



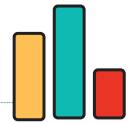
# GREAT COACHING QUESTIONS

## Goal/Outcome/Success Questions



- What does success look like for you?
- What specific goal (s) would you like to achieve and how will we measure success?
- What would it mean to you if you had improved performance in this area?
- Let's put \_\_\_\_\_ aside for a minute. What else is important?
- How does development in this area connect with any long-term goals?
- What would it look like if you brought your best self to this area?
- What would your life be like if you were successful here?
- What is the bigger picture here?

## Scale Questions effective for "base-lining" performance/behavior/skills/abilities



- On a scale of 1-10, how competent are you in this area?
- On a scale of 1-10, how important is this to you?
- On a scale of 1-10, how committed/motivated are you to developing this skill?
- **Gap Questions** - What are the reason(s) for this gap? What would have to happen for this to be a 10? Why isn't your score higher/lower?

## Thinking/Exploration/Insight Questions



- How clear are you about what needs to be done here to move forward?
- How do you feel about the thinking time you have given this so far?
- What might be the gaps in your thinking about this?
- How could you take your thinking to the next step in this?
- What could be some different ways to explore this?
- What kinds of ideas have you had to move this forward?
- How might you be able to approach this differently?
- How's that been working for you?
- Tell me the times when you feel most successful in your role?
- What has changed that's caused you to now feel more/less successful?
- Can you share the assumptions your reason/conclusions rests on?
- How can I help you think this through more?

## Strength/Resource-Based Questions



- What are your top 3 strengths that you could leverage to grow/develop/achieve success in this area?
- How have you solved challenges like this historically? What strengths/resources did you apply?
- What does your "gut" tell you to do about this situation?
- Who else could it be useful to connect with - about a solution?
- How would an expert approach this development opportunity?

# GREAT COACHING QUESTIONS

## Value-Based Questions



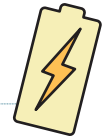
- What's important to you here? Why?
- What are your core values that can provide you guidance in this area?
- What's been keeping you from living your values in this situation?

## Barrier/Obstacle Questions



- What barriers, or unforeseen obstacles might prevent you from being successful?
- How have you overcome challenges like this in the past?
- How have you contributed to this situation?
- How do we make sure we don't get left in the middle of "nowhere" in this company?
- What has kept us back from the support and performance we deserve?
- On a daily basis, what else could be holding you/us back?
- What else could be potentially holding us back?

## Action/Next Step/Accountability Questions

 typically reserved for the end of a coaching session, after deep questioning/insights/ahas!

- Based on what we've discussed/uncovered/explored thus far, what next steps can you take to achieve success in this area?
- How do you usually prefer to tackle and resolve something like this?
- What would you like to see happen next?
- What would be a good way for you to come up with some options?
- What do you think we could do differently, that you haven't yet tried?
- What are you thinking is the first priority for action?
- What is it that you could do to build a plan?
- What milestones and measurements (SMART) should be established?
- What resources will you investigate and leverage to achieve your desired outcomes?
- What else could we do?

## Partnering/Support/Accountability Questions



- How can I best support your plan?
- How do you like to be recognized and rewarded?
- What kind of manager behaviors can I implement to help you be successful?
- How can I give you honest feedback along the way?
- How can I be an effective coach for you?
- How can I hold you accountable for fulfilling your agreements?

STEVE RUDOLPH COACHING

Creating energized & effective workplaces... *one leader at a time*