

POWERFUL QUESTIONS FOR LEADERS



THE COACHING MASTERS

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QUESTIONS USEFUL FOR THE LEADER'S DAY TO DAY

Here are some questions we've always found helpful in coaching. You can add others from your experience as a coach. Above all, they must be authentic.

Coaching questions force attention to an answer, focus attention on accuracy, and create a feedback loop. Simple instruction does none of that.

- **"Do you have anything else to comment or add?"**- used at the end of most answers will evoke more stuff.
- **"If you knew the answer, what would it be?"** -it's not as dumb as it sounds as it allows the person to see beyond the block.
- **"What would be the consequences of that for you, for us or for others?"**
- **"What criteria are you using?"**
- **"What is the hardest/most challenging part for you?"**
- **"What advice would you give a friend instead?"**
- **"Imagine having a conversation with the wisest person you know or can imagine. What would he tell you to do?"**
- **"I don't know how to go on like this. How would you go on?"**
- **"What do you gain/lose by doing/saying this?"**
- **"If someone said/did this to you, what would you feel/think/do?"**
- **"So what would be your goal here?"**
- **"Deep down, what do you really expect from your professional life?"**
- **"What do you think we expect from you for this moment?"**
- **"What kind of support do you need? From whom? How would you get that?"**
- **"What could you do to get over this?"**
- **"How can I count on you in this?"**