USEFUL COACHING QUESTIONS

Encouraging your appraisee to set a goal:

1. What if you could?
2. What would you be doing if you knew you wouldn’t fail?
3. What do you need to believe about yourself in order to achieve this?
4. How do you want to be a year from now? What goal do we need to set in order for that to happen?

Harnessing motivation, encouraging action:

1. What if nothing was different a year from now? Five years from now? How would that be?
2. If you did know the answer, what would it be?
3. What one thing can you change/do?
4. What one thing would you like to be different next time I see you?
5. What would you like me to hold you accountable for?
6. What is the first step? And the next?
7. How will you maintain focus and motivation, and review progress?
8. What do you need to address before you are able to work on this?
9. What do you need to let go of first?