

Coaching Questions That Move Your Team Forward



A practice-ready resource for building ownership, accountability, problem solving, self-awareness, and confidence.

Instead of having all the answers, coaching leaders have great questions ready.

BUILD OWNERSHIP

- What do you think?
- How would you handle it?
- What options do you see?
- What would success look like?
- What's your recommendation?

BUILD ACCOUNTABILITY

- What part of this do you own?
- What could you do differently next time?
- What commitment are you willing to make?
- What will you do first?
- How will you measure success?

BUILD PROBLEM SOLVING

- What's really causing this issue?
- What's one thing we could try?
- What's working already?
- What resources do you need?
- What obstacle is getting in your way?

BUILD SELF-AWARENESS

- What did you learn?
- What surprised you?
- What are you most proud of?
- If you could do it over, what would you change?
- How did your actions affect the outcome?

BUILD CONFIDENCE

- What strengths can you use here?
- When have you handled something like this before?
- What would you tell another team member?
- What gives you confidence that you can solve this?
- What's the next best step?

CONVERSATION STARTER

- Open: “Help me understand what happened.”
- Coach: Ask one question from the list.
- Close: “What is your next step?”
- Follow up: “When will you report back?”