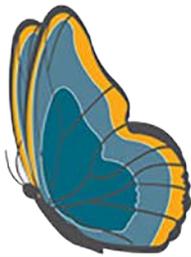


Good Coaching Questions

Goal | Exploration | Options | Decision | Action



TRANSFORMING



RESOURCING



NETWORKING



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Canadian Baptists of Ontario and Quebec

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Contents

	Goal.....	7
	Exploration	8
	Options.....	9
	Decision	10
	Action	11

How to use this resource

The following questions follow the “coaching funnel” concept of coaching. It starts with a goal which is given time to develop into ways to find a solution before aiming at a course of action. Essential background reading for a coach to aid these questions will be *Coaching Questions* by Tony Stoltzfus (pg. 30-31)

“Asking good questions

is key to effective coaching. As simple as it may sound it is often difficult to do because we are prone to seek the ‘quick fix’ route that can lead to hasty decisions or leading questions. Here you will find a list of questions that will give the coachee time to explore goals and seek possible action steps that are in keeping with what God wants them to do at the present time.”

Cid Latty, Congregational
Development Associate



Goal

What situation would the coachee like to focus on?

1. What would you like to dig into today?
2. Are there any lights going off on your dashboard?
3. What would you like to accomplish together today to make this a successful meeting?
4. What would be the most important thing for us to talk about?
5. What's our objective today?
6. What do you want to achieve in this session?
7. What has been keeping you awake at night?
8. How can we best use our time?
9. What is the end product?
10. What would you like to talk about?

Hint:

Before jumping straight into searching for a goal for your time together, always start your session with ice breaker questions or conversation starters, something as simple as “how was your weekend?” or “what are you enjoying at the moment?” or even “how is your family?” You might share something about yourself too. Notice that starting questions are to create a safe place, help all concerned to relax into the moment before setting course for your time together. Remember to open in prayer and invite God to be part of your conversation.



Exploration

Here we explore other things the coachee has in mind or would like to share

1. Where does the goal come from?
2. How have you been successful in a past similar situation?
3. Tell me more about . . .
4. Repeat a key word in question . . .
5. How is it familiar to you?
6. Can we unpack this?
7. Let's wander down this path a little further . . .
8. What's standing in the way?
9. Tell me why this is important.



Options

Here we are looking to find out if there are more ways than one to tackle the issue.

1. What would move you one click closer to your goal?
2. What can you try to alleviate the issue?
3. Can you think of different options
4. What's important to you?
5. If money were no object . . .
6. If you could wave a magic wand . . .
7. What else?
8. Could you give me seven more options?
9. What would a great leader do in this situation/
10. If you couldn't fail what would you do?
11. If you had unlimited time or money how might you approach this?

Hint:

Allowing space for people to think is key to developing good options. Don't be afraid then of a few moments of silence or a pause while options are allowed to develop. The Coachee may discover new paths they never would have thought of before.



Decision

Here we are seeking to understand how we will know when we have reached the goal.

1. Of those ‘#’ options, which one excites you most?
2. How will you know when you’ve reached . . .
3. On a scale of 1-10 how committed are you to this?
4. Which one will you begin with? Then?
5. Who can hold you accountable?
6. What is the role of God in this situation?
7. Of the options we’ve discussed, which one are you most passionate about?
8. How would things be different if you went with option 1.
9. On a scale of 0-10 can you rate how important this is to you?
10. As we relist your options, is there one that causes peace?

Hint:

When we are coaching our focus is all about serving someone else, not ‘fixing’ their life for them. Try not to force the agenda here or ask leading questions.



Action

Here we are seeking to agree on the action steps the Coachee will take after meeting with you.

1. How will you know when you have accomplished this action?
2. Are there any barriers?
3. Who can help you with this?
4. What do you need to gather to accomplish this?
5. How realistic is your goal?
6. How do we get you from where you are to where you want to be?
7. What, when, how will you do this?
8. What are you going to do now?
9. Is your plan realistic?
10. Who will you invite to make you accountable?

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