

Powerful Coaching Questions List

This list includes questions that incorporate the International Coach Federation (ICF) core competencies.

Setting the Foundation

ICF Competencies:

- Establish the coaching agreement
- Establish trust and a safe environment
- Create coaching presence- be mentally present and engaged

Questions:

- What would you like to focus on for our conversation?
- What do you hope to achieve in our time together today?
- What would you like to take away from our conversation?
- What do you need to accomplish from our discussion?
- Based on the priorities of your team, what would you like to focus on today?
- Based on the amount of time we have together today, what would be your ideal outcome from our conversation?
- How can our session today help you with the current challenges you are facing?
- What is your desired outcome or goal?
- How will you know if you have achieved your goal?
- How will you measure success?

Sources:

Hicks, R.F. (2014). *Coaching as a leadership style: The art and science of coaching conversations for healthcare*. New York, NY: Routledge.

International Coach Federation. (N.D.). Core Competencies. Retrieved from <http://coachfederation.org/credential/landing.cfm?ItemNumber=2206>

Creating Awareness

ICF Competencies:

- Listen actively
- Ask powerful questions
- Communicate directly
- Create Awareness

Questions:

- What's important to you about that outcome or result?
- What have you tried so far?
- Tell me more.
- What will change if you achieve this goal?
- What's worked for you in the past?
- When have you been successful in a similar situation in the past?
- What did you do to make it successful?
- What strengths can you utilize in making this change?
- What's the current situation?
- What is in your control?
- What can you learn from this situation?
- If you could start over again, what would you do differently?
- What's the cost of not taking action?
- What's the benefit of taking action?
- What barriers stand in your way?
- What's getting in the way of your progress?
- What's your biggest obstacle to achieving this goal?
- What else?
- Imagine you had no barriers, what would that look like?
- What changes are needed to move forward?
- What specific events led you to that conclusion?
- Think of someone you respect. How would she/he handle this situation?

Action Plan and Accountability

ICF Competencies:

- Design actions
- Plan and set goals
- Manage progress and accountability

Questions:

- Based on what we have been discussing, what are your next steps towards achieving your goal?
- What are the possible outcomes?
- What are your options moving forward?
- What haven't you considered that might have an impact?
- If you had all the resources you needed, what action would you take?
- What is your plan?
- What actions will you take? By when?
- What information do you need to move forward?
- What is a first step you can take?
- How will you know that you've succeeded?
- What resources do you need?
- How can I support you with your plan?
- Who do you have to support you?
- How will you hold yourself accountable?
- What can you try?

Follow-Up Conversation Questions

- How is your plan going? What's working?
- What have you learned so far?
- What are the obstacles in your way?