

## Goal Related Questions

- What is it you would like to discuss?
- What would be your ideal scenario?
- What is your immediate goal?
- What is the result or outcome you want? OR What would you like to achieve?
- Given that we have xx minutes, what would you like to achieve in this session?
- What would need to happen for you to walk away feeling that this time was well spent?
- If I could grant you a wish for this session, what would it be?
- What would you like to be different when you leave this session?
- What would you like to happen that is not happening now?
- Again, what is the outcome you would like from our discussions?

### **Evaluative Questions**

- On a scale of one to ten, how important is this issue to you?
- What is the possible outcome if you don't achieve that?
- And what will happen if you do achieve that?
- What needs to happen before you decide to do something about this situation?
- So again, what is it that you want to achieve in this situation?

## Reality Related Questions

- What is the situation right now?
- What keeps you up at night? OR What are your major concerns right now?
- What will you have to deal with when you walk out that door at the end of our session?
- In the current situation, what are others saying?
- What are you feeling about this situation?
- What is it about the situation that you don't want?
- How often does this happen? (precisely)
- What effect does this have?
- What else is relevant?
- Who else is relevant?
- What is their perception of the situation?
- Given what we've discussed, are there any refinements you would make to your goal? (if YES, go back to GOAL)

## Options Related Questions

- What is an option?
- What other possibilities for action do you see? (don't worry about whether they are realistic at this stage)
- Yes, and what's another approach?
- If I could give you an injection of insight and courage, what would you do?
- Good and what's one more option?
- If our roles were reversed, what would you tell me to do?
- What approach/actions have you seen used, or used yourself, in similar circumstances?
- What would be the most outrageous thing you could do?
- Would you like suggestions from me?
- What advice do you think I'm going to give you?

*Ask your coaching counterpart to reiterate all the options before moving on*

### **Evaluative Questions**

- What criteria would you use to judge the options?
- Which one seems the best against that criterion?
- What are the benefits of that option?
- And what would be the consequence of that?
- What are the pitfalls of that option?
- And what would be the consequence of that?
- So, what do you think of that option now?

## Wrap-Up Related Questions

In terms of that option:

- What are you most excited about doing?
- What might get in the way?
- What do you need to do to overcome that?
- Who or what do you need to support you?
- Who else will be impacted by your decision?
- How will you enlist that support?
- What are the next steps?
- Precisely when will you take them?
- What might get in the way? (How will you deal with that?)
- What is it that you are going to do?
- How will I know that you've done it?
- And what would be the consequence of that?
- What will happen if you don't do anything different?
- So, what do you think of that option now?
- Who will hold you accountable for your actions?