

# Great Coaching Questions

## Goal

What is the aim of this discussion?  
What do you want to achieve long-term?  
What does success look like?  
How much personal control and influence do you have over your goal?  
What would be a milestone on the way?  
By when do you want to achieve it?  
Is that positive, challenging, and attainable?  
How will you measure it?

## Reality

What is happening right now in regards to your goal? (Only focus on fact, what is really happening at the moment?)  
Who is directly and indirectly involved?  
If things are not going well with this issue, who else gets drawn in?  
If things are not going well with this issue, what happens to you?  
If things are not going well with this issue, what happens to them?  
What have you done about this so far? With what results?  
How often have you tried?  
What is missing in this situation?  
What is holding you back from moving forward?  
Intuitively, what is really going on here?

## Options

What options do you have for steps to resolve this issue?  
What else might you do?  
What would someone who handles this type of issue really well do?  
What if you had more time for this issue: what might you try?  
What if you had less time? What might that force you to try?  
Imagine that you had more energy and confidence: what could you do then?  
What if someone said, "Money is no object"? What might you try then?

If you had total power, what might you try then?  
What if you could start again?  
If the constraints you identified earlier were removed, what could you do then?  
What SHOULD you do?  
Would you like another suggestion?  
What are the costs and benefits of each of these ideas?

## Will

What option or options do you choose?  
To what extent does this meet all of your objectives?  
What are your criteria and measurements for success?  
When, precisely, will you start and finish each action step?  
What could hinder you from taking these steps?  
What personal resistance do you have to taking these steps?  
What will you do to eliminate these external and internal factors?  
Who needs to know what your plans are?  
What support do you need and from whom?  
What could I do to support you?  
What commitment, on a scale of 1 to 10, do you have to taking agreed actions?  
(If not a 10) What prevents this from being a 10?  
(If not a 10) What could you do to raise your commitment to a 10?  
Is there anything else you want to talk about now, or are we finished?

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