

100 Coaching Questions for Leaders & Managers

Extract from “Leader As Coach” Workshop for Teams and Individuals

Questions About Mindset

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What's the most common negative thought you have about yourself and how could you express that as a positive?

What is worse, failing, or never trying?

What's the greatest quality you possess?

Why not you?

How does resistance to progress show up in you?

Think of someone you admire, how would they handle your situation?

Questions About Mindset

What's the benefit of taking action?

Which of your weaknesses is causing you problems right now?

Which of your strengths serves you best right now?

How can you overcome your own resistance?

Who do you need in your corner right now?

What would make you really excited?

If you were at your best, what advice would you give yourself?

Questions About Goals

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When (precisely) will you take the first step on your new path?

How will you know if you have succeeded?

What opportunities are you seeing?

How can you hold yourself accountable?

What's your definition of success?

What do you want to achieve?

Questions About Goals

What do you wish you had started already?

What's a safe experiment you could do to test your idea?

What's the biggest obstacle to achieving your goal?

If not now, when?

What do you want more of in your life?

What do you want less of in your life?

What have you wanted to do but were afraid to try?

Questions About Purpose

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What are the words you would like to live by?

What have you done to try to solve your problem?

What has worked for you in the past that you could use again now?

What matters to you right now?

How balanced are the needs of your work, home, community and self?

What is life asking of you?

Questions About Purpose

Are you living true to yourself?

What's the most important thing in the world to you and why?

What is your why/purpose?

What's the cost of not taking action?

How do you find true peace?

How can you be a better colleague?

Questions About Perspective

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To what degree are you controlling the course of your life/work?

What have you given up on?

If you could talk to your teenage self, what's the one thing you would say?

When did you last reach out of your comfort zone?

Are you letting things that are out of control cause you stress?

Do you have a healthy perspective?

What do you need most right now?

Questions About Perspective

If you could start over again, what would you do differently?

What is in your control?

What is beyond your control?

What have you already tried?

Is the story you tell about your life serving you well, or holding you back?

What would you advise your younger self to do in this situation?

If you believed in yourself, what difference would that make?

Questions About Productivity

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What can you learn from the last thing that went wrong?

Are you using time wisely?

What prevents you from living to your true potential?

What is your greatest distraction?

What are you doing to not achieve your goals?

What information do you need in order to decide what to do?

Questions About Productivity

Can you rank the options you have for action or inaction?

What do you want to happen next?

What can you do right now to move to the next level?

What do you need to change to achieve what you want to achieve?

What is the first (or next step) on your plan?

Questions About Visualization

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If you met your future self, what advice would they share with you?

What would you like your grandchildren to say about your life?

If you continue on this path, will you be where you want to be in 5 years time?

What will things look like after you have been successful?

If your main obstacle didn't exist, how would your life look?

How can you create the right conditions for success?

Questions About Visualization

Imagine there were no barriers, how would things play out?

What will you see, hear, smell and feel when you achieve your goal?

What does success look like?

What's the best possible outcome?

Imagine a future perfect day at work, how did you get there?

What is your vision?

Questions About Wellbeing

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What do you need to forgive yourself for?

When are you going to stop being frightened?

What are you holding on to that you need to let go of?

How can you take better care of yourself?

Are you putting enough effort into your relationships?

When you were most satisfied in life, what factors were in play?

When you were most proud of yourself, what contributed to that?

Questions About Wellbeing

When you were most satisfied in life, what need was being fulfilled?

What are your non-negotiables?

Do you want to continue to feel like this?

How can you accept your current situation?

How can you let go of the past?

Listening Prompts

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And so...?

Tell me the story behind that.

I am sure there is more you would like to say about that.

What I am hearing is...

I've noticed you use the word ... all the time

I sense that you like/don't like...

Listening Prompts

This is a safe space to share your thoughts

You have my attention

Take your time

Tell me what you'd say if you were me

I can empathise with that

Go on...

*To find out more about my
“Leader As Coach” training,
email:*
stephenlockcoaching.com