

# COACHING QUESTIONS

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When leaders coach their team, we see healthier relationships, engaged employees, stronger teams, and company goals reached. The key is to actively listen; don't solve the problems, but work out the problems with them by asking questions and encouraging them to come up with solutions and make decisions.

**By having them work out the challenges, they are taking ownership and growing leadership skills.**

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## Process Breakdowns:

- *Have you thought about what would need to change for this process to be better?*
- *What ideas do you have that you think could work?*
- *What do you think a good first step would be?*
- *Who do you think would be a great person to help with this?*
- *What do you think would be a realistic timeline for this to be completed?*
- *What do you think is preventing us from moving forward?*
- *What obstacles do you see getting in the way?*
- *What can I do to support you?*

## Interpersonal Conflict:

- *Is this the first time this has happened?*
- *What have you tried to resolve this? How did it go?*
- *Are they aware of how you feel right now?*
- *What could they do to make you feel better?*
- *How could they have communicated that better to you?*
- *If they were sitting here, what would you like to say to them?*
- *If you were to talk to them right now, would you be able to handle the conversation well or do you need time to take a deep breath and process?*

## Growth

- *If you could look into the future and see your life, what would it look like? What would you be doing?*
- *What is one responsibility you've been holding on to that you know you need to release?*
- *What would the next step be in your career?*
- *What's holding you back from taking the next step?*
- *When would you like to see your life/career change?*
- *Who do you look up to and what is it about them that you admire?*
- *What are you waiting for?*
- *What needs to happen for you to take the next step?*