

UNPACKING POWERFUL QUESTIONS



Healing Centered Coaches use Powerful Questions to support clients to remain in the “driver’s seat” while simultaneously encouraging them to heal and grow. Using big open-ended questions that invite possibility, coaches support clients to tap into their lived experiences and inner wisdom as guides to ground as they move forward.

Fast Facts About Powerful Questions

- Open-Ended
- What or How (Starters)
- Invite Possibility
- 5 to 7 Words Max
- Support Curiosity
- Taps into Client’s Wisdom

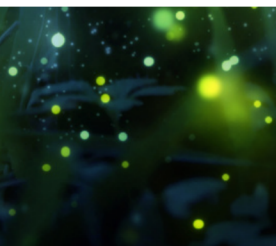
Strong powerful question prompts typically start with **WHAT** or **HOW**. These prompts provide an opportunity for clients to respond using their experiences and problem-solving abilities to sit in the “driver’s seat” and to lead the direction of the coaching session.

Intermediate question prompts such as **WHO**, **WHEN** and **WHERE** provide an opportunity for coaches to temporarily lead the session by assisting clients to uncover blind spots and move through difficult situations. These prompts should be minimized during the coaching session as they have been found to tempt coaches to begin leading the conversation and in turn begin problem-solving for the client. It also leans into more of a case management or therapeutic approach.

WHY questions should generally be avoided by coaches because they can be seen as judgmental to clients and thus may cut off clients' motivation to actively engage during the coaching session.

Coaching Tips:

- Ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client.
- Ask questions that reflect active engaged listening and an understanding of the client’s perspective.
- Ask questions that evoke discovery, insight, commitment, or action (e.g., those that challenge the client’s assumptions).
- Ask open-ended questions that create greater clarity, possibility, or new learning.
- Ask questions that move the client toward what they desire, not questions that ask for the client to justify or look backward.



50 POWERFUL QUESTIONS

1. What do you want coaching on?
2. What's most important about what you just shared?
3. What do you want to accomplish?
4. What's the most effective thing for me to focus on?
5. What's the goal? ... What are the goals?
6. What would success look like?
7. What do you need to be successful?
8. What's holding you back?
9. What do you want to say?
10. What can you teach to someone else about this situation?
11. What do you want to do?
12. What's best for you?
13. What have you learned?
14. What's the concern?
15. What's wearing you down?
16. What's lifting you up?
17. What makes now the right time?
18. How are you making time for yourself?
19. What's driving this? Is it push, pull or indifference?
20. How are you your own worst enemy?
21. What's the advice you would give yourself?
22. What do you want to do more of each day?
23. What do you want to spend less time on?
24. What's the easiest thing to do?
25. How are you creating the results you want?
26. What would make it worth the effort?
27. What's next?
28. What do you want to experience more of?
29. What is the benefit of not changing? ... What are you trading it for?
30. What did you learn that you can use next time?
31. What would you do differently next time around?
32. How are you innovative?
33. What are your top 3 strengths?
34. What do you want your life to be about?
35. How do you want to live in the future and what experiences do you want to create?
36. How are you giving your power away?
37. What would it look like if you were giving your best where you have your best to give?
38. What's the one quality about yourself that you truly enjoy?
39. What's right with this scenario? (if you always ask, "What's wrong with this scenario?," this is a nice switch)
40. What can you be the best at in the world?
41. What are you spending the bulk of your time on?
42. How does your schedule reflect your values?
43. If you had all the time in the world, how would you spend your time?
44. If you had all the money in the world, how would you spend it?
45. What would make life more wonderful for you?
46. What's been your contribution?
47. What would you like to have happen?
48. How have you grown?
49. What are you seeing that I'm not?
50. What would encourage you to achieve?



ADDITIONAL CRITERIA FOR POWERFUL QUESTIONS...

Powerful Questions:

- Lead to clarification
- Call for introspection
- Connect to the person's needs and desires
- Consider a new perspective
- Help the person see the issue in a different light
- Move into depth or new territory
- Bring light to inner conflict
- Get to the root of a belief or pattern
- Help people face fear and learn from it
- Ask something new
- Create specific engagement
- Invite deep reaction
- Generate movement

