

Business purpose: To use what works well as a focus for improving performance.

Appreciative Inquiry Coaching Questions



- What have been your best experiences here?
- What are the major successes in your life?
- What do you value about yourself, your work, your team, your organisation?
- When have you felt most alive here?
- What are your three wishes for working here?
- What would you love to see three years from now?
- What achievements are you proudest of?
- What makes it worth coming to work?
- What are the most exciting possibilities for you?
- What gives you energy?
- What gives this organisation energy / life?
- When we work at our best, what happens?
- What brings out the best in you? What does that look like? What happens?
- What works for you?
- What makes that work for you?
- How did you discover that?
- What compels you?
- What frees you up?
- What is creative / passionate / undaunted for you?
- What do you want more of?
- What first attracted you to...?
- What's the opportunity here for you?
- How will you know when.....?
- What are you doing each day towards your dream / vision?
- What is just one more possibility?
- What are you grateful for in this?
- How can you create space for new possibilities?
- How can you make things more fun?
- What images do you have of.....?
- Who is your role model for.....?
- What small step could you take in the direction of where you want to go?
- What would you like to contribute here?
- How ready are you to go for it?
- What will happen if you do? And if you don't?
- If there were no limits, what would you do?
- What would you like to say about this in 10 years' time?