

99 Powerful Coaching Questions

ASPIRATION TO ACTION: THE 5-QUESTION LAUNCH

1. Pretend it's the end of the year, and you are celebrating your team's success. Tell me what that success looks like. (Get them to paint a picture; use follow-up questions to solicit specific details.)
2. Which of the successes you just described are the highest priority?
3. What does this success mean for you? For the future of the business? For your family?
4. What specific goals do you want to set in these areas? What must you or the team do to drive success? List the activities.
5. What are three small but meaningful steps you can take today to get started?

ASSESS

6. How does it look to you?
7. How would you like it to look? What is a good number will to shoot for?
8. How are you trending?
9. What is your assessment?
10. What do you think this means?
11. What is the problem?
12. What is the opportunity here?
13. What is the challenge here?
14. What does all this tell you?
15. What is your conclusion?
16. How would you summarize all this?

PRIORITIZE

17. What jumps out at you?
18. If you could fix just one thing in the business, what would it be?
19. How could you get a quick win?
20. What is important? What concerns you most?
21. How important is this?
22. What do you want?
23. Where can you make more money -- here and now?
24. What is the biggest business opportunity you are currently not taking full advantage of?
25. Where could this lead?
26. What would happen if you did nothing about it?
27. How does this impact your long-term goals and plans for the business?
28. How do you feel about it?
29. How will you know when it is the right time to act?

BRAINSTORM

30. What drives success for your priority areas?
31. What needs to change for you to become even more successful?
32. What is at the root of the problem (training/skill/resource/procedure)?
33. What has caused this? What led up to this?
34. What is keeping you from moving forward?
35. What's getting in the way? What's the main obstacle?
36. What have you tried so far? What was the lesson?
37. What are the road blocks? What gets in the way of success?
38. What have other people tried? What do you know about it now?
39. To what questions do you need answers? What do you need to further explore?
40. How do you suppose you could find out more about it?
41. How could others (your team, advisors, etc.) help solve the issue?
42. What tools or resources does your team need to solve the problem?
43. What are the possibilities? What options can you create?
44. If you had to do it over again, what would you do? What will you do differently next time?
45. What are some other ways to deal with this?
46. How could you get more ideas (information)?
47. What part of the situation have you not yet explored?

48. What is your takeaway?
49. Where are you asleep at the wheel?

MEASURE

50. How would you measure success?
51. What do you want? What is the desired outcome, and how could you measure it?
52. What does "good" look like?
53. What is a "good" number or result?
54. What activities drive success (or solve the problem)? How could you measure them?
55. What must you do to shift results? And how could you measure those activities?
56. What goal would inspire you (and the team)? What about it particularly inspires you?
57. Let's assume you have reached that goal. How is the business different? (Look for answers that in fact show actions that could be taken now).
58. If there's a bigger goal behind this, what would it be? (Can you find something bigger to unlock?)
59. If stuck: With your permission, I'd like to put the original goal to the side and investigate others. What other goals can we discuss?
60. On a scale from 1 to 10, how committed are you to reaching the goal?
61. How will you know when you have succeeded?

ENGAGE

62. What action will you take?
63. Where do you go from here? When will you do that?
64. What must you accomplish in the next 90 days?
65. What do you have to let go of?
66. What do you need right now?
67. What must you start doing?
68. What must you stop doing?
69. What must you continue doing?
70. What needs to happen so you can do this/fix this?
71. What will be different (by taking an action)?
72. What is your strategy for bridging the gap?
73. What is holding you back? What's getting in the way of success?
74. If feeling stuck: How willing are you to make a change?
75. Who is accountable for getting this done?
76. Where are the bottlenecks in your system?
77. What are the roadblocks to making changes that last?
78. How is your current strategy working for you?
79. What could make it work better?
80. What other perspectives are possible?
81. What are the next steps.?
82. What are the rocks for the next quarter?

FOLLOW-UP QUESTIONS

83. What do you mean?
84. Can you tell me more about that?
85. What's that about?
86. What more can you add to that thought?
87. Where does that lead you?
88. What does that mean to you?
89. What else?
90. What other thoughts have you had about this?
91. How else could this be handled?
92. What other angles can you think of?
93. Can you come up with just one more possibility?
94. And after that?
95. How does this show up?
96. What does it feel like?
97. What do you think that means?
98. Are you making any assumptions?
99. What's possible?