

Coaching Interview Questions



Selecting the right coach is critical to a successful coaching engagement. The following questions may help you to understand the coach's style and approach to coaching. Use or modify the questions below that seem important to you. Do not feel compelled to ask all the questions but try to be consistent in asking similar questions to all the coaches you interview to help you draw comparisons for your selection decision. Develop questions that seem appropriate for your situation. Feel free to discuss the reality of your situation and see what the coach has to say about how he or she would approach it.

1. What brought you into the work of coaching?
2. What about your background, education and life experience has contributed the most to your effectiveness as a coach?
3. Describe your approach and style in coaching executives.
4. What sorts of executive coaching clients have you worked with?
5. Describe the ideal coaching client.
6. In what ways have you experienced coaching clients diminish the impact of the coaching relationship?
7. Tell me about your most challenging coaching assignment.
8. What types of situations do you struggle with?
9. What sorts of things do you look for in determining whether a client is a good fit for your coaching?
10. What do you believe are the most important attributes of a good or great leader?
11. Are there typical issues you find that show up when working with executives? What are they?
12. How would we work together? How often would we meet? Would it be by phone or face-to-face?
13. If we end up working together, what can I expect as next steps in getting started?
14. What kind of clients have you worked with and what results did you achieve?
15. How would we work together to ensure that I get results?
16. How do you remain inspired and motivated in life?
17. What are your most significant strengths? How will they help me?
18. Is there anyone you would ever not coach? Why?
19. How will you ensure that the information I share with you is kept confidential?
20. What information should I have asked you about that I didn't?