

When things are going badly on this issue, what is the impact on you?

What's missing?

What's preventing you from being successful?

Take a step back from the problem.
What is really going on?

What is currently going on that is stopping you making progress?

When things are going badly on this issue, what is the impact on others?

What is happening now?

What have you tried so far?

What action have you taken on this so far?

How did it go?

What did you learn from the things you've tried so far?

What were the effects of that action?

What do you need to do to make it happen?

What are you going to do?

When are you going to do it?

What external or internal barriers are there to achieving your goal?

What could prevent you from being successful?

How can you eliminate these factors?

What obstacles might you meet along the way?

When are you going to make a start?

What support do you need?

What's the first thing you will do?

What could you do to make sure you've got all the support you need?

How certain are you that you will carry out your actions, on a scale of 1-10?

If it's not a 10, what prevents it from being a 10?

What is your goal?

What will you see, feel or hear when you achieve your goal?

What would you like to take away from this time?

How much control and influence do you have over achieving your goal?

When do you want to be able to say, "I have achieved my goal!"?

What are you motivated to achieve?

What would success mean?

How will you know that you've achieved that success?

How will you make this happen?

What advice would you give to a friend if they were facing this issue?

What could you do to make real progress?

What else could you do?

If time, money and power were not obstacles, what could happen?

Think of someone you know who is wise and helpful – what would they recommend you do?

What can you do? What options do you have?

How can you move this forward?

Coaching Tips

1. Avoid asking 'Why?' as it can lead to a defensive response
2. Reflect people's own words back to them so they can hear what they are saying and feel heard by you
3. Don't ask too many questions - allow time for silence and thinking
4. Resist offering solutions or advice, even by stealth (everyone knows a leading question when they hear one!)
5. Ask permission to share experiences - be aware of "dumping your autobiography"

G = Goal

These questions help set the purpose of the conversation as well as any short and long term goals

R = Reality

These questions invite deeper thinking about the existing context, and any obstacles or limiting beliefs that may be in the way.

O = Options

These questions open up the thinking about possibilities, helping to create as many alternative ideas and courses of action as possible

W = Will

These questions activate the will to make change and plan what first steps to take. They help build commitment to action