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