

The 7 Coaching Questions

1



The Kickstart Question

"What's on your mind?"

Break the ice and get the conversation flowing.

2



The AWE Question

"And what else?"

Generate more options to improve the quality of decisions.

3



The Focus Question

"What's the real challenge here for you?"

Identify the real issue at hand, specific to the person and situation.

4



The Foundation Question

"What do you want?"

Differentiate between wants vs needs, to improve communication & decisions.

5



The Lazy Question

"How can I help?"

Get the other person to propose a solution without you having to develop one.

6



The Strategic Question

"If you're saying yes to this, what are you saying no to?"

Ensure real commitment to a decision (vs jumping in half-heartedly).

7



The Learning Question

"What was most useful to you?"

Create a learning moment to coach for development.

