

Performance Coaching Questions

Gaining Clarity

1. What topic do you want to discuss?
2. What do you want from this discussion?
3. What are the consequences if you do not reach this goal?

Reality of the Moment

4. Briefly, what's been happening?
5. What have you tried so far?
6. What were the results?
7. What's your sense of the obstacles for you?
8. For others?
9. Is the goal still realistic?

Choices

10. Describe "fantasyland"—if you could do anything, what might you do?
11. If you were the other person, what would you have to hear/see to get your attention?
12. If you were watching conversation, what would you recommend?
13. Would you like suggestions from me?
14. Do any of these ideas interest you enough to explore further?
15. If you were to do this, how might you go about it?

Next Steps

16. Does this option interest you enough to take action?
17. How will you go about it?
18. What might get in the way?
19. How might you overcome that?
20. What and when is the next step?