

## 107 Great coaching and mentoring questions

1. Are there any emotions you are trying to avoid here?
2. By how much do you want to improve, by when?
3. Could you treat this as an experiment and see what happens between now and our next meeting?
4. Do you dread the conversation with X? What's causing that feeling? How might that emotion affect whether you achieve the outcome you want?
5. Do you need to control this situation? If so, why?
6. How committed are you to achieving this?
7. How could you find the courage to do what you think is right?
8. How could you have done this better?
9. How do you like to be managed?
10. How does this fit in with your personal values?
11. How genuinely committed are you to this goal?
12. How open to constructive criticism are you? What could you do to improve your openness to criticism?
13. How much could you have contributed to the problem?
14. How much do you respect your colleagues? Yourself?
15. How much is enough / good enough?
16. How much of your work is challenging intellectually?
17. How much / often is enough?
18. How pure are your intentions?
19. How will you feel about this decision when you look back at it in 2 year's time?
20. How will you make it possible to hear those unwelcome messages?
21. How would [role model] handle this?
22. How would you explain this to your children/partner/family?
23. How/what do you feel?
24. I don't know what to do about that; what do you think?
25. If all the obstacles disappeared, what would you do?
26. If our roles were reversed, what would you be asking the right now?
27. If this is really what you want to do, why haven't you started?
28. If this issue were an animal/car, can you describe what would it be like?
29. If you did know the answer, what would it be?
30. If you get that outcome will that give you what you want?
31. If you had another 100 years to live, would this still be a priority for you?
32. If you had only 6 months to live, would this still be a priority for you?
33. If you were independently wealthy, would you still come to work? So what is it that your work gives you over and above money? Could you get that another way?
34. If you weren't here for a month, what wouldn't get done?
35. If your direct reports could really say what they think, without fear of offending, what might that tell you?
36. Is it more important to you to be right rather than respected? Liked rather than efficient? Understood rather than understanding?
37. What are your beliefs around this issue? Which are helpful and which are unhelpful?
38. What are your responsibilities here?
39. What could increase your commitment?
40. What could you do to obtain timelier, more constructive feedback?
41. What could you stop doing that would help your situation?
42. What do you care about?

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43. What do you fear most?
44. What you notice about your part in this?
45. What do you resent most about...?
46. What do you think you might be doing that would cause other people to fear/mistrust/resent you?
47. What do you want people to say about you at your funeral?
48. What you want the outcome to be?
49. What do you want to be remembered for?
50. What do you want to become?
51. What do you/could you do to show that you care?
52. What does this mean for you?
53. What does this situation/experience tell you about yourself?
54. What does your gut instinct tell you?
55. What else could you do?
56. What else have you done?
57. What first steps could you take that would give you the confidence to make real progress?
58. What happens if you do nothing?
59. What have you not done?
60. What help do you want/would you most value from me?
61. What is the quick-fix solution? The permanent solution? What other pluses and minuses of each?
62. What is your *need* from this situation?
63. What is your purpose? (either general- What are you on earth for?; or specific, about this issue?)
64. What kind of role model do you think you represent here? What kind do you *want* to present?
65. What makes you feel valued?
66. What makes you get out of bed in the morning? What makes you think you'd rather stay there?
67. What messages do you not want to hear?
68. What need are you addressing when you behave in this way?
69. What permission have you given [other person]? Yourself?
70. What stops you walking away?
71. What two or three things would make a difference to how you feel, if you focused on doing them and ignored everything else?
72. What unintended messages might you be sending in this situation?
73. What was your part in that?
74. What were the differences between the best and worst (career) decisions you have made?
75. What will/could you lose by winning?
76. What would a fly on the wall say was going on?
77. What would be the impact on doing exactly the opposite of what is planned?
78. What would put you back in control?
79. What would the other party see you doing?
80. What would you ask yourself if you were me?
81. What would you have liked the other person to say? Why didn't they?
82. What would you like to have said? What stopped you?
83. What would your best-self say or do here?

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84. What's stopping you facing up to this? (Less confrontive than 'Why don't you?')
85. What's the consequence of not doing that?
86. What's the danger here?
87. What's your greatest ambition?
88. What's is your greatest fear?
89. When your future self looks back at this, what should you have learned from it?
90. Where's the enjoyment in what you do?
91. Who are you? Who do you want to be?
92. Who could/should you ask for help? What's stopping you doing so?
93. Who do you compare yourself with? Who would you like to compare yourself with? Why?
94. Who do you need to give you permission to do this? What's stopping you giving yourself permission?
95. Who do you want to be?
96. Who else exerts control on your decisions?
97. Who else has called upon your time, your mental energy, your attention?
98. Who else shares ownership of this issue with you?
99. Who else's job are you doing as well as your own?
100. Who is in control of this situation?
101. Who knows? Who can? Who will?
102. Who owns your time?
103. Whose opinion do you value?
104. Why do you think people say/think that about you?
105. Why does this matter?
106. Why might that not be the right way forward?
107. *And finally, the one that does pretty well everything that you need:*  
Wassup?