

Effective Career Counseling for Associates in Transition
Handout 2: Sample Coaching Questions

What brings you here today?

What impact is this having on you?

What led you to want to focus on that now?

You mentioned that _____. Tell me more about that.

It sounds like _____ is really important to you. Can you explain?

Put yourself in _____'s shoes. How would you feel?

What would be an ideal outcome?

What action can you take around that?

What have you seen others do that might work for you?

What have you tried already? What difference did those actions make?

What feels like the right next step?

What options do you have? What potential courses of action could you take?

What are the implications of doing nothing?

How do you want to proceed?

How else could you approach that?

On a scale of 1 to 10, how comfortable are you with that?

By when can you do that?

Who can you ask to help you with that plan?

What obstacles might stand in the way?

How will you overcome them?

Note: Try Who, What, When, Where, How questions. Why questions challenge motive and can make people defensive.

Some questions taken from *Coaching Questions: A Coach's Guide to Powerful Asking Skills* by Tony, Stolfzfus.