

This is adapted from a coach I worked with years ago. A quick Google search will give you a great list of alternate questions for each step.

GOAL

Set the goal for the session

What do you want to get out of today's session?

What shall we focus on today?

What feeling would you like to have when you leave this session?

It sounds like...

Is this a

Specific/stretching

Measurable

Agreed

Realistic

Timeframe goal?

REALITY

Use questioning skills to raise awareness

Probe questions – What? When? Where? How much? How often?

(use why with extreme caution)

What does that look like?

What is happening now?

What's working for you now?

Tell me some more about...

I hear your frustrations but you learnt a lot from that. How might you do it differently this time?

If we were to make this change, what would be some of the benefits? If you don't what might be some of the outcomes?

OPTIONS

Help them shift perspective towards action & solutions

What could be done to solve this?

Can you think of anything else?

Understand this is really difficult. We need to park it in order to move on.

What options do you have?

What are you doing already that's working?

How have you stopped the situation from overwhelming you?

What are the costs & benefits?

Magic question – differences between now & ideal outcome

WRAP-UP

Gain commitment to action steps

What are the next steps to take?

What will you do to move forward?

How confident are you that you can do this (1-10)?

How can you keep track of your progress?

Who can support you?

What's going to help you make time for this, this week?

HOME-WORK / ACTION STEPS

- 1.
- 2.
- 3.
- 4.
- 5.

READINESS TO ACT / MOTIVATION TO CHANGE

1 2 3 4 5 6 7 8 9 10