

SAMPLE COACHING QUESTIONS

1. WHAT'S STANDING IN YOUR WAY?

Asking this open-ended question allows the student to identify the obstacles preventing their success. Understanding the obstacles will enable you to set a more succinct goal.

2. WHAT DOES SUCCESS LOOK LIKE?

By focusing on the desired end-state you can work backwards to understand what steps are required to complete the goal and achieve success.

3. WHAT WOULD BE A MILESTONE ALONG THE WAY?

Encourage your student to analyse the steps required to achieve their goal and identify a milestone that would indicate significant progress towards success.

4. WHEN DO YOU WANT TO ACHIEVE YOUR GOAL BY?

A concrete timeframe is an essential part of goal setting because it requires the student to be responsible for actioning the goal. It is essential to explore the steps involved in achieving a goal to set a realistic timeframe.

5. WHY IS THIS GOAL OF REAL VALUE TO YOU?

Encourage the student to explore why the goal matters and how it will feed into their broader objectives.

6. WHAT OTHER FACTORS ARE RELEVANT?

There may be other environmental factors that enable or inhibit the student to reach their goal. Understanding and planning for the influence of these factors is essential for success.

7. WHAT HAVE YOU DONE TO ACHIEVE YOUR GOAL SO FAR?

Identify if the student has taken any steps to progress towards their goal and how effective these steps have been. This exercise may also be useful to identify what is not working.

8. WHAT DO YOU HAVE THAT YOU'RE NOT USING?

Does the student have any skills, tools, or knowledge they are not using that may aid them in achieving their goal?

9. WHAT IS YOUR ACTION PLAN?

Encourage the student to break down their goal into a time-limited action plan. Completion of goals in stages provides additional motivation and stops your student from perceiving their goal as unattainable.

10. WHAT SUPPORT DO YOU NEED FROM ME?

Have the student identify how the coaching relationship will be of most use. This may be the demonstration of practical skills or training or based on checking in and providing feedback.