

Critical Questions for Great Coaching

Great coaching and facilitation is centred around the questions you ask. Have a think about what the issue your coachee is grappling with, what assumptions they are making and how can you craft a question which will help them explore that alternative perspectives. Here are a few ideas.

What do you want to achieve?

- What do you want to achieve in 18 months/3 years/5 years time?
- What will you see, hear and observe which will indicate you have been successful in achieving this goal?
- What difference will achieving this goal make to your life?
- What is motivating you to achieve this goal?
- Who is in control of the achievement of this goal?

What's your current situation?

- What is happening now?
- What are the key differences between where you are now and where you want to be?
- What are the best aspects of your current situation?
- What obstacles are you facing?
- What strengths have you employed/used in the past that could help you now?
- What resources do you have to help you?
- Who else needs to be involved with this process?

What could you do?

- What are your options?
- If anything were possible what would you do?
- Who do you know who might be able to help you?
- What would happen if you did nothing?
- What would your best friend advise you to do?
- Which options will be most difficult/easiest to implement?

Next Steps

- What will you do?
- What is the most important action that you can take?
- What do you need to do right now?
- When will you do this?
- On a scale of 1-10 how committed are you to taking these actions? What would you need to do to make it a 10?
- On a scale of 1-10, what is the likelihood of your plan succeeding? What would you need to do to make it a 10?
- Who or what could stop you from taking these actions? How will you manage this?