

Questions for Potential



I never thought of that.....

Coaching provides a skilful use of questioning that moves the coachees towards solutions, that enables them to explore different ways of thinking and to take responsibility for their decisions and actions. As a busy line manager, it can seem much easier and quicker to just tell or advise someone what to do, but this tends not to develop people in the same way and results in them depending on your permission or approval rather than taking responsibility themselves.

For long term benefits

Use questions that equip the person with different thinking habits to take into the future:

What would happen if.....?

What outcomes would you anticipate if you did that?

What are your options?

What are the pros and cons of each option?

Given that, what's your preferred option?

Use questions that equip the person with increased self awareness:

Our emotions communicate via our bodies and give us important signals and cues, guiding us towards what 'feels right' so use questions that enable coachees to tap into their feelings and body in addition to their thoughts.

What did you feel when he questioned your competence in that way?

Where in your body did you feel that? / How did your body react?

What happens inside you when you're alongside someone so competitive?

Use questions that demonstrate curiosity, belief in the person, empowerment:

How did you discover that?

Tell me what would engage you in this situation?

What different conversation could you have?

Why the uncertainty?

When have you felt at your best in this project?

You're much more energised when you talk about the team. What energises you here?

How will you know when.....?

What will that look like?

Use questions that bring out the person's potential:

What would you do if that wasn't an issue?

What else could you do? What else? What else?

What great work could come out of this?

What do you bring to this? How do you add value to this situation?

How do you want to feel / behave at the end of this? What needs to happen for you to feel / behave that way?

Feedback on how you use questions is always valuable. Coaching triads are great for practising to ensure you're coming over the way you want to, i.e. not leading but empowering.