

neuro
Think big,
do it better.

minds

50 Coaching Questions



1. What do you want, specifically?

Focuses the client's mind on a well-defined, desired outcome and can highlight when an outcome is not well-defined.

2. So, what's going on?

More relaxed opener. Allows the client to explore their current situation to understand it better for themselves. They can see the 'problem' in context.

3. What do you want to change?

Opens the client up to the desirability of change and provides focus.

4. What do you want to achieve from this coaching session?

Helps the client stay focused on making immediate progress.

5. What goal do you want to achieve today?

Focuses on a specific goal.

6. What would you like to happen?

Helps the client connect with a vision for the future.

7. What would need to happen for you to walk away feeling that this time was wellspent?

Creates a marker to measure progress.

8. What outcome would be ideal?

Helps the client aim for the best outcome, regardless of obstacles.

9. Why is this goal important to you?

A vital values-centered coaching question. This explores the client's intention and encourages thought as to what the client will be able to do once they have achieved the goal - the goal beyond the goal.

10. If I could grant you one wish for this session, what would it be?

Automatically creates the goal(s) to aim for and encourages the visualization of positive outcomes.

11. What would you like to happen that is not happening now?

Highlights that the client is not where they wish to be in relation to their goal. It also helps the client visualize a positive outcome.

12. Can we do that in the time we have available?

This question manages expectations and keeps the process firmly rooted in what is possible to achieve in the time allotted.

13. What do you want to achieve now, that will help with the long-term goal?

This puts process goals in the context of greater outcome goals – after all, every goal has a goal.

14. What does success look like?

This question forces the client to visualize a positive outcome and connect with the benefits of that outcome.

15. How much influence do you have over successfully achieving your goal?

This question does two things: 1. it focuses the client on their personal responsibility for change and 2. it helps the client understand potential limitations (as long as these are not simply limiting beliefs).

16. How would you be able to measure your progress? Helps the client create markers to measure progress.

17. When do you want to achieve your goal by?

All goals need to be time-bound – otherwise they will probably never happen!

18. Is that realistic?

Helps establish parameters and boundaries and prevents the client wasting resources.

19. What will you be seeing, hearing and feeling when you achieve your goal?

Focuses the client's mind on what it will be like to achieve their goal and helps the client find more motivation (ask as 3-separate questions).

20. What challenges are you currently experiencing?

Helps the client identify potential barriers.

21. How can you make that goal more specific?

Forces the client to clearly define their goal – it is hard to move effectively towards a vague goal.

22. What would be the key steps towards the goal?

Helps the client 'chunk' the steps into manageable pieces to avoid overwhelm.

23. I understand, you don't want [X]. So if you don't want [X], what do you want?

This turns an 'away from' motivation into a 'towards' motivation. 'Away from' motivations are great to propel you away from what you don't want (e.g. I want to leave my job) but be aware they don't take you anywhere specific. A 'towards' motivation takes you towards a specific goal (e.g. I want to work at Google).

24. What do you want to be doing five years from now?

Puts a goal in context. Introduces the frame of 'time', which can change a goal re: what the client thinks they want or puts a new perspective on it.

25. What exactly is not working?

Forces specificity.

26. How is that a problem?

A problem is only a problem if it is a problem! This question provides perspective.

27. Who is this goal for?

A goal that is set because your client wants to achieve it, is more likely to succeed than a goal another has imposed on the client.

28. If you do not achieve this goal, would the journey towards it have been worth it?

How important is following the dream to the client? Is the journey as important to the client as the destination, will it give sufficient benefits, even if the main goal is not reached?

29. What would be the positive effects of achieving this goal?

An exploration of benefits (an ecology check - the study of consequences).

30. Would there be any negative effects in achieving this goal?

An exploration of any negative consequences (ecology check).

31. As a percentage, how much do you want this goal?

A check to see how important a goal is to a client (anything less than 100% should be investigated).

32. What is the context that you want to achieve this goal in?

Specifies 'where' the client wants their goal. For example, a desire to be more assertive might benefit the client at work but might not benefit the client at home.

33. What is happening now (what, who's involved, when, and how often)? Helps establish a starting position from which to measure progress.

34. What steps have you already taken towards your goal?

Establishes what progress, if any, the client has already made.

35. How did those steps go, what did you learn? (follow-up from above)

It helps the client utilize feedback.

36. How would you describe what you did? (follow-up from above)

Forces reflection.

37. Where are you at this moment in relation to your goal?

Gives the client perspective on the progress made towards their goal.

38. On a scale of one to ten, where are you?

Provides a marker of their current position from which to measure future progress.

39. What has contributed to your success so far?

Focuses on the importance of resources and highlights those resources that are working and those which are not.

40. What progress have you made so far?

Establishes current reality.

41. What is working well right now?

Puts the focus on the positive.

42. What is required of you?

Focus on personal responsibility for change.

43. Why haven't you reached that goal already?

Great question to highlight potential limiting beliefs.

44. What do you think is stopping you?

Helps reflection and identifies obstacles; which can lead to identifying resources.

45. If you asked [X] (where 'X' is another person), what would they say about you?

Gets the client out of their 'own head', forces fresh perspective.

46. On a scale of one to ten, how severe / serious / urgent is the situation?

Forces reflection.

47. If someone said / did that to you, what would you think / feel / do?

Forces a perspective shift.

48. How do you know that this is accurate?

Forces a client to reflect on evidence for how they know their assessment of where they are is accurate.

49. How do you know this is so? (follow-up from above)

Asks the client for their evidence procedure.

50. What other factors are relevant?

Forces the client to reflect on what else could be relevant. Gets them to think beyond the obvious.