

Examples of Powerful and Disruptive Questions

Module 1: The Mindset and Skillset of Coaching

You may find some of your favorite “go-to” questions here, and hopefully some new ideas as well! These questions can be used in the coaching session, and/or as inquiries between sessions. This is not designed to be a comprehensive list of all possible questions, but rather, to inspire you as a coach with some possibilities.

| Questions to make the client think, ponder, or consider |
|---|
| What do you want, really? What is actually important to you? |
| What part of the situation have you not yet explored? |
| What will happen if you do and what will happen if you don't? |
| What is clear to you and what is not clear? |
| What's your biggest dream? |
| If there were no limits, what would you want (or do)? |
| What do you want your life to stand for? |
| What are you being too hard on yourself for? |
| What parts of you deserve more credit or acknowledgement? |
| Questions to disrupt current neural pathways that are not serving the client |
| What are you taking as true in this situation? Is it absolutely true? |
| What does your higher self (future self, inner leader, etc.) know about this? What advice do they have for you? |

| |
|--|
| What are you putting up with / tolerating? |
| What is it time to stop? What is it time to start? |
| Where are you living on autopilot (or dealing with this on autopilot)? What is the impact? |
| Where will you be in a year (5 years, 10 years) if you do nothing? |
| In what way is your response (or actions) in this situation the “definition of insanity,” that is, doing the same thing over and over again expecting different results? |
| What do you tend to say about yourself that is not actually serving you? What could you begin to say instead? |

| |
|--|
| Questions to activate learning and self-reflection |
| If you could do it over again, what would you do differently? |
| What lesson(s) are you taking from this? |
| What would you most like to learn in this situation? |
| Who would you need to be to do that? What values would you need to tap into? |
| Who are you becoming as you do this? |
| What can you celebrate / acknowledge yourself for? |
| What was your contribution to / role in the situation? |
| What advice would you give someone else in a similar situation? |
| How does this help you understand what is really important to you? |
| Questions that help the client make new neural pathways aligned with what they want |
| How would you pull all this together for yourself? |
| What hard thing it is time for you to do? |
| What is one thing you can do today (this week) that will move you forward? |
| What would be the fun way to do this? |

Who might you be in a year (5 years, 10 years) if you do this now?

What have you already been thinking (or doing) that points you in this direction? What thoughts or actions can you build on?

In terms of moving forward / next steps, what is in alignment with your values / purpose / higher self?

Who are you committed to becoming as you move forward?