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STRATEGY EXECUTION HEROES

High quality coaching questions

Examples

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Goal setting - example questions

- What is the aim of this discussion?
- What would need to happen for you to walk away feeling that this time was well spent?
- If I could grant you a wish for this session, what would it be?
- What would you like to happen that is not happening now, or what would you like not to happen that is happening now?
- What outcome would you like from this session/discussion/interaction?
- Can we do that in the time we have available?
- What do you want to achieve long term?
- What does success look like?
- How much personal control or influence do you have over your goal?
- What would be a milestone on the way?
- When do you want to achieve it by?
- Is that realistic?
- Is that positive, challenging, attainable?
- Will that be of real value to you?
- How will you measure it?



Reality - example questions

- What is happening now? (what, where, when, who, how much, how often). Be precise if possible.
- How do you know that this is accurate?
- How have you verified, or would you verify, that that is so?
- What other factors are relevant?
- Who is involved (directly and indirectly)?
- What is their perception?
- When things are going badly on this issue, what happens to you?
- What happens to the others directly involved?
- What is the effect on others?
- What have you done about this so far?
- What results did that produce?
- What is missing in the situation?
- What do you have that you're not using?
- What is holding you back?
- What is really going on (intuition)?



Options - example questions

- What could you do to change the situation?
- Tell me what possibilities for action you see. Do not worry about whether they are realistic at this stage.
- What approach/actions have you seen used, or used yourself, in similar circumstances?
- What else could you do?
- What if...? (time, power, money, etc.)
- Who might be able to help?
- Would you like another suggestion from me?
- Which options do you like the most?
- What are the benefits and costs of each?
- Which options are of interest to you?
- Would you like to choose an option to act on?



Will - example questions

- What option or options do you choose?
- To what extent does this meet all your objectives?
- What are your criteria and measurements for success?
- When precisely are you going to start and finish each action step?
- What could arise to hinder you in taking these steps?
- What personal resistance do you have, if any, to taking these steps?
- What will you do to eliminate these external and internal factors?
- Who needs to know what your plans are?
- What support do you need and from whom?
- What will you do to obtain that support and when?
- What could I do to support you?
- What commitment on a 1-to-10 scale do you have to taking these agreed actions?
- What prevents this from being a 10?
- What could you do or alter to raise this commitment closer to 10?
- Is there anything else you want to talk about now or are we finished?