



Guiding questions

Coaching can be seen as a communication process where coaches interact and dialogue with their coachees. This handout provides some examples of guiding questions used during the coaching sessions.

Guiding questions to start

- What is the reason for ...?
- What makes you think that ...?
- What is required of you?
- What do you think is stopping you?
- What is working well?
- Let's go to the end goal; what is needed to get there?
- What would be the first step to get where you need to be?
- What would you do if the conditions were in your favour?
- What have you already tried?
- If you asked ..., what would they advise you to do?
- What else could you do?
- Who else might be able to help?
- What could you do differently?
- What is the worst thing that could happen?

Guiding questions for the way forward

- When are you going to start?
- How could you improve this in the future?
- What do you need from me/others to help you achieve this?
- What roadblocks do you expect or require planning?
- What are the best ways for you to support yourself at this point?
- What would you like to be completed/done before the next meeting?

Guiding questions for listening

- So, what you say is ... (summarising issue), is that correct?
- Help me understand ...
- Let me make sure that I understood right ...
- Could you describe me further...
- Tell me more about this ...