**Purpose:**

This is a bank of excellent questions that can be asked when coaching.

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| * Are there any emotions you are trying to avoid here? |
| * Are you dreading talking to X? Why is that? How might the way you are feeling affect the outcome you achieve? |
| * By how much do you want to improve and by when? |
| * Do you need to control this situation? If so, why? |
| * How committed are you to achieving this? |
| * How could you have done this better? |
| * How genuinely committed are you to this goal? |
| * How much could you have contributed to the problem? |
| * How much do you respect your colleagues? Yourself? |
| * How much is enough/good enough? |
| * How open to constructive criticism are you? How could you improve the way you receive constructive criticism? |
| * How will you feel about this decision when you look back at it in two years' time? |
| * How would (insert name of role model) handle this? |
| * If all the obstacles disappeared, what would you do? |
| * If our roles were reversed, what would you be asking me now? |
| * If this is really what you want to do, why haven't you started? |
| * If you did know the answer, what would it be? |
| * If you get that outcome, will it give you what you want? |
| * If you weren't here for a month, what wouldn't get done? |
| * If your team members could really say what they think, without fear of offending, what might they tell you? |
| * What are your responsibilities here? |
| * What could increase your commitment? |
| * What could you stop doing that would help your situation? |
| * What do you fear most? |
| * What do you want the outcome to be? |
| * What does this experience tell you about yourself? |
| * What does this mean for you? |
| * What else could you do? |
| * What first steps could you take that would give you the confidence to make real progress? |
| * What happens if you do nothing? |
| * What stops you walking away? |
| * What two or three things would make a difference to how you are feeling, if you focused on doing them and ignored everything else? |
| * What unintended messages might you be sending in this communication? |
| * What will/could you lose by winning? |
| * What would put you back in control? |
| * What's the consequence of not doing that? |
| * What's the danger here? |
| * Who could/should you ask for help? What's stopping you doing so? |
| * Who else exerts control over your decisions? |
| * Who else shares ownership of this issue with you? |
| * Whose job are you doing as well as your own? |
| * Who is in control of this situation? |
| * Who knows? Who can? Who will? |
| * Whose opinion do you value? |