



Coaching Questions

Present Status Question

- What's on your mind?
- What are you trying to achieve?
- How can I help you?
- How important is this?
- How does it affect _____?
- And what else?
- Why is that a problem/opportunity?
- What is in the way?
- What is missing?
- Given this problem, what would you like to see happen?
- Are you open to my asking some questions?
- What does your average day look like? How would you like to see that be different?

Fears/Obstacles/Roadblocks

- How do you feel about this?
- What is stopping you? Getting in the way?
- What are you ignoring, burying, or denying?
- What's the source of your anxiety?
- Are you willing to risk failure or being disliked?
- Whose judgment are you concerned about?

- Is that true? How do you know it's true?
- How are you a prisoner to that belief?
- What would you do if you knew nobody would judge you... but you?
- What do you have to know that you don't?
- Is this the big you or little you talking?
- Why does it have to be hard? What if this was easy?

Moving Forward

- What have you tried so far?
- What other options do you have?
- What is the next safe step?
- How badly do you desire it?
- How could you get there two times faster?
- What results do you want to see, and by when?
- How would your life be different if you got it?
- What new problems could emerge?
- Who would you have "to be" for this to happen?
- Whose support will you need? _____
- What should: they do?
- Who else should I talk to?

Commitments/Agreements

- Do you have expectations or agreements?
- What is the first action you will commit to _____ by when _____?
- What is a long-term step you can commit to?
- Is it on your calendar?

- How much are you willing to invest into this opportunity?
- What books, classes, meetings, or groups can you read, attend, or join?
- What must you stop doing?
- What is your Plan B if this does not work out?

General

- What do you want more of? Peace, money, time, health, freedom, career?
- How would you rate yourself about (fill in the blank) on a 1-10 scale?
- What are three things you would like to change about yourself?
- What are three things “they” would like to see you change about yourself?

Conceptually these approaches help as well:

- Seeking permission (or as I say inviting them).
- Storytelling (a great way to inspire people)
- Listening (for at least five minutes without interruption or judgment)
- Empathic resonance (I can understand, I can feel your pain)
- Pattern recognition (When have you seen this happen to you before? What does this remind you of?)
- Mental simulations (Exercises)
- Being curious (I’m curious...)
- Attack the conduct, not the person (I noticed it wasn’t done vs. you didn’t do it)
- Intuition (Are you listening to your subconscious? What’s it saying?)
- Creating stories about others (We all have our stories about each other. Is the one we’ve imposed on that other person really accurate?)
- Rational analysis (Let’s try to figure this out)
- Identification of emotions, thoughts, defenses, etc. (How do you react to criticism?)

- Challenges (I am not sure I understand that. Can you explain further?)
- Silence (Gives us time to hear ourselves think and them to respond)
- Clarifications (First seek to understand, then to be understood)
- Supportive interventions (Suggestions, praise, and other types of comments)
- Confrontations (I get a sense that what I am hearing is not entirely accurate)
- Interpretations (What does this mean to you? How did it look like a picture or sound like a story?)
- Reframing (Well, what if you thought about it this way instead?)
- Connection (Have you observed a connection between x and y? Or between x and anything else?)
- Reconstructions (Let's go back and create a different story out of these same facts)
- Sensations (What do you hear, see feel, etc., when...)

If ever interested in getting some coaching for you or your team, please don't hesitate to contact me. Here's to your great coaching, Don



don@donphin.com

(619) 852-4580