

Powerful Coaching Questions

Setting the Foundation

- What would you like to focus on for our coaching conversation?
- What do you hope to achieve in our time together today?
- What is your desired outcome or goal?
- How will you know if you have achieved your goal?
- How will you measure success?

Creating Awareness

- What have you tried so far?
- What's worked for you in the past?
- What did you do to make it successful?
- What's the current situation?
- What is in your control?
- If you could start over again, what would you do differently?
- What's the cost of not taking action?
- What's the benefit of taking action?
- What's your biggest obstacle to achieving this goal?
- Think of someone you respect. How would she/he handle this situation?

Action Plan and Accountability

- Based on what we have been discussing, what are your next steps towards achieving your goal?
- What are the possible outcomes?
- What are your options moving forward?
- What haven't you considered that might have an impact?
- If you had all the resources you needed, what action would you take?
- What is your plan?
- What actions will you take? By when?
- What information do you need to move forward?
- What is a first step you can take?
- How will you know that you've succeeded?
- What resources do you need?
- Who do you have to support you?
- How will you hold yourself accountable?
- What can you try?

Follow-Up Conversation Questions

- How is your plan going? What's working?
- What have you learned so far?
- What are the obstacles in your way?

Sources:

Hicks, R.F. (2014). *Coaching as a leadership style: The art and science of coaching conversations for healthcare*. New York, NY: Routledge.

International Coach Federation. *Core Competencies*. Retrieved from: <https://coachingfederation.org/credentials-and-standards/core-competencies>.