

50 Generative Coaching Questions

1. What's on your mind?
2. What are you trying to achieve?
3. And what else?
4. What are some reasons why this important to you?
5. What have you tried so far?
6. How has it worked/not worked?
7. What options do you see going forward?
8. What's motivating your passion around this issue?
9. What about it is making you so upset?
10. What solutions have you already tried?
11. What is your "go forward" plan?
12. What do you see as the best-case scenario?
13. What do you see as the worst-case scenario?
14. Who do you know is an expert in handling situations like this? What do you think he/she would do?
15. What are 2 or 3 options you are thinking about trying?
16. Have you faced similar situations? What did you do?
17. What do you see as the root cause?
18. What additional information do you think you are going to need to handle the problem or situation?
19. What input would you like from me?
20. How can I best support you?
21. Tell me more about ...?
22. If you had a magic wand, what would you want to see changed?
23. What would be the consequences if you take action?
24. What would be the consequences if you do not take action?
25. What's the real challenge here for you?
26. What do you want?
27. How can I help?
28. What was most valuable for you?
29. What is this teaching you?
30. What lessons do you want to preserve from this experience?

Generative Listening Tips

- Listen FOR as much as listen TO
- Listen for agreement
- Listen to learn
- Stay curious ... stay lazy
- Don't give advice
- Be more interested than interesting
- Listen for the REAL issue
- Look beyond their perspective to what is truly possible

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(continued)

31. What deeper truth is emerging from this situation?
32. What might you need to stop/start/continue?
33. What opportunities have you not yet explored?
34. If we are having this conversation three years from now, looking back, what will make you feel good about your progress?
35. If you had no limitations, what would you create?
36. If fear were not a factor, what actions would you take?
37. What patterns (about yourself, circumstances, etc) are you recognizing?
38. If we are at the top of a theater watching this play out, what are we seeing?
39. What might you be missing?
40. What do you value most? How might you respond to this situation in alignment with your values?
41. What do you aspire to be? How might you respond to this situation in alignment with who you aspire to be?
42. What advice would you give to a close friend going through a similar experience?
43. What would be most beneficial to your future self?
44. What small change(s) could make the biggest difference?
45. Who is someone you greatly admire? How might they respond to this situation?
46. What are any obstacles or challenges that may prevent your success?
47. What resources or support may be helpful to you?
48. What is yours to own? (and what isn't)?
49. What serves the greater good?
50. What would success look like for you in this situation?

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