

Coaching Cards

Back Pocket Coaching Questions

Powerful & Evocative Questions



When Your Mind Goes Blank

Here are five questions to thaw your frozen brain and get you thinking again:

What is the best question I can ask you now?

(First, this implies that many questions are available, and ask your client to suggest the BEST one!)

What would it be if you secretly knew the way forward from here?

*(This question assumes there is a way forward, AND they already know it! ***Use only with good rapport so your client feels supported - and not irritated by the question)*

If you were coaching yourself, what question would you ask now?

(Gets them into a coaching frame of mind to find a powerful question! And by asking your client to put their coaching hat on, you may get a surprisingly insightful question.)

What question should I ask you now?

(A constructive use of the word "should", cutting through all 'the fluff' to the question you SHOULD ask to move them forward!)

I am trying to figure out where to go next with this.

(Sometimes honesty is the best policy! So ask confidently - and know that by asking this question, you're also modeling a healthy willingness to be imperfect - and letting them be the expert, too!)

When Your Mind Goes Blank

For when you get tongue-tied, brain-locked, or don't know what question to ask next.

SILENCE

What was that experience like for you?

(Asking about how someone “feels” directs their attention to their feelings rather than leaving their response open to various other sensory responses.)

What else about that is important?

What was going on when that happened?

(Verses Why?) (Rarely will a coach ask “why.” “Why” questions innately have the other person go into justifying their behavior or thinking.)

**I lost track of what you were saying just there.
Can you repeat that for me?**

Are you getting what you need out of the session so far?

Questions That Build on What's Already Present:

How could use your strengths in this situation?

What other perspective is a possibility?

How could you do more of what you enjoy?

Who else could be of support to you?

How can you honor your core values in this situation?

What is important or meaningful about this?

Questions That Help Clients Gain New Perspectives and Understanding:

What's the truth about this situation?

Who do you remind yourself of?

What keeps you up at night?

**Is there anything else that would be important
to know?**

What else?

Questions That Evoke Discovery

What do you really, really want?

What's perfect about this?

What is the gift of this?

What additional information do you need?

How much is this costing you?

Who can help you with this?

What if things are as bad as you say they are?

Where are you sabotaging yourself?

What's the cost of not changing?

Questions That Call for Action

What's possible today?

How soon can you resolve this?

Whom do you know that's going through this?

What does success look like?

What's the first step? When will you take this step?

Top 10 Powerful and Evocative Questions

On a scale of 1 to 10, how would you rate ...?

What are you tolerating? What's the payoff for not taking action?

**What's working for you in this situation?
What's not?**

What would you like to be celebrating a year from now?

What keeps getting in the way?

Top 10 Powerful and Evocative Questions Continued

What is contributing to the problem?

What are possible solutions? What is the simplest solution?

Who can help you with this?

What can you do this week to act on your intentions? When will you do this?

What are you willing to do to achieve what you really, really want?

Open/ Probing Questions

Tell me a little more about that?

"Give me some background-what led up to this situation?"

You mentioned that _____. Say more about that.

"What would be most important for us to focus on?"

What was the experience like for you?

Revealing Questions

What does your (spouse, peer, coach, or friend) think about that?

If you removed that limitation, then what would you do?

What would be the best possible outcome?

"What worked for you in a similar situation in the past?"

How are you honouring your values in this situation?"

Coaching Ghouls Questions

What's your inner ghoul telling you now?

How is your ghoul trying to undermine or sabotage you?

What can you say, think or feel right now to open up a new perspective about the Ghoul's negative messages?

Support Questions

What SUPPORT do you need to follow through successfully?

What barriers to following through with this plan do you want to explore?"

What will you do, specifically?

How will you do it?"

What steps are involved?"

How long will this action take?"

What support do you need to take this action?"

How will you keep yourself on track?"