

# SURFACE TO SOUL

Live Well | Lead Well | Coach Well

## Asset-Based Coaching Questions

### Questions for Focusing Attention

- What question, if answered, could make the most difference to the future of \_\_\_\_\_ (your situation)?
- What's important to you about \_\_\_\_\_ (your situation) and why do you care?
- What draws you/us to this inquiry?
- What's our intention here? What's the deeper purpose (the big "why") that is worthy of our best effort?
- What opportunities can you see in \_\_\_\_\_ (your situation)?
- What do we know so far/still need to learn about \_\_\_\_\_ (your situation)?
- What are the dilemmas/opportunities in \_\_\_\_\_ (your situation)?
- What assumptions do we need to test or challenge here in thinking about \_\_\_\_\_ (your situation)?
- What would someone with a very different set of beliefs than we do say about \_\_\_\_\_ (your situation)?

### Questions for CONNECTING IDEAS AND FINDING DEEPER INSIGHT

- What's taking shape? What are you hearing underneath the variety of opinions being expressed?
- What's in the center of the table?
- What's emerging here for you? What new connections are you making?
- What had real meaning for you from what you've heard? What surprised you? What challenged you?
- What's missing from this picture so far? What is it we're not seeing? Where do we need more clarity?
- What's been your/our major learning, insight, or discovery so far?
- What's the next level of thinking we need to do?
- If there was one thing that hasn't been said yet to reach a deeper level of understanding, what would it be?

### Questions that CREATE FORWARD MOVEMENT

- What would it take to create change on this issue?
- What could happen that would enable you/us to feel fully engaged and energized about \_\_\_\_\_ (your situation)?
- What's possible here and who cares? (Rather than "What's wrong here and who's responsible?")
- What needs our immediate attention going forward?
- If our success was completely guaranteed, what bold steps might we choose?
- How can we support each other in taking the next steps? What unique contribution can we each make?
- What challenges might come our way and how might we meet them?
- What conversation, if begun today, could create new possibilities for the future of \_\_\_\_\_ (your situation)?
- What seeds could we plant together that would have the greatest impact on the future of \_\_\_\_\_ (your situation)?



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