

Powerful Questions to keep handy when you are coaching at work (no order).

1. How are things going?
2. How are you going to make that happen?
3. How can you be genuine / authentic in your response?
4. How can you influence this?
5. How do you feel about that?
6. How do you get the best out of people?
7. How do you let them know?
8. How has that gotten in your way?
9. How is that working for you?
10. How is this messing with your values? (or rephrase the question and name the value.)
11. Tell me about your role model(s)? (Tie into changing behaviors.)
12. Tell me more.
13. What advice would you give someone in your shoes?
14. What are you afraid of?
15. What are you dependent on?
16. What assumptions are you making?
17. What does the ideal look like?
18. What is draining you / your team?
19. What is the best you can hope for?
20. What is the cost of that action / inaction / behavior?
21. What is the first thing you are going to do?
22. What is the worst question I could ask you right now?
23. What makes you say / think that?
24. What one word describes where you are at now? (Ask with Question 25)
25. What one word describes your ideal?
26. What should you be modeling?
27. What should you be paying attention to?
28. What should your role be?
29. What three words do you want people to use when describing you? (Ask with Question 30.)
30. What do you need to do to live those three words?
31. What would you do if you did know? (Use when PBC responds with "I don't know".)
32. What would you do if there were no rules? (You can negotiate from here.)
33. What would you like to talk about?
34. What would your best friend / someone you admire tell you to do?
35. What is the underlying emotion you are feeling?