



*Ideas that make you  
a better leader*

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## 99 Questions to Start a Coaching Conversation

1. What is the happiest part of your daily routine?
2. What are some things you feel grateful for?
3. In the past week/month/year, what were your three most positive moments?
4. What do you hope to have accomplished by the end of our session(s) together?
5. How will you specifically know what success looks like for you?
6. What would be the most significant success you could hope for from our meeting?
7. What other aspects of your life do you feel will be improved by accomplishing this?
8. How will your achieving this goal help others around you?
9. Why is it important to you to accomplish your goal?
10. How do you feel you could best motivate yourself?
11. What are the best ways for you to support yourself at this point?
12. If you had no restrictions at all, who would you be?
13. What matters to you the most concerning this value/life domain?
14. What are you keen to accomplish through this personal coaching sequence/session?

15. What would you like to see happen?
16. What is it specifically that you want to achieve?
17. Describe your ideal outcome from this coaching...
18. Tell me more about this perfect result?
19. Why do you want to achieve this goal?
20. What is the deeper meaning or personal significance that this goal has for you?
21. What positive things do you feel will happen if you accomplish what you're trying to achieve?
22. Tell me how you will know if you've attained your desired outcome?
23. At this point, what's happening now to you? What impact or influence is this having?
24. Tell me more about this...with whom? Where? When?
25. Have you tried doing anything thus far to achieve your goal?
26. I'm curious about what you did... How did it go for you? Share some examples with me...
27. Where do you feel you are now concerning your goal? Would you be able to rank this out of 10?
28. So far, what has helped your progress? What has held you back? Tell me about the last time this happened...
29. What do you feel you need to achieve your goal?
30. If you asked for this resource, what would happen?
31. What could you do differently this time around?
32. Has anybody you know achieved the same goal? How did they manage?
33. What do you see as the first step to accomplishing your goal?
34. What might you do to take you closer after that?
35. Can you think of some alternatives? Is there another way?
36. Who might you ask for help? Who else?
37. In the past, what has worked for you? What did you learn from that?
38. Tell me what you think would happen if you tried doing that?
39. What are the pros and cons of this option?
40. Which possible pathway do you feel prepared to go down?

41. What would you do if time/money/resources weren't an issue?
42. How will you measure your progress using this option?
43. Which opportunity are you going to pursue?
44. What specific actions will you take to achieve your goal? What is your time frame?
45. What are the steps you're going to take? What's the very first thing you will do?
46. What are the next three steps? What else?
47. Have you considered the potential barriers?
48. Tell me how you plan to overcome these obstacles...
49. Who will you ask to help you along the way? What else will you need?
50. How committed do you feel to this particular opportunity, out of 10?
51. What are some ways you can get to 10?
52. How are you going to know that you've succeeded?
53. What is one key thing you want to achieve at this moment?
54. What are the three areas you wish to develop, enhance, or grow?
55. What do you see as the real challenge right now?
56. Imagine you've just ended the perfect week at work. What outcomes make you proudest?
57. In what specific areas would you like to be at your professional best?
58. Describe this goal or challenge a bit more...
59. What are some ways this challenge is impacting you or others?
60. Tell me about why you see this as an ideal professional outcome?
61. Help me understand why this change is particularly meaningful to you?
62. Could you tell me how this would help you and your team achieve its mission?
63. What do you think would be a good first step?
64. What has worked for you in the past when it comes to your professional growth?
65. How might you draw on that same approach in this case?
66. What do you feel you should do differently?
67. Tell me about the resources that would be helpful? How or where might you acquire those?
68. What would you do if resources were not a concern?

69. What else can you think of?
70. How might you broaden your current line of thinking?
71. What are some concrete steps you could take to achieve this goal?
72. How might you turn these steps into a plan?
73. What will success look like? How will you know you've achieved your goal?
74. How will you prepare for each step?
75. How do you plan to motivate yourself when obstacles arise? What are some ways to motivate yourself to get started?
76. How can you help clients self-motivate by looking at the values that relate to them?
77. How can you encourage behavioral change, by having clients consider the outcomes of their actions or inaction?
78. How can you facilitate a greater relationship with clients through more positive interactions?
79. What is your focus for today? (Topic)
80. What is it you'd like to get from our conversation? (Topic)
81. What matters the most to you regarding this? (Goal)
82. What do you imagine it would look like if you could accomplish this? (Goal)
83. Describe the existing situation... (Reality)
84. What do you think you will need to do? (Reality)
85. Have you successfully handled a similar situation before? (Reality)
86. What might your colleagues suggest that you do? (Options)
87. What can you control about this situation? (Options)
88. What advice would you give someone else in a similar situation? (Options)
89. What's your next step after today? (What Next)
90. What matters the most to you in your professional life? What do you believe passionately in?
91. What skills, talents, or competencies do you have that you are most proud of? Which make you the happiest? Which make you feel accomplished?
92. What would you love to be able to list on your ideal resume? How about if there were no barriers or boundaries?

93. Describe the last time you felt driven and motivated by your role (current or past).  
What were you doing? Who was around? Where were you?
94. When trying to learn a skill you're passionate about, what are some barriers you've faced? How did you overcome these? Which did you need help with?
95. What do you feel is preventing you from learning the knowledge you're after?  
Have you asked anyone else for help? If so, what happened?
96. What is one step you could take to get you closer to that career goal? What kind of development or opportunities might you need to make that step? What opportunities can you create by yourself?
97. What can you practically achieve between now and next week/month/quarter to take you closer to your goal?
98. How would you go about achieving your career goal if you had unlimited resources? What is already possible right now?
99. Have you told others around you about your career goals? Has anyone achieved a similar objective?

