

# **50 MOST POWERFUL COACHING QUESTIONS**

**50 QUESTIONS YOU CAN USE  
IMMEDIATELY TO CREATE POWERFUL  
CHANGES FOR YOURSELF AND YOUR  
TEAM MEMBERS.**

**JANE ADSHEAD-GRANT**

# 50 Most Powerful Questions to Coach your Team

The foundation skills for coaching your team members include:

- Creating a connection
- Asking powerful questions
- Active listening
- Giving feedback

The purpose of asking questions is to serve your team member in generating more of their thinking, ideas and to create solutions for themselves. Below is a range of questions that I hope will be useful as you navigate a coaching conversation with your team member.

## **Starting the conversation:**

1. What's on your mind?
2. What else?
3. What do you want to think about?
4. What more do you think or feel or want to say?

## **Identifying an outcome for the conversation:**

5. What do you want, really want?
6. What do you hope to accomplish from our conversation?
7. What has to happen for you to feel successful?
8. What's important about to you about that?
9. What's your ideal outcome?
10. What is your vision for yourself and the people around you?
11. What would be a good measure of success in you achieving this?

12. What behaviours will you need to enhance or change?
13. How does this challenge fit into goals you have for yourself?

**Exploring the challenge / opportunity:**

14. What is this costing you?
15. What are you holding on to?
16. What's stopping you?
17. What's in your way?
18. To what extent do those around you who report to you hold the same perspective or urgency that you have?
19. What would make the biggest difference?
20. What benefit/payoff is there in the present situation?
21. What's working for you?
22. What would you do differently?
23. What is motivating you?
24. What are you assuming about the situation?
25. What is missing here?
26. What are you not saying?
27. What are you not facing, that is right in front of you?

**Identifying possible options:**

28. What options do you have?
29. What other choices to you have?
30. By saying 'yes' to this, what are you saying 'no' to?

**Moving forward, taking action:**

31. What is the simplest solution here?
32. What's the first step?
33. What would it be like to experience the excitement and the fear at the same time?
34. What are you going to do?
35. What decision would you make from a position of strength?
36. What is left to do to have this be complete?
37. What are you committed to?
38. What's your heart telling you?
39. What are you willing to give up?
40. What do you need to put in place to accomplish this?
41. What, if anything, do you need from me?

**Embedding the learning:**

42. What have you discovered for yourself?
43. Where else could you adopt this approach in your life / work/ leadership?
44. What internal cues can you identify when you get into this pattern, either that work or doesn't work?
45. What new habits have you found serve you well?
46. What do you need to put in place to accomplish this?
47. What do you want to strengthen or change as I coach you in the future?
48. What have you found most valuable about our conversation?
49. What is the one the thing you have taken from this conversation?
50. How will you sustain the learning and development you have accomplished for yourself?

Below are two different types of coaching conversation outlines that you might find useful as a prompt for your coaching conversations.

### **Sample 1 Coaching Conversation Outline**

- What's on your mind?
- What else?
- In relation to what you've said, what is the real challenge for you?
- What do you want to accomplish?
- What is important to you about that?
- What is getting in your way?
- What else?
- What options do you have?
- What is one small step that you can take that will move you forward now?
- What, if anything, do you need from me?
- What was most useful for you in our conversation?

## Sample 2 Coaching Conversation Outline:

- What has been working well for you over this past few weeks?
- What strengths or success factors can you identify that may have played a role in this?
- Specifically, what would you like to accomplish as a result of our conversation today?
- (Turning complaint into a goal). “I have been told I am not sufficiently assertive” into “So you would like to be more assertive?”
- Tell me about a time you did this, even a little bit (or a short time)?
- What did you learn at that time about what it would take you now to do this again?
- What are some special ways you can think of to put the strengths and success factors stated earlier to work in the area we’re interested in now?

- What needs to happen to move up a single point on the scale
- What would others say you need to do to move up on the scale?
- Suppose a miracle happened while you were sleeping and the problem that brought you here is solved. What would you be doing differently?
- What would you need to do to bring your actual performance into alignment with the ideal you described?
- What one thing will you do now?

And remember . . .

- ✓ Take your time and allow others to think, before asking another question.
- ✓ Be really interested in where they are going next with their thoughts.
- ✓ Be comfortable with silence.
- ✓ Feel free to repeat the question e.g. what else?
- ✓ Trust the process.

To your success in being your best and getting the best from others. A role model leader, developing future leaders.