

Coaching - Good Open Questions

- How can you make this easy?
- What are you hoping to achieve?
- What is your goal?
- How will you know when you have reached your goal?
- What is the difference between how things are now and how you would like them to be?
- What will success look like?
- How will things change if you are successful?
- Who may be willing to help you?
- What obstacles do you anticipate?
- If things could be exactly right for you in this situation, what would have to change?
- What is the conversation that you really need to have that you have not had so far?

- How much worse does it have to get before you do something?
- What does your intuition tell you?
- What is positive about this situation?
- What is challenging for you about this issue?
- What opportunities are there for you in this situation?
- What assumptions or beliefs do you have that are getting in your way?
- What metaphor could you use to describe the situation?
- What have you done so far and what was the outcome?
- Who already does this very well?
- Who else have you involved in this issue?
- Where does the problem lie, in the task or the way you feel about the task?

- What don't you know about the situation?
- How could you find the courage to do what you feel is right?
- What would make the situation better?
- What will happen if you don't resolve this?
- What action or decision have you been avoiding?
- Looking back to now from a year ahead, what will you wish you had started now?
- What skills do you need to develop to cope with this situation?
- Where could you get more information?
- What are the pros and cons of your behaviour?
- What is the most radical thing you could do?
- How would things be improved if this situation was resolved?
- Who could help you to resolve the problem?

- What assumptions are you making about the situation?
- What assumptions are you making about others?
- How would you like the relationship to be?
- What can you do to improve the relationship?
- What one thing could you do that would have an immediate impact?
- What else?
- What is just one more possibility?
- What would you do if you could not fail?
- What would you do if you were not afraid?
- If you could do anything you wanted, what would you do?
- If you were someone else, what would you tell yourself?

- How do **you** need to change, to achieve the change that is needed in this situation?
- What have you tried so far and what was the outcome?
- What will happen if you do nothing?
- What won't happen if you do nothing?
- Why are you the best person to solve this problem?
- What within you and around you impedes your progress?
- How is this situation impacting on your confidence and esteem?
- What could be the cost of you not solving this problem?
- How will you move forward?
- If you get what you want, what will this achieve for you?

- What are you going to do now/ next?
- Now that you have had time to reflect, what do you consider your options to be?
- What do you need to do first?
- If you were at your best, what would you do right now?
- What could you work on now that would make the biggest difference to the situation?
- What are the things you are doing regularly that gets in the road of finding the solution?
- For this to be perfect for you, what would have to change?
- If a miracle took place overnight and the problem was resolved, how would you know?
- What is stopping you?
- If your life depended on you taking action, what would you do?

- What is the simplest thing you could do?
- If you had total power what would you do?
- If the constraints were removed, what would you do?
- If you had less time to make a decision, what would this influence you to do?
- What support do you need, and from whom?
- On a scale of 1- 10 (*1 being I won't, and 10 being, I absolutely will*) how likely are you to take action?
- If this really what you want to do, what has stopped you so far?
- What could you stop doing that would help this situation?
- When will you start?