The 60 Big Coaching Questions

bluepoint

DISCOVERY
(exploration & learning)

1. How can we make this conversation most useful to you?
2. When you are at your very best, what are you doing?
3. What excites you most about your future?
4. For what are you most grateful?
5. For what do you want to be known?
6. What can you do better than most everyone else?
7. Are you currently doing your best work?
8. Where have you achieved your greatest success?
9. On what do you waste your time and energy?
10. What are your most ambitious aspirations?
11. If you do not change, what is likely to happen?
12. What distractions are impeding your best work?
13. Who do you most frequently blame for your problems at work?
14. What is the most important unanswered question facing you right now?
15. What relationships are most important to you?
16. What talents do you know you have but are not using?
17. Whom do you serve?
18. What kind of person or leader do you want to be?
19. What did you do yesterday that is worth talking about today?
20. Is your best work ahead of you or behind you?

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CREATION
(possibilities & opportunities)

21. What is the most exciting outcome you can imagine?

22. How can you do more of the work you love?

23. What will happen if you take your foot off the brake?

24. What is an entirely different way of looking at your situation?

25. How would others describe your performance and your potential?

26. To shift to a new level of performance, what skills and competencies do you need to master?

27. What would need to happen for you to feel powerful and in control?

28. What thoughts, attitudes and habits no longer serve you well?

29. What would you do if you had unlimited resources?

30. How can you use more of your natural talents every day?

31. What future do those who care about you most want for you?

32. What is the riskiest, scariest option?

33. What do you do very well, love to do, but no longer need to do?

34. If failure had minor consequences, what would you do?

35. In what ways can you shine a brighter light into the work and lives of others?

36. What would it take to shift your performance to a whole new level?

37. What is the most important thing you have learned about yourself recently?

38. How can you become more mindful of the people around you?

39. How can you have a more positive impact on those you care about most?

40. What will make you happy?

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COMMITMENT
(action & execution)

41. What specific outcomes are you expecting?

42. How important are these outcomes to you and others?

43. What is the most potent first step you can take?

44. What milestones will you use to measure your progress?

45. What difficult conversation needs to happen?

46. Whose support is most valuable?

47. To whom will you be accountable?

48. What promises will you make to yourself and others?

49. What actions do you need to take but are avoiding?

50. What will you do when you encounter unexpected obstacles?

51. What one personal change will result in the biggest benefit?

52. What do you need to learn to accomplish your goal?

53. What are you prepared to invest, risk and sacrifice?

54. What short-term breakthroughs will energize your undertaking?

55. What new practices will you put in place to make sure the changes are enduring?

56. How can you get others eager to partner with you?

57. How will you know when you are on the new road?

58. What are your best sources of feedback to measure your progress?

59. What do you need to do so that you will have no regrets?

60. How will you celebrate your success?

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