

Open-ended Question Examples:

The coaching process is an iterative one, requiring careful listening and thoughtful questions. As you go through each iteration with another person, different questions may come to mind based on what you hear and where the other person wants to go. Accordingly, Coaching is NOT asking a bunch of questions off a sheet of paper.

That being said, at times it helps to have suggestions for when you're stuck. In these instances, you may find the questions below helpful to get you going again. The questions come from the book *Co-active Coaching**. Add these to your favorite ones like "What would it look like?"

Assessment / Clarification / Elaboration

- ✚ How do you feel about it?
- ✚ What is your assessment of the situation?
- ✚ What is the part that is not yet clear?
- ✚ What concerns you the most about it?
- ✚ What else is happening?

Evaluation / Example

- ✚ What is the opportunity here? What is the challenge?
- ✚ How does this fit with your plans?
- ✚ What is an example?
- ✚ What have you done in the past?

Exploration / Learning / Inquiry

- ✚ What do you want to explore further?
- ✚ What are your other options?
- ✚ What would you do differently in the future?
- ✚ What did you learn from this?
- ✚ What could you have done to handle the situation better?

- ✚ What led up to it?

Implementation / Integration / Outcomes

- ✚ What will you do?
- ✚ What will you take away from this?
- ✚ How can you make sure you remember what you have learned?
- ✚ How would you pull all this together?
- ✚ What is your desired outcome?
- ✚ What do you want?
- ✚ How will you know you have achieved it?

Planning

- ✚ What do you plan to do about it?
- ✚ What kind of plan do you need to create?
- ✚ What could you do to improve the situation?

Substance

- ✚ What seems to be the main obstacle?
- ✚ What seems to be the trouble?
- ✚ What is stopping you from moving forward?

* *Co-Active Coaching*. Kimsey-House, Kimsey-House, Sandahl and Whitworth. Boston and London. Nicholas Brealey Publishing. 2011