



Using the Coach Approach: Powerful Questions

January 2018

Questions to Get Things Started

- Where shall we start?
- How would you like to spend our time together today?
- What do you really want?
- What are you committed to?
- What would be the most effective approach to take during this meeting?
- What are your expectations for this session?
- What do you need from me today?
- What would you like to see as an outcome of our meeting together?
- What bit of coaching can I provide to you that will move you forward?
- How can we best maximize our time together?

Questions to Stimulate Innovation

- What would you do if your [budget, staff, schedule, time] were cut in half [doubled]?
- What would [Wayne Kay, John Reily Knox] do in this situation?

Questions to Clarify Vision and Strategy

- What is your vision for yourself and the people around you?
- How closely is your vision and the team's vision aligned with [Beta's values, your chapter motto, Beta's vision]?
- What are the possible strategies to meet the current [campus, environmental] challenge?
- How effective has your past strategy been?
- If you could design a response with no constraints whatsoever, what would it be?
- What is the simplest solution here?

Questions for Leveraging Past Experiences

- What has worked for you when making a previous decision?
- Have you ever had a bad experience with. . . .? What happened?
- How did you resolve the situation? How did you handle it before?
- What did you learn from that experience?
- What was the best experience you ever had in dealing with. . . . ?

Questions Assessing the Present Situation

- If you could change three things about where you are now, what would they be?
- What do / don't you like about. . . .?
- What changes would help you become more efficient and help you move forward?
- What do you feel is missing from. . . . ?

- What do you want to change right now?
- How satisfied are you about your results so far?
- What do you like about. . . .?
- How is this situation effecting you?
- What is / isn't working for you right now?

Questions to Clarify the Conversation

- I'm not exactly sure I understand. Can you say that in a different way?
- Can you give me an example of what you mean by that?
- I'm still unclear on what you are looking for. Can you talk more about what you want to have happen next?
- Would you clarify that for me please?

Questions to Forward the Action

- What steps are necessary to move this idea forward?
- What steps will you assume responsibility for?
- What is the best way to bridge the current gap between where you are and where you need to be?
- Who else needs to be involved to ensure [the project's] success?
- What are the obstacles to success that need to be eliminated?

Questions to Provide Support

- What would make the biggest impact and help to ensure your success?
- What resources are you missing that would make a difference?
- What support do you need right now?

Questions to Keep the Conversation Moving

- May I interrupt you?
- May I comment?
- What is missing here?
- May I share the best of my thinking on that?
- May I ask that you adjust your course of action at this point?
- May I push you a bit here?
- What are you not saying?
- What else do you have to say about that?
- Will you please tell me more about that?
- What else is true?

Questions to Promote Personal Development

- Where is your motivation coming from?
- What milestone would you label this on your path of development?
- What aspect of your personality might be helping or hindering your progress?
- What improvement do you expect to realize if these changes were implemented?
- What is the payoff for the pain you're experiencing?
- With whom do you need to communicate to take care of that?
- Does it feel like you're on the right track?

- What do you have invested in continuing to do it this way?
- Is it possible that you're mistaken?
- What consequence are you avoiding?
- How long are you willing for this to continue?
- What habits would support you to easily accomplish this goal?
- What is going on with you right now?
- What is the worst that could happen?

Questions to Recap the Session

- What is the value you received from our conversation today?
- What specifics that we discussed were useful? And how so?