

TIPS FOR EFFECTIVE COACHING QUESTIONS

KEEP THE QUESTIONS...

Open Ended

- Avoid starting questions with: Will you...? Did you...? Have you...?
- Start questions with: what, who, and how

Advice Free

- Avoid phrases such as: Why don't you...? Have you tried...? What if you...?
- Ask questions that invite the coachee to self-advise



Forward Focused

- Avoid the “he-said-she-said” and the “what-happened-next” conversations of the past
- Use forward-based language, such as: What will you do next week? In six months? In two years?

Short

- Avoid asking magnificently complex, compound questions
- Ask short questions that are less than 8 words, such as: What does success look like?, What's the objective?, What's the impact?