

# EFFECTIVE QUESTIONS FOR INTERVIEWS AND SESSIONS



THE COACHING MASTERS

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The main coaching tool to stimulate the learning of your clients are the so-called Effective Questions; they are questions that encourage the person to understand a situation and find solutions.

Whitmore gives an example in his book from the sports world of how questions can or cannot be effective:

Perhaps the most frequently heard instruction in the sports world is "keep your eye on the ball". If you ask an athlete, "Hey, were you eyeing the ball?" you're practically asking them to lie to you. But a question like, "How is the ball spinning when it's coming your way?" it will really force the athlete to keep an eye on the ball in order to respond to it, it will encourage his concentration in training.

In a process of coaching, the function of the questions is to make the client reflect deeply; for this to occur, the questions must be open (nothing that can be answered with a mere "yes" or "no") and demand descriptive answers, with a focus on details, that stimulate the reflective process.

## **Some examples:**

- **What else?**(used at the end of an answer)
- **If you knew the answer, what would it be?**
- **What is the hardest, most challenging part of this for you?**
- **What advice would you give a friend in your situation?**
- **Imagine the smartest person you know. What would she tell you to do?**