

SAMPLE COACHING QUESTIONS

Exploring is more comfortable if there is one reflection to two questions. Always use *what, how, when, where*. *Why* is often judgmental and you may learn little.

- What do you really want?
- What might happen?
- What do you think that means?
- What is just one more possibility?
- What would it look like?
- What else?
- What more is there?
- How do you want it to be?
- If you could do anything you wanted, what would you do?
- How can we explore this further?
- What will you take away from this?
- How can you lock in the learning?
- What options can you create?
- How will you know you have reached it?
- Now what?
- What do you want to do about it?
- What resources do you need to help you?
- What seems to be the main obstacles?
- What concerns you most?
- What action will you take?
- And after that?
- Where do we go from here?
- When will you do this?
- How will I know?

Reflecting: "So, what I hear you say is that you want to....."