

Cheat Sheet of Coaching Questions

What is Your Understanding of Your Problem?

1. Why are you stuck? How is this a problem for you?
2. And how is that a problem for you?
3. What keeps you from getting unstuck? What is that like for you?
4. What stops you from acting on your best hopes?
5. How would you characterize your relationship?
6. What are all the factors you think are at play here?
7. What do you believe is causing ...?
8. What makes you say that ...?
9. How do you know that ...is true?
10. Could you give me an example of ...?
11. How have you come to believe that they are acting this way to...?
12. What do you want to have happen here? How come?
13. How reasonable is what you want?

What is Your Contribution to Your Dilemma?

1. How do you believe they see your role in this?
2. What do you bring to the issue? What is your part “in the dance”?
3. What could you do to change this situation?
4. What if you disengaged?
5. In what way might you be shooting yourself in the foot on this one?
6. What is your sense about what keeps this going?
7. What do you believe you might bring to this?
8. If you were to give them a voice right now, what would they say about your contribution?
9. How do you think they see your role?
10. Are there ways in which you might be perceived as unreasonable?
11. What is it going to take from you to really resolve this problem?
12. How are you hooked by this?
13. What is the most important message you are sending?
How is it being received?
14. If there is a pattern here, what might it be?
15. How is it that you feel so strongly about ...?
16. How do you shoot yourself in the foot?

What Options Have You, Are You Considering?

1. What have you tried so far? With what results?
2. What have you considered but not acted on?
3. What if you did nothing?
4. In the best of all worlds, what would you want to happen to create a win for all?
5. What might you offer as a way to begin resolving this?
6. What would happen if ...?
7. Would you be will to consider...?
8. In your most creative moment, what options could you dream up?