

# POWERFUL QUESTIONS

## POST TRAINING #3

Early in the coaching conversation, questions open the door to discovery and insights. Towards the end of a coaching session, questions are used to help clients formulate action plans. Typically, only a few powerful questions are needed for successful coaching sessions.

By asking powerful questions, the coach:

- Controls the flow of the session
- Gathers useful data
- Develops rapport and builds trust
- Unlocks the team member's mind and stimulates insight

Simple well-placed questions will:

- Open a team member's mind
- Focus on possibilities vs. "how to"
- Move the team member past easy, more rote responses and into a creative thinking process
- Allow the client to hear their own answers out loud

Types of Questions

1. Leading- Specific closed question
2. Challenging- Helpful if client is not stepping up to the plate
3. Probing-Gather information
4. Inquiry- Used to wake up the client to possibilities
5. Strategic- Helpful when forming an action plan (ex: SMART goals)

### Exercise:

What types of questions are you using most often? Are they impactful? If not, consider using new questions. Are there any types you are not using? What would be different if you incorporated them into your sessions?