



75 Coaching Questions

Use questions to provoke others to reflect and take action on their goals. Here's a list of 75 questions you can use. The questions are categorized in terms of the GROW process: Goal • Reality • Options • Will dos.

1. Goal: What's your goal?

2. What would you like to accomplish in our X-minute session?
3. What part of that would you like to talk about today?

4. Reality: What's going on?

5. What is God calling you to be?
6. What dreams do you want to make real?
7. What's your ideal?
8. What does success look like?
9. How does this fit with your values? Passions? Goals? Mission?
10. To what extent is this goal aligned with your values?
11. What's your mission?
12. What's your definition of mission achievement?
13. What's your current level of mission achievement?
14. How focused are you this goal?
15. How SMART are you working?
16. How are you empowering others?
17. How are you pursuing excellence?
18. How does the Bible help?
19. Where are you?
20. Where do you want to go?
21. What do you need to keep doing?
22. What do you need to start doing?
23. What do you need to stop doing?
24. What are your priorities?
25. How is God using _____ in your life?
26. What are some other ways to look at this?
27. How have you handled a similar situation?
28. What indicators best measure your progress?
29. What resources do you need to achieve this goal?
30. What resources are available?
31. How will this affect your resources?
32. How does this use of resources fit with your values? Your personal mission? Your organization's mission?
33. How does your supervisor feel about this?
34. How does your team feel about this?
35. How does this fit with your organization's goals and mission?

36. How does this affect your employment? Your career?
37. How do your friends see this?
38. What advice would your friends give?
39. How will this affect your friendships?
40. How does the LORD see this?
41. What is the LORD calling you to do?
42. How is the LORD using this in your life?
43. What impact will this have?
44. What's the immediate impact?
45. What's the long-term impact?
46. How does your family see this?
47. How does your family feel about this?
48. How will this affect your family?
49. How do you see this?
50. How do you feel about this?
51. What helps you?
52. What hinders you?
53. In this situation, what your strengths/weaknesses and what are the opportunities/threats?
54. What did you learn?
55. What does this mean to you?
56. How important is this?
57. What is God saying to you about this?
58. What's the upside?
59. What's the downside?
60. What changes would honor God?
61. What insights do you have?

62. Options: What can you do?

63. What are your options?
64. Could you give me 5 options?
65. What else could you do?
66. What can you do or be in order to close the gap?
67. How can you apply your learning?

68. Will dos: What will you do?

69. Which of your options will you do?
70. What do you mean by ___?
71. How will you know when you've achieved your action step?
72. How doable is this?
73. How will this action step help you achieve your goal?
74. When will you do this?
75. How cost effective is this action?