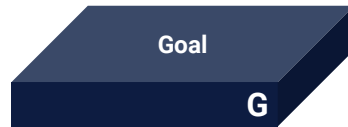
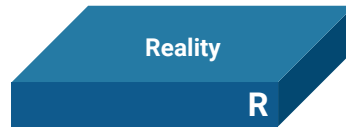


Coaching Questions



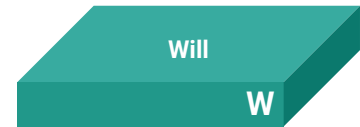
- What do you want?
- What specific goal are you trying to achieve?
- What is it specifically you are trying to change?
- What outcome do you want to see?
- Over what time frame?
- Where would you like to be on a scale of 1–10?
- Imagine you have achieved it:
 - What does it look like?
 - How do you feel?
 - What are people saying to you?
 - What are the benefits?
- What do you want to achieve in five years/one year/three months?
- How could you say your goal in a few words?
- Which part of that is the real focus?
- How will you know when you have achieved it?
- In an ideal world, what do you really want?



- How far off is the achievement of your goal?
- What do you need to do that you are not currently doing?
- Is the right goal for you?
- Do you have the skills, capital, etc. necessary to adequately achieve this goal?
- What is happening at the moment?
- How important is this to you?
- If an ideal situation is 10, what number are you at now?
- What impact is this having on you/how do you feel?
- What have you done so far?
- Who else is affected?
- What are you doing that's working towards your goal?
- What are you doing that is getting in the way of your goal?



- How could you do things differently?
- What options exist to help you achieve your goal?
- What specifically will you change to achieve your goal?
- What are your options?
- What could you do?
- What else?
- If there were anything else, what would it be?
- What has worked in the past?
- What steps could you take?
- Who could help you with this?
- Where could you find out the information?
- What might someone else do in your shoes?
- Imagine you have achieved your goal; look back on the journey and tell me how you got here.

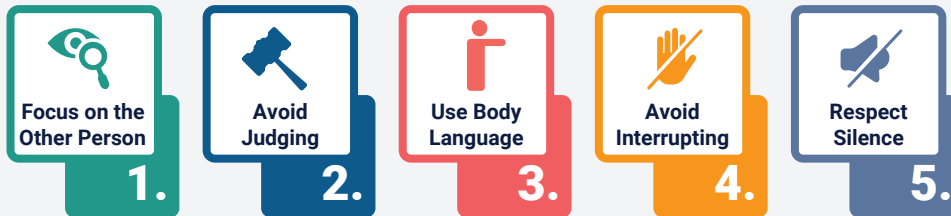


- Exactly how committed are you to reaching your goal (use a 1-10 scale with 10 being the most committed)?
- How will you know when you have achieved your goal?
- Who, what resources, or what else do you need?
- What will you do about that?
- How will you do that?
- When?
- What will it take for you to commit to that action?
- What could you do to become more committed?
- Could you do more?
- How many?
- How much?
- How often?
- Where will you find that?
- Who will you talk to?
- What else could you do?

GROW Model



Tips to Improve Active Listening



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Sam specialises in purpose driven business transformation and organizational sustainability, with a passion for leadership development, coaching, performance improvement, innovation and diversity.



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