



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Using Powerful Questions to Discern

Coaching sessions typically follow the *relate, review, reflect, refocus, and resource* model with the intent of celebrating wins, learning from results, identifying next steps, and determining what kinds of support and resourcing is needed.

To make the most of every coaching session, both the coach and client benefit from preparing for each session ahead of time. Vibrant Faith encourages the person/people being coached to email their coach what they hope to discuss at their next session a few days before the meeting.

Listed below are questions to help both parties prepare for their time together. The questions for coaches are used to mentally prepare for the session and are not to be used to guide clients into conversations they do not mention.

QUESTIONS FOR THE PERSON/PEOPLE BEING COACHED

- 1 | *Relate* - How are you today? Right now? How have you been since our last session?
- 2 | *Review* - What actions did you take since our last session? What were the results of these actions?
- 3 | *Review* - What have been your most recent wins and challenges?
- 4 | *Reflect* – List your recent observations and learnings.
- 5 | *Reflect* - What do you want to get out of our next coaching session?
- 6 | *Refocus* – Where do you need to invest your time this week/month/quarter? What are your top 3 goals?
- 7 | *Resource* – What do you need from others to move forward? Who can support or resource your next steps?
- 8 | *Resource* – What do you want your coach to hold you accountable for?
- 9 | *Wrap up* – What was most helpful part of our session? when will we meet again?

QUESTIONS FOR THE PERSON SERVING AS A COACH

- 1 | *Relate* – What should I know about the people I'm coaching that would help me serve them?
- 2 | *Review* – Are there any specific items or issues that need to be revisited?
- 3 | *Reflect* – What roles do I need to play at our next session? Which possibilities will I call forth?
- 4 | *Reflect* – Are there feelings or self limitations I need to let go of to coach well?
- 5 | *Reflect* – Which observations may be helpful to share? What do they need to stop, start, or keep doing?
- 6 | *Reflect* – How can I draw out the clients' new learnings and commitments?
- 7 | *Refocus* – What needs their greatest attention right now? What are possible next steps?
- 8 | *Resource* – Are there tools or resources I may be helpful? When would a "check-in" text be helpful?
- 9 | *Wrap up* – How might I pray for the people involved? How might I pray for their awareness and next steps?



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