



COACHING QUESTIONS

- What's on your mind?
- What needs to happen for this meeting to be helpful today?
- I trust what you are doing and don't need updating on everything... What I am interested in knowing is what keeps you up at night right now? What is the hardest thing on your list?
- What does a solution look like?
- When people are problem focused flip it to "Tell me what you'd like the relationship to look like instead?"
- What are the options/possible ways to achieve that?
- Scale 1-10 what needs to happen for you to feel that you are dealing with the issue even 1 point higher than you are now?
- How clear are you on the decision we should make [with that facility]? 10% sure? 40% sure? What do you think is realistic to expect?
- Are you holding any assumptions that might need a recheck?
- What are your barriers and what's a small first step?
- What's your confidence level that you can get through this?
- You've probably faced setbacks like this before in your career, what did you learn?
- Is there anything that might be difficult to say?
- When will you know you've done all you can?
- What did you like about the way you handled that?
- If I was going to challenge you on anything in your work. what should/would it be?
- I notice you saying things are fine, yet you look frustrated.... Could you help me understand that?