe the legacy they want. Use those words to guide goal-setting."

### A – Action, Accountability & Adaptability

Theme: Execution, resilience, staying on track

Atomic Coaching Tips:

✓ Coaching Tip: "Create a 7-day micro action plan with your coachee. Small wins build big momentum."

Prompt: "When things go off track, ask: 'What's one thing you can do today to move forward?" Quick Drill: "Ask: 'What's Plan B if Plan A fails?' Flexibility is a superpower in leadership." ✓ C – Connection & Collaborative Growth Theme: Networking, team empowerment, influence Atomic Coaching Tips: Coaching Tip: "Who are your 5 people of influence? Map them out and deepen those connections." Prompt: "What does your team need most from you right now—guidance, trust, or space?" Mini-Challenge: "Encourage your coachee to schedule one mentor or peer learning call this week." ✓ T – Transform & Thrive Theme: Growth, reflection, long-term impact Atomic Coaching Tips: 🗱 Coaching Tip: "Ask: 'What's your proudest leadership moment—and what did it teach you about who you're becoming?'" Prompt: "End each week with this reflection: 'How did I show up as a leader this week?'" Legacy Exercise: "Have your coachee write a 3-line 'future self' speech: 'Here's how I lead. Here's why it matters." I – Inspire Awareness & Identity 🚫 Tip: "True leadership starts with self-honesty. Ask your coachee: 'Where are you pretending not to know?'" Prompt: "Describe yourself without using your job title. Who are you beyond your role?" Reflection: "What feedback has stuck with you the longest—and why? There's identity gold in that insight." M – Mindset & Mastery Shift Tip: "Challenge the voice that says, 'I'm not ready.' Replace it with: 'I'm learning how.'" Prompt: "What if your fear is a compass pointing to your next breakthrough?" Practice: "Start with 1 brave thing per week—no matter how small. Courage compounds." P – Purpose-Driven Goals & Strategy Tip: "Before setting goals, define success your way. Ask: 'What would success feel like?'" Prompt: "Imagine you've already achieved the goal. What advice would your future self give you today?" 📌 Tool: "Have your coachee write a 'Not-To-Do List' to protect focus and purpose." A – Action, Accountability & Adaptability 😋 Tip: "Plans are guides, not prisons. Empower your coachee to adapt without guilt." Prompt: "What's the smallest next step with the biggest impact? That's where to start." Micro-Habit: "Ask: 'What's your 10-minute daily non-negotiable for progress?' Build from there." C – Connection & Collaborative Growth Tip: "Growth accelerates in good company. Ask: 'Who energizes your leadership—and who drains it?'" Prompt: "If your team were asked what it's like to be led by you, what would you hope they say?" Practice: "Weekly gratitude to a teammate builds trust fast. Encourage this micro-practice."

T – Transform & Thrive
Tip: "Transformation isn't always loud. Celebrate quiet wins—new boundaries, better habits, more clarity."
Prompt: "If your leadership journey were a movie, what's the title of your next chapter?"
Legacy Question: "What ripple do you want your leadership to leave behind in others?"
♦ I – Inspire Awareness & Identity
Tip: "Ask: 'When do you feel most you as a leader?' That's where your leadership lives."
Prompt: "Which 3 values do you walk out daily—without even realizing it?"
Exercise: "Mirror Test: How would someone describe your leadership after watching you silently for a week?"
◆ M – Mindset & Mastery Shift
Tip: "Doubt often visits right before a breakthrough. Don't treat it as a stop sign—treat it as a signal."
Prompt: "What belief would you need to let go of to unlock your next level?"
Practice: "Each day, name one fear—and take one micro-action anyway. Boldness builds."
P – Purpose-Driven Goals & Strategy
Tip: "Purpose-driven goals feel like fuel, not pressure. Ask: 'Does this goal excite your soul or just your résumé?'"
Prompt: "Which goal scares you because it matters? That's the one."
Exercise: "Design your week around energy, not just efficiency. What brings energy is what sustains effort."
A – Action, Accountability & Adaptability
Tip: "Accountability is love in action. Who holds your coachee to their highest standard?"
Prompt: "What's one thing you'll start, stop, and stick with this week?"
Reframe: "Messy progress > perfect planning. Ask: 'What lesson did this setback teach you?'"
C – Connection & Collaborative Growth
Tip: "Leadership isn't lonely when connection is intentional. Who's your coachee checking in with weekly?"
Prompt: "What does your team need more of—from you—that you haven't been giving?"
O Practice: "Start meetings with a 'pulse check'—emotionally, not just logistically. Culture shifts one question at a time."
T – Transform & Thrive
Tip: "Transformation is quiet before it's visible. Ask: 'What are you becoming that no one sees yet?'"
Prompt: "What would your 'Leadership Chapter One' say—and what would 'Chapter Now' reveal?"
Practice: "Have them write a leadership letter to their younger self. Then one to their future team. Watch the magic."