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	BUILD ACCOUNTABILITY	BUILD PROBLEM SOLVING
• What do you think? • How would you handle it? • What options do you see? • What would success look like? • What's your recommendation?	• 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?	• 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	**BUILD CONFIDENCE**	**CONVERSATION STARTER**
• 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?	• 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?	• 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?”

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Encourage, Teach, Challenge®