

What are the types of questions a coach might ask?

Your coach will ask lots of questions to help you explore a situation. These are some examples of coaching questions you might hear, depending on your situation and needs.



Career Development & Management

- ◆ How do your career goals align with your life goals?
- ◆ What gives you energy at work? What drains your energy?
- ◆ If you were stuck in your current role at work, how would you deal with it?



Fulfillment & Values

- ◆ What motivates you to be your best?
- ◆ What do you want to be known for?
- ◆ What means more to you: professional fulfillment or opportunity to contribute?



Skills and Mindset for Success

- ◆ What skills do you need to develop in order to be successful in your current role?
- ◆ When do you feel most confident at work?
- ◆ What are your strengths and how do you apply them in your current role?



Performance Evaluation

- ◆ What criteria are used to evaluate your performance at work?
- ◆ How do you keep track of your goals?
- ◆ What is something you want to be recognized for?
- ◆ What have you learned in the past year and how has it impacted your work?
- ◆ What are you glad you tried even though it wasn't successful?

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Relief from Work-Related Stress

- ◆ On a scale of 1-10, how would you rate your stress level recently? What contributes to it?
- ◆ What emotions did you experience during your work day today?
- ◆ Describe what work-life balance means to you. What is non-negotiable?
- ◆ What boundaries can you set to maintain work-life balance?



Positive Work Relationships

- ◆ If you could change one thing about your relationship with your team, what would it be?
- ◆ If you could change one thing about your relationship with your manager, what would it be?
- ◆ How satisfied are you with your current work relationships?



Belonging

- ◆ What is your role in creating a team environment where everyone feels like they belong and can contribute?
- ◆ How do you like to be recognized for your efforts?
- ◆ What makes you feel like your contributions are valued?



Momentary Intervention

- ◆ When something bad happens at work, who do you usually talk to first?
- ◆ Is there a difficult conversation at work you've been avoiding? Why?
- ◆ An important conversation with your manager is coming up. How do you prepare for it?