

## 99 powerful coaching questions

The following coaching questions have been taken from Whitworth et al, *Co--Active Coaching*,<sup>1</sup> and are part of their toolkit.

**“Powerful questions are provocative queries that put a halt to evasion and confusion. By asking the powerful question, the coach invites the client to clarity, action, and discovery at a whole new level. As you can see from the following examples, these generally are open-ended questions that create greater possibility for expanded learning and fresh perspective.”**

<b>ANTICIPATION</b>	<p>What is possible?</p> <p>What if it works out exactly as you want it to?</p> <p>What is the vision?</p> <p>What is exciting to you about this?</p> <p>What is the urge? What does your intuition tell you?</p>
<b>ASSESSMENT</b>	<p>What do you make of it?</p> <p>What do you think is best?</p> <p>How does it look to you?</p> <p>How do you feel about it?</p> <p>What resonates for you?</p>
<b>CLARIFICATION</b>	<p>What do you mean?</p> <p>What does it feel like?</p> <p>What is the part that is not yet clear?</p> <p>What do you want?</p>
<b>ELABORATION</b>	<p>Can you tell me more?</p> <p>What else?</p> <p>What other ideas/thoughts/feelings do you have about it?</p>
<b>EVALUATION</b>	<p>What is the opportunity here? What is the challenge?</p> <p>How does this fit with your plans/way of life/values?</p> <p>What do you think that means?</p> <p>What is your assessment?</p>
<b>EXAMPLE</b>	<p>What is an example?</p> <p>For instance?</p> <p>Like what?</p> <p>Such as?</p> <p>What would it look like?</p>

EXPLORATION	<p>What is here that you want to explore?</p> <p>What part of the situation have you not yet explored?</p> <p>What other angles can you think of?</p> <p>What is just one more possibility?</p> <p>What are your other options?</p>
FOR INSTANCE	<p>If you could do it over again, what would you do differently?</p> <p>If it had been you, what would you have done?</p> <p>How else could a person handle this?</p> <p>If you could do anything you wanted, what would you do?</p>
HISTORY	<p>What caused it?</p> <p>What led up to it?</p> <p>What have you tried so far? What do you make of it all?</p>
IMPLEMENTATION	<p>What is the action plan?</p> <p>What will you have to do to get the job done?</p> <p>What support do you need to accomplish it?</p> <p>What will you do?</p> <p>When will you do it?</p>
INTEGRATION	<p>What will you take away from this?</p> <p>How do you explain this to yourself? What was the lesson?</p> <p>How can you make sure you remember what you have learned?</p> <p>How would you pull all this together?</p>
LEARNING	<p>If you had free choice in the matter, what would you do?</p> <p>If the same thing came up again, what would you do?</p> <p>If we could wipe the slate clean, what would you do?</p> <p>If you had it to do over again, what would you do?</p>
OPTIONS	<p>What are the possibilities?</p> <p>If you had your choice, what would you do?</p> <p>What are possible solutions?</p> <p>What will happen if you do, and what will happen if you don't?</p> <p>What options can you create?</p>
OUTCOMES	<p>What do you want?</p> <p>What is your desired outcome?</p> <p>If you got it, what would you have?</p> <p>How will you know you have reached it?</p> <p>What would it look like?</p>

PERSPECTIVE	<p>What will you think about this five years from now?</p> <p>How does this relate to your life purpose?</p> <p>In the bigger scheme of things, how important is this?</p>
PLANNING	<p>What do you plan to do about it?</p> <p>What is your game plan?</p> <p>What kind of plan do you need to create?</p> <p>How do you suppose you could improve the situation?</p> <p>Now what?</p>
PREDICTIONS	<p>How do you suppose it will all work out?</p> <p>Where will this lead?</p> <p>What are the chances of success?</p> <p>What is your prediction?</p>
RESOURCES	<p>What resources do you need to help you decide?</p> <p>What do you know about it now?</p> <p>How do you suppose you can find out more about it?</p> <p>What kind of picture do you have right now?</p> <p>What resources are available to you?</p>
STARTING THE SESSION	<p>What's occurred since we last spoke?</p> <p>What would you like to talk about?</p> <p>What's new/the latest/the update?</p> <p>How was your week?</p> <p>Where are you at right now?</p>
SUBSTANCE	<p>What seems to be the trouble?</p> <p>What seems to be the main obstacle?</p> <p>What is stopping you?</p> <p>What concerns you the most about...?</p> <p>What do you want?</p>
SUMMARY	<p>What is your conclusion?</p> <p>How is this working?</p> <p>How would you describe this?</p> <p>What do you think this all amounts to?</p>
TAKING ACTION	<p>What action will you take? And after that?</p> <p>What will you do? When?</p> <p>Is this a time for action? What action?</p> <p>Where do you go from here? When will you do that?</p> <p>What are your next steps? By what date or time will you complete these steps?"</p>
<p><sup>1</sup> Whitworth, L et al, 2007, <i>Co---active Coaching: new skills for coaching people toward success in work and life</i> (2<sup>nd</sup> ed), Davies---Black Publishing, California</p>	