

Coaching Questions

(From Co-Active Coaching: New Skills for Coaching People to Success in Work and Life, by Laura Whitworth, Karen Kimsey-House, Henry Kimsey-House, and Philip Sandahl)

Powerful questions are open-ended questions that invite the person to engage in self-discovery, get some clarification on issues, and take action at a whole new level. Here are some examples of powerful questions:

- What would you like to explore?
- What is the issue you are dealing with?
- What have you tried so far?
- What are your options?
- What is possible?
- What is exciting to you about this?
- What if it works out exactly as you want it to?
- What do you make of it?
- What do you think is best?
- How does it look to you?
- How do you feel about it?
- What resonates for you?
- What do you mean?
- Can you say more?
- What do you want?
- What other ideas/feelings/thoughts do you have about it?
- What is the opportunity here?
- What is the challenge?
- How does this fit with your values?
- What do you think that means?
- What would it look like?
- What is here that you want to explore?
- What are your other options?
- If you could do it over again, what would you do differently?
- If you could do anything you wanted, what would you do?
- How can you make this more fun?
- What led up to it?
- What caused it?
- What is the action plan?
- What will you have to do to get the job done?

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- What will you do?
- When will you do it?
- What will you take away from this?
- What was the lesson?
- How can you make sure you remember what you have learned?
- How would you pull all this together?
- If you had free choice in the matter, what would you do?
- If we could wipe the slate clean, what would you do?
- If the same thing came up again, what would you do?
- What are the possible solutions?
- What will happen if you do, and what will happen if you don't?
- What options can you create?
- What is your desired outcome?
- What do you plan to do about it?
- What resources do you need to help you decide?
- What do you know about it now?
- What resources are available to you?
- What's occurred since we last spoke?
- How was your week?
- Where are you right now? What seems to be the trouble?
- What is the main obstacle? What concerns you the most about...
- What do you want?
- How is this working?
- What action will you take? When will you take it?