

# Coaching Starter Questions

## GOAL

- What do you want to achieve long term?
- What would you like to achieve by the end of THIS session?  
What is the goal of this discussion?
- How SMART is this goal?
- What does success look like?
- How much personal control or influence do you have over your goal?
- What would be a milestone on the way?
- When do you want to achieve it by?
- How positive, challenging, attainable is it?
- How will you measure it?

▪ **REALITY** - What is happening now? WHAT, WHEN, WHERE, WHO, HOW MUCH, HOW OFTEN?)

- How do others see this? What facts do you have to support that
- Who is involved (directly or indirectly)?
- When things are going badly on this issue, what happens to you?
- What is the effect on others?
- What have you done about this so far?
- What results did that produce?
- What's missing in the situation?
- What do you have that you're not using?
- What's holding you back? What is really going on (intuition)?
- What would be happening/not happening if it was perfect?

# Coaching

## Starter Questions

### OPTIONS

- What options do you have?
- What else could you do? What else?.. What else?..
- If you had magical powers, what would you do?
- If you owned the business what would you do?
- What if ....? (time, power, money were no object)
- Would you like a suggestion from me?
- What are the benefits and costs of each?

### WILL

- Which option or options do you choose?
  - To what extent does this meet all your objectives?
  - How SMART are these goals?
  - What steps are you going to take and when?
  - What could arise to hinder you in taking these steps?
  - Who needs to know what your plans are?
  - What support do you need and from whom?
  - What will you do to obtain that support and when? What could I do to support you?
  - What commitment, on a scale of 1:10, do you have to taking these agreed actions? What prevents this from being a 10?
  - What could you do or alter to raise your commitment ?
- Is there anything else you want to talk about now or are we finished?