

# Powerful Coaching Questions

## Leaders:

- Where are you now, Peter?
- I'm hearing that
- What I'm hearing is
- So tell me
- So tell me about
- I hear that this is really important for you
- What I'm intrigued by

## Noticing

I'm noticing that

- That you keep saying
- That you smile when you talk about

## Open Questions

What would be the most perfect question for me to ask you RIGHT NOW?

What kind of question do you want to ponder for next time?

What's next?

What matters most?

How are you going to do that?

How is that for you?

How are you with that?

What's going on?

How are you doing that?

What's that all about then?

What would you do next?

What do you want more of?

How do you want me to be for you? – and what does that mean?

## Direct Questions

(requiring a 'yes' or 'no' answer)

- Puts client under pressure
- Sound like an interrogation process
- Encourages objections
- Breaks down rapport with client
- Client has to do all the work
- Elicits single word or brief replies

## **Iterative**

A repetitive structure to help both parties identify what the coachee really wants:

What do you want?

And if you get that what will that do for you?

So what do you want?

## **Probing**

Specifically what?

What specifically do you want?

What specifically is your issue?

Give me an example

When you say

What exactly do you mean?

## **Repetitive**

Acknowledge what's been said and then ask the same question again

## **Sensory Specific**

What does that look like?

What does that feel like?

What does that sound like?

What does success look like?

What might she be saying to you?

## **Assumptive Questions**

Definition:

To make statements of fact to promote agreement or contradiction in order to get the details as effortlessly as possible.

## **If coachee wanders off the track:**

In what way does this relate to the problem?

What level would you like this on?

What can you do to help deal with this situation?

If you could think of a nightmare scenario what would that be?

## **Tap the Emotions:**

The senses and emotions are all aspects of self awareness. They have particular relevance to interpersonal problems at work, or elsewhere. Questions:

What do you feel when summoned unexpectedly to the boss's office?

What emotions are you left with following the recent round of redundancies?

What do you think you are afraid of?

Where in your body do you experience tension?

In what ways do you inhibit your potential?

What is the predominant feeling you have when you know you have done a good job?

Who's responsible for achieving that?

Can you give me a rating on a scale of 1-10 for your level of confidence in your ability to give a good presentation this afternoon?

What do you believe will resolve the situation?

Are you clear about your responsibilities?