

# Great Coaching and Mentoring Questions

- What do you want to achieve?
  - How do you get in your own way? How do we get past it?
  - If any actions are possible, what would they be?
  - What will you do?
  - How will you know?
  - In a best case scenario, what would X look like? What is the outcome you most want?
  - What is the drive for you?
  - If you can't achieve X, what will that be like?
  - What results do you anticipate?
  - What have you done so far?
  - What has gone wrong in similar situations in the past?
  - What are the possibilities?
  - What are the potential obstacles?
  - What options can you create?
  - Where do we go from here?
  - What would be your desired outcomes?
  - What effect does that have? (on you/ others/the organisation?)
- What gets in the way of X happening?
  - What is the worst case scenario?
  - Why is this important?
  - What is the likelihood of this not working?
  - Who needs to be involved?
  - What results do you anticipate?
  - What really matters to you (and/or others) about this?
  - What did you mean when you said...?
  - What other angles have you thought about?
  - Say a little more about that?
  - What led up to that?
  - What do you conclude from this?
  - What strikes you about what we have just discussed?
  - My understanding of what you said is...is that correct?
  - How would you describe that?
  - Can I just check my understanding...?