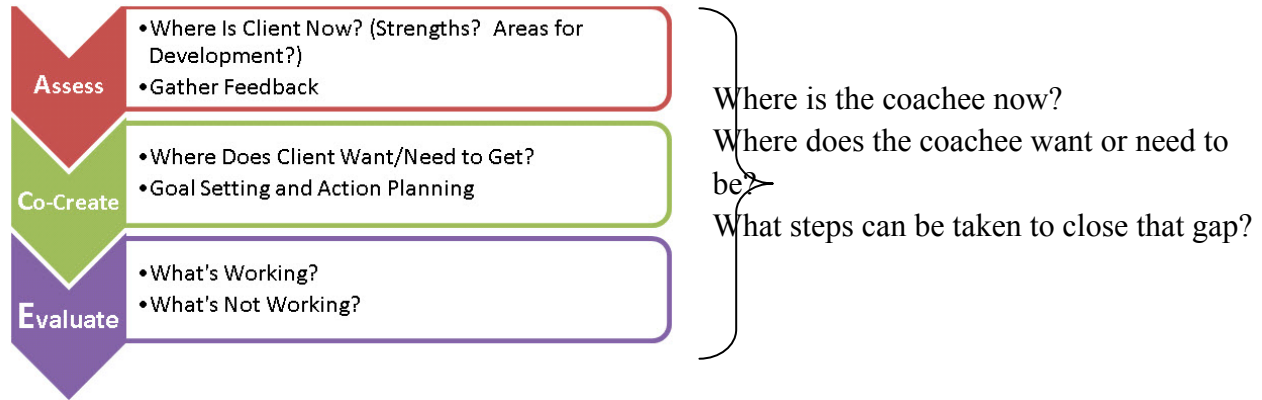


3-Step Coaching Model



Sample Powerful Questions

Core Questions:

What is your goal? (direction)

What steps will you take to get there? (action)

By when do you want to get there? (timeline/accountability/track/measure)

Other:

What are potential obstacles you might encounter in pursuit of this goal?

What are the results you expect? What will it look like?

How will you know that you have reached your goal?

What is it costing you to continue doing [x]? (Or of not doing [y])?

What is the benefit to you in changing [x]?

What is one step you can take toward your goal before we talk next?

What is your takeaway from our meeting today?

What do you want to achieve by the end of today's conversation?

What would be most helpful for us to talk about today?

We set up this meeting to cover [x], but before we start, is there anything else that would be helpful to talk about today?

What's the most significant thing that happened since we last met?

What's new that you'd like to share?

What strategies have you tried before to reach this goal?

What have you thought about trying?

What have you seen others do that was successful?

What else?

What has kept you from achieving this goal in the past?

When will you do [x]?

Will you drop me an email to let me know how [x] goes?

Give me a brief progress report on what you've accomplished since we last met.

Which action steps from last time do we need to create follow-up steps for?

Do we need to discuss any of these steps further?

I feel like we aren't getting any traction, what do you think we need to do differently?

On a scale of 1-5 (5 being excellent/success), where do you see yourself now in pursuit of this goal? And where would you like to be? Describe what a 1 looks like. Describe what a 5 looks like.

What new actions or practices can you create?

How can I best support you?

What are your priorities in terms of professional development? Where do you feel you need to grow, learn, and develop?

What are 3 things you feel you need to do differently from what you are doing now to reach your goals?