

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Powerful Questions to Use When Coaching

Powerful questions are provocative queries that put a halt to evasion and confusion. By asking the powerful question, the coach invites the client to clarity, action, and discovery at a whole new level. As you can see from the following examples, these generally are open-ended questions that create greater possibility for expanded learning and fresh perspective:

ANTICIPATION

- What is possible?
- What if it works out exactly as you want it to?
- What is the dream?
- What is exciting to you about this?
- What is the urge?
- What does your intuition tell you?

ASSESSMENT

- What do you make of it?
- What do you think is best?
- How does it look to you?
- How do you feel about it?
- What resonates for you?

CLARIFICATION

- What do you mean?
- What does it feel like?
- What is the part that is not yet clear?
- Can you say more?
- What do you want?

ELABORATION

- Can you tell me more?
- What else?
- What other ideas/thoughts/feelings do you have about it?

EVALUATION

- What is the opportunity here?
- What is the challenge?
- How does this fit with your plans/way of life/values?
- What do you think that means?
- What is your assessment?

EXAMPLE

- Can you give me an example?
- For instance?
- Such as?
- What would it look like?

EXPLORATION

- What is here that you want to explore?
- What part of the situation have you not yet explored?
- What other angles can you think of?
- What are your other options?
- What is just one more possibility?

FOR INSTANCE

- If you could do it over, what would you do differently?
- If it had been you, what would you have done?
- If you could do anything you wanted, what would you do?
- How else could a person handle this?



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