Powerful Coaching Questions

The Top 4:

1. Miracle Question:
   - What would happen if overnight a miracle occurred and you (achieved your goal, solved your problem)?

2. Scaling Questions:
   - On a scale of 1-10: How would you rate yourself in...?
   - How important is...?
   - How much energy do you have...?
   - How committed are you to...?

3. 24-hour Question:
   - What could you do in the next 24 hours?

4. No Failure Question
   - If you knew you couldn’t fail, what would you do?

“NOW” Questions

- What brings you here today?
- How would you describe your situation
- What would you like to get out of today’s meeting?
- Describe your three greatest accomplishments. What makes them stand out? What have you learned from them?
- What energizes you?
- How are you contributing?
- Who are the key people who support you? Who could support you? Who could help you?
- What situations bring out your best?
- What have you already started to put in place to achieve...?
- What would you rather have?
- What goals have you been considering?
- What ideas do you have?
- Which is the best idea?
- How do you see this situation?
- What are your options?
- How does that sound to you?
- What does that feel like?

“What if...” Questions (Pondering)

- I wonder what would happen if...?
- What if you had three wishes...?
- If you do or don’t do this action what could happen? What are the consequences?
  - How serious would it be if this occurred?
  - How bad/good would it be?
• If things went your way, what would be different?
• Could you treat this as an experiment and see what happens?

**Future Questions**

• What would you like to achieve in the next (insert time period)?
• What are you going to do differently?
• What do you hope to gain?
• If you were to take on step toward achieving your dream, what would you do?
• What will be different for you afterward?
• What’s the ideal outcome?
• What would a good outcome look like?
• Where would you like to be a year from now?
• How perfect does the solution have to be?
• How much is enough? Good Enough?
• How will you feel about this decision when you look back on it in two years?

**Action**

• When will you start?
• What could you do to begin your dream?
• What have you already put into place?
• What small action could you take in the next (insert time frame)?
• What’s the next step before we meet again?
• What has to happen for you to begin to get more of what you want?
• If this is really what you want to do, why haven’t you started?
• What would be a quick-fix solution? What is a more permanent solution?
• What will put you back in control?

**About the Coaching Process**

• How would other people be able to tell if our coaching has been successful?
• What do you want to take away from this session?
• If our coaching sessions work out, what will be different for you?
• What would you really like to do?
• Should we focus on X or Y (insert choices)?
• What are you committed to actually doing?
• What triggered your desire to change?
• What are the most valuable ideas and techniques you’ve acquired from coaching?
• Acting as a self-coach, how will you maintain and strengthen your gains from coaching?