



Some Question Options

Below are some ideas for questions you could ask in a coaching conversation. It is not a matter of working your way through the questions, but choosing one appropriate for the situation that will stretch the presenters thinking and help them to define the essence of their challenge and see options for responding to it. It's not an exhaustive list by any means – just some ideas to get you started.

Insert the appropriate statement in the 'xxx's'

<ul style="list-style-type: none">• Which of the xxx most concerns you?• What would xxx look like?• What is the effect of not xxx?• What is the worst outcome if xxx happens?
<ul style="list-style-type: none">• What is the biggest hurdle you're facing with xxx?• What's the biggest thing standing in your way?• If the situation was an onion, what's the problem one layer under this layer?• What is it about the situation that makes you 'lose sleep'?
<ul style="list-style-type: none">• What's your contribution to the problem?• What haven't you done that you really ought to do/try?• What is the outcome of not dealing with it/changing it?• What's stopping you?
<ul style="list-style-type: none">• How does this situation affect you?• How will xxx effect/improve etc. xxx?• If you could use a magic wand to recreate the scene, how would it look?• What were you hoping to gain?
<ul style="list-style-type: none">• What would those you manage want you to do?• What kind of person do you have to 'be' to xxx?• How would you like people to describe you as you resolve this?• In what ways are you the biggest obstacle?
<ul style="list-style-type: none">• What are you afraid of?• What is holding you back?• What's the solution you've been too scared to try?• What do you want?
<ul style="list-style-type: none">• What would be different if you accomplished that?• What is the effect of that solution? Positive? Negative?• How will you know it's successful?• What will happen if you do that?

Adapted from *A Managers Guide to Coaching* by Brian Emerson and Anne Loehr