

Powerful Questions

ALTERNATIVES	What are the possibilities? What would your choice be? What are some possible solutions? What if you do and what if you don't?
ACCOUNTABILITY	What are you going to do? By when will you do this? How will I know?
ASSESSMENT	What's your sense of this? What do you think is the best choice? How does it look to you? How do you feel about it?
BACKGROUND	What led up to ? What have you tried so far? What's your sense of what happened?
BREAKDOWNS, PREPARATION FOR	What if it doesn't work out the way you plan? What if that doesn't work? And if that doesn't work, what will you do? What is your backup plan?
CLARIFICATION	What does it look/sound/feel like? What is it about that needs to be addressed now? in the future? What else about ? How does this situation seem to you?
DESCRIPTION	What happened? Then what? How would you describe that? What was it like?
EVALUATION	How does this fit with your goals/plans? What do you think? How does compare with ? If you did what's your sense of how successful it would be?
EXPLORATION	What's new/different/missing? What's the current reality? What's possible? Where are the gaps?
EXAMPLE	What would be an example of that? For instance? Like what? Such as?

EXTENSION

Can you tell me more about it?
Anything else?
Is there more about this?
What other ideas do you have about it?

FUN, HUMOUR

What was fun about ?
What was humorous about the situation?
What are some ways to have it be fun?
What is it that most excites you about this?

HYPOTHETICAL

If you could do it over again what would you do differently?
If it were you, what would you have done?
How else could a person handle this?
If you could do anything you wanted, what would you do?

ISSUE IDENTIFICATION

What seems to be the issue?
What seems to be the main obstacle?
What is stopping you?
What concerns you the most about ?

IMPLEMENTATION

What will you have to do to get done?
What support do you need to accomplish ?
What will you do?
When will you do it by?

INFORMATION

What information do you need before you decide?
What do you know about it now?
What can you do to find out more about it?
What kind of picture do you have right now?

INTEGRATION

What was the lesson/learning?
How would you pull all this together?
How can you apply this learning?
What's your sense of how you'll use this learning?

INVOLVEMENT

What was your part in this?
What part did you play in this?
How do you fit into the picture?
What were you responsible for?

NEW START

If you had free choice in the matter, what would you do?
If the same thing came up again, what would you do?
If we could wipe the slate clean, what would you do?
If you had it to do over again, what would you do?

OPENING

What would you like to talk about?
What's been happening for you?
How was your week?
How are things going?

OPPORTUNITY

What is the opportunity underlying this challenge?
What would cause a major shift to this situation?
What needs to happen to seize this opportunity?
What would be an entirely different approach?

OUTCOMES	<p>What do you want the outcome to be?</p> <p>What is your desired outcome?</p> <p>If you got it, what would you have?</p> <p>How will you know you have achieved it?</p>
PERSPECTIVE	<p>In the bigger scheme of things how important is this?</p> <p>What is your overall purpose?</p> <p>When you look back five years from now what will you say about this?</p> <p>When you stand back, what sense do you get?</p>
PLANNING	<p>What do you plan to do about it?</p> <p>What is your game plan?</p> <p>What kind of plan do you need to create?</p> <p>How do you suppose you could improve the situation?</p>
PREDICTIONS	<p>How do you suppose it will all work out?</p> <p>What will that get you?</p> <p>Where will this lead?</p> <p>What's the likelihood of success?</p>
READINESS	<p>How ready are you to start/continue?</p> <p>How optimistic are you about the outcome?</p> <p>What's holding you back now?</p> <p>What's your uncertainty about?</p>
RELATION	<p>If you do this, how will it affect ?</p> <p>What impact will that have on ?</p> <p>How does this affect the whole picture?</p> <p>What else do you need to take into consideration?</p>
STRATEGY	<p>What are the possible strategies that would meet that challenge?</p> <p>How has the past strategy been/not been effective?</p> <p>What is the next level?</p> <p>If you could design a response with no constraints whatsoever, what would it be?</p>
SUMMARY	<p>How is this working? How is this going?</p> <p>How would you describe this?</p> <p>What do you think this all amounts to?</p> <p>How would you summarize the work/effort so far?</p>
SUPPORT	<p>What would make the biggest impact and help to ensure your success?</p> <p>What resources would make a difference?</p> <p>What support do you need?</p> <p>What are some other sources of support?</p>
TAKING ACTION	<p>What action will you take? And after that?</p> <p>What will you do? When?</p> <p>Where do you go from here? When will you do that?</p> <p>What are your next steps? By When?</p>
UNDERSTANDING	<p>What is your perception of the current situation?</p> <p>What do you see as the biggest challenge?</p>

How can this challenge be addressed?
What are the strengths and the gaps?

Adapted from The Coaches Training Institute