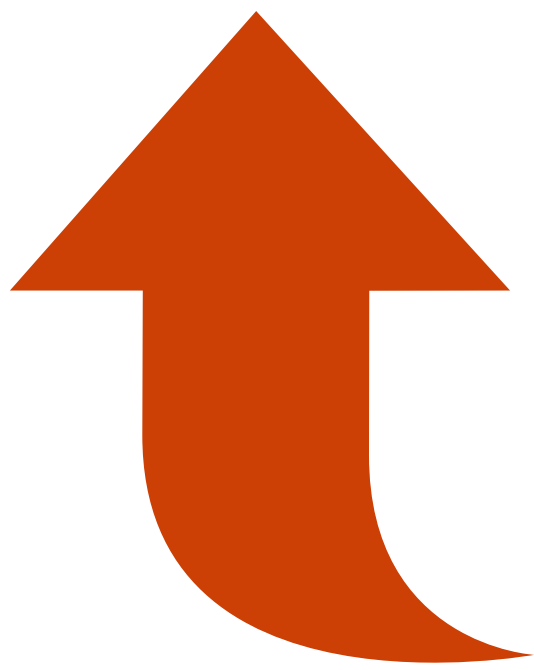


TIPS FOR EFFECTIVE COACHING QUESTIONS

KEEP THE QUESTIONS...

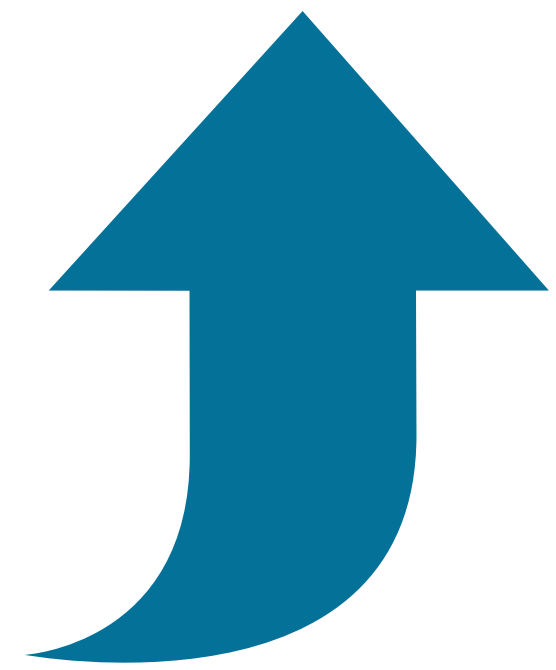
1. OPEN ENDED

- Avoid starting questions with *Will you...?*
Did you...? Have you...?
- Start questions with: *what, who, and how*



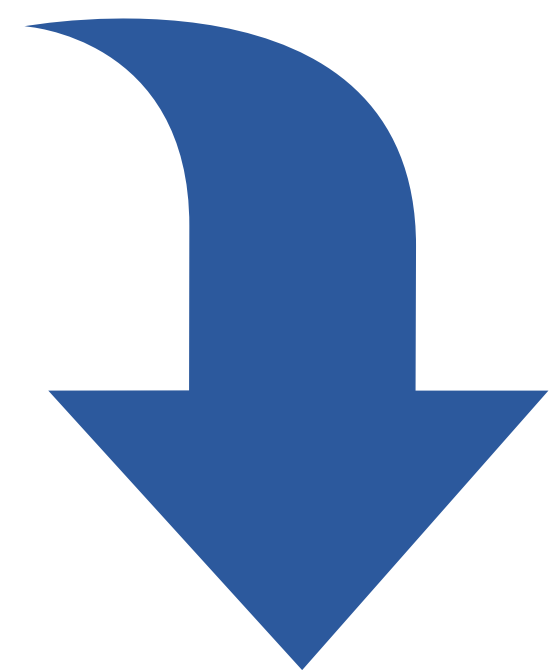
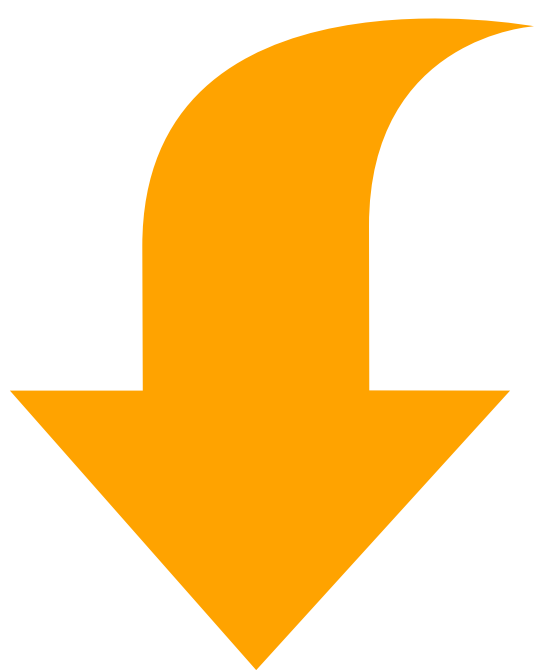
2. SHORT

- Avoid asking magnificently complex, compound questions
- Ask short questions that are less than 8 words, such as: *What does success look like?, What's the objective?, What's the impact?*



3. ADVICE FREE

- Avoid phrases such as: *Why don't you...?*
Have you tried...? What if you...?
- Ask questions that invite the coachee to self-advise



4. FORWARD FOCUSED

- Avoid the *"he-said-she-said"* and the *"what happened-next"* conversations of the past
- Use forward-based language, such as: *What will you do next week? In six months? In two years?*

5. THOUGHT PROVOKING

- Thought provoking questions literally cause people to stop in their tracks
- Ask thought provoking questions, such as: *How will you know you've achieved your goal?, What is your role in that situation?, Where can you take responsibility?*