



Powerful Questions for Coaches

Focus on what they want

- What do you most want to be able to do?
- What would success look like?
- What is most important to you to accomplish?
- Could you turn that around [a complaint] and state it as something you DO want?
- What one change would have the biggest impact on the results you want?
- What would you be really excited about if you could do it?
- When you imagine the future and it has worked, what do you see?

Focus on the current situation

- How are you looking at it [the goal, the problem] now?
- What are you most concerned about?
- What strengths do you bring to this that can help you with the situation?
- What is hardest about this for you?
- How might someone else view it?
- How else could you see it?
- Is there something about you and your situation now that affect how you see this?
- Now that you have described the situation to me, are you having any insights about it?

Focus on what their choices are

- What ideas have you already thought of?
- What options do you see?
- What success stories/role models could you learn from?
- What has worked for you before in similar situations?
- What's the most ambitious thing you could do?
- What would [your role model] say you should do?
- What is the main choice you need to make?

Focus on committing to specific action

- How will you make the decision about what to do?
- Which of the options sounds like the best one?
- What do you need to do to get started?
- What do you need to get on your calendar to be sure it happens?
- Are you ready to take action? If so, what feels like the best next step?
- What could you do that would have the biggest impact?
- What's one thing you could do this week to make progress on this?
- What is your "gut" feeling about what you should do?