

Coaching Questions

Help people develop insights and solutions sooner by using the LifeLabs Learning SOON Funnel.

Playbacks + Split-Tracks

- Just to make sure I understand, you said _____. Did I get that right?
- I hear a few things: _____ and _____. Which one should we focus on?

Success

1. **What would success look like?**
2. What would tell you that you have reached your goal?
3. What do we hope to achieve?
4. How should we best go about thinking about this?
5. What would be the benefit?
6. What is the purpose of this meeting?
7. What decisions need to be made?
8. What are your decision criteria?

Obstacles

9. **What are the obstacles?**
10. What is holding you back?
11. What might get in the way?
12. What concerns you most about it?
13. What are your hesitations?
14. What might be the unintended consequences?
15. What are the advantages or disadvantages of starting sooner/later?
16. Whose buy-in do you need to get?

Options

17. **What are the options? What else?**
18. What have you tried so far?
19. Would you like to brainstorm on this idea?
20. When does this problem occur? When doesn't it occur?
21. What's working well?
22. What other angles can you think of? Other possibilities?
23. How else could a person handle this?
24. If you could do anything, what would you do?
25. Who can help with this? Who else needs to be involved?
26. If you could do it over, what would you do differently?

Next Steps

27. **What are your next steps?**
28. What's the first small step? An even smaller step?
29. What is the action plan?
30. What needs to be done to get this moving?
31. How committed are you to doing this? (1-10 scale)
32. What would increase this score by one point?
33. What will influence the timing? When will you start?
34. What is the back-up plan?
35. What can we learn that we can use in the future?
36. Was this a good use of our time?
37. What can we repeat/do differently moving forward?

