

25 Coaching Questions

Powerful questions.

Stronger conversations. Better results.

Great coaching starts with curiosity. These 25 questions will help you unlock insight, build self-awareness and empower the people you lead.

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When we ask better questions, we create space for people to think, grow and take ownership.
That's real leadership.



How to use these questions

- Choose the right question for the moment
- Listen deeply
- Stay curious
- Create space for discovery



FOCUS

Clarify priorities and what matters most.

- What's the real goal here?
- What would success look like?
- What outcome are you committed to?
- What's the first step?
- What needs to be true for you to move forward?



AWARENESS

Build insight and self-awareness.

- What's on your mind right now?
- What's most important to you in this situation?
- How do you see this challenge?
- What strengths are you bringing to this?
- What's working well at the moment?



EXPLORATION

Deepen thinking and broaden perspectives.

- What's on your mind right now?
- What's most important to you in this situation?
- How do you see this challenge?
- What strengths are you bringing to this?
- What's working well at the moment?



ACTION

Turn insight into intentional steps.

- What will you do differently?
- What support do you need?
- Who else needs to be involved?
- How will you hold yourself accountable?
- When will you take action?



REFLECTION

Review, learn and grow.

- What went well?
- What did you learn?
- What surprised you?
- What will you do next?
- What's one insight you're taking away?

GREAT COACHES



LISTEN

to understand. not reply.



ASK

powerful questions that spark insight.



EMPOWER

others to find their own answers.



GROW

together through every conversation

Curiosity changes conversations

The best leaders don't have all the answers. They ask better questions. That's the difference.

Want to learn how to lift your teams performance and capability?

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