Master List of Helpful Coaching Questions to Maximize Team Member Success

Effective coaching is about asking the right questions to help guide, support, inspire, and motivate your team members! You don't need to use all the questions in this list—we suggest you review and select a few you think feel natural for you to use and begin practicing with them to see how they work for you and your team member.

Proactive Coaching Questions to Set Team Members Up for Success:

- How might you approach this?
- What are your thoughts on how this should be done?
- What would success look like to you?
- What do you feel are the benefits of moving in that direction?
- What risks need to be considered?
- What do you envision as key steps along the way?
- Who else do you feel should be involved in this?
- What might your ideal timeline look like?
- What's an appropriate deadline?
- What deliverables will be achieved when you finish?
- What's your first step? Next step? Final step?
- What resources do you need to support you in this?
- What will it look like when you have successfully done X…?
- What would you like to do differently?
- What would you like to see?
- Where do you see yourself?
- Where would you like to be?
- What is your desired outcome?
- What results do you want?
- What might be the undesirable or negative consequences of achieving this goal?
- What are the milestones we can track along the way?
- On a scale of 1 to 10, how excited or motivated are you to do this? Why?
- What would you rather have or do?
- How else could you address that problem/barrier?
- What can you do to influence this?
- What can I do to help you reach the end goal?

Questions to Check in on Progress:

- How do you think this is going?
- What is going well? What could be going better?
- What would you like to do more of? What would you like to do less of?

- Is there anything you would like to approach differently?
- How do you feel about the progress to date?
- How do your team members/stakeholders/customers feel about the progress?

Questions to Move from Current State to Desired State:

- How does where you are now compare to where you would like to be at this point?
- What do you feel is needed to get back on track?
- How can we turn this around?
- What have you tried so far?
- What current tools/resources have you used? Which worked? Which didn't? Why?
- What tools/resources do you know about that you haven't used yet? Which will you try?
- What additional tools/resources do you need to help you move this forward in a positive direction?
- In what way would you like to adjust your plan?
- What will enable you to achieve X, and how will you feel once you have?
- Has this happened to you (or to someone you know) before? What did you (or they) do to overcome it?
- Has there ever been a time when you did something similar successfully…? What was it like?
- What would make the biggest difference to the way you work?
- What could you change/do/influence to make the situation more positive?
- How do you see yourself getting to the desired outcome?
- How will you achieve…?
- How do you believe you could leverage your team/stakeholders/manager to help you achieve this objective?
- What step could you take to immediately turn this around?
- Who already does this well?
- What research could you do that would give you more ideas?
- What would you like to be able to do as a result of being here?

Questions to Challenge the way a "coachee" Perceives the Situation:

- What assumptions are you making that may be helpful to re-assess?
- What "rules" are you using that could be challenged?
- What resources haven't you used yet that you could try?
- How would you deal with it if you were a CEO? A customer? What would _____ do in this situation?
- If coming to a resolution on this was absolutely imperative, how else might you approach this?
- What would the best leader you know do in this situation?

- What would you try now if you knew you could not fail?
- What are the positives/benefits in this?
- What are the ways you will grow/benefit from this assignment?
- What can you learn and how will it benefit you in your career?
- What support can I provide to help you view this in a different way?
- What's the most appropriate frame of mind for you to be in right now, as you solve this problem?

Questions to Capture Learning/Development:

- In reflecting on this project/situation, how do you feel things went?
- What did you do that went well?
- What didn't go as well as you would have liked?
- What would you do again next time you have a project like this?
- What will you keep doing?
- What would you change or do differently next time?
- What will you stop doing?
- How could we/you have done this more effectively?
- Looking back now, what did you learn?
- What can you learn from this?
- What's the biggest thing you would have done differently with the benefit of hindsight?
- How have you learned the skills you now have?
- How will you pass on these skills/these insights to other members of your team?
- What is your most significant learning takeaway from this experience?

Questions to Offer Support:

- What can I do to help/support/assist you in this?
- What am I already doing that is helping?
- What other support/resources do you need to get this done?
- What's the one question I could ask you now that would really make a difference?
- What is the one thing I can do to best support you in reaching this goal?