



## **INITIAL COACHING QUESTIONS**

What immediate goals or objectives would you like to achieve?

What are your long-term goals/ambitions in life?

What challenges are you currently facing that need immediate attention?

What have been your biggest accomplishments in the last 12 months?

What have been your biggest disappointments in the last 12 months?

What are your natural abilities and gifts?

Who plays a supportive part in your life right now?

What are your work/career goals?

What do you want for yourself in the long-term. (work and other areas of life)?

What really interests you?

List your five top priorities in life?

## **WELL FORMED OUTCOMES**

State in the positive; what do you want?

When, where and with whom do you want this?

What will you hear, see and feel when you achieve this outcome?

Are you in charge of the changes you require?

Will you lose anything if you achieve this outcome?

Is the outcome worth what it takes to get it?

What are the consequences in your life if the goal is achieved?

## **CRITICAL FACTORS**

What do you say to yourself when things go well?

What do you say to yourself when things go badly?

What do you think about on the day, hour, minute before a challenging task?

How do your thoughts differ between good and bad days?

What events/occurrences cause you to feel stressed ?

In what circumstances/surroundings do you feel undermined?

What skills/tasks do you find most difficult to do well?

How do you receive criticism/advice and guidance?

How do you give criticism/advice and guidance?

Do you always finish the things you start?

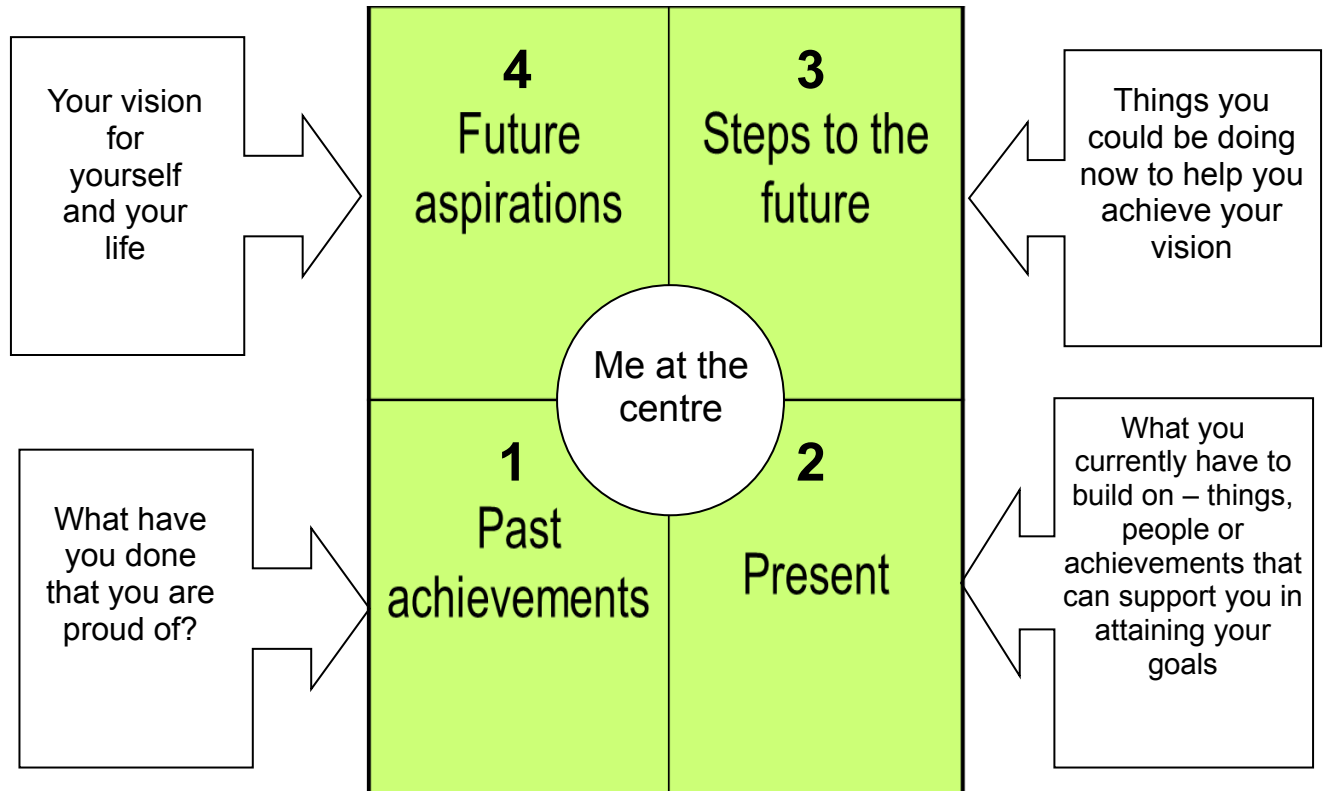
Are you good at thinking up ways of doing things?

Are you more interested in the ongoing progress of a project and details than end results?

Are you more interested in getting to the desired outcome as quickly as possible?

Do you tend to play a supporting role to others? Is this sometimes to your own detriment?

## FUTURE FOCUS



### 1. Past Achievements

*What is your vision for yourself and your life in the future when everything is perfect? (Family, Career, Home, Hobbies, Relationships) What do you want to achieve? What does it look like? Where will you be etc? How does it make you feel?*

### 2. Present

*School? Life? Family? Qualifications? When you felt proud? What did it take to achieve that? What strengths? What qualities?*

### 3. Steps to the Future

*What you currently have to build on - within yourself? (Skills, Qualities, strengths) What achievements can support you to attain your goals? Who is in your support network?*

### 4. Future Aspirations

*What steps could you take now to help you achieve your short and long term goals?*

## COSTS AND PAYOFFS

1. What is your goal, issue or circumstance where you feel blocked?
2. What would happen if you achieved your goal? (explore this as fully as possible)
3. How would that make you feel?

<p><b>1) What does it cost you to do that?</b> (What you have to invest / give such as time, money, energy)</p>	<p><b>2) What does it cost you to <u>not</u> do that?</b> (What are the negatives of <u>not</u> doing it)</p>
<p><b>3) What's the pay-off (benefit) for doing it?</b></p>	<p><b>4) What's the pay-off (benefit) of <u>not</u> doing it?</b></p>

## SITUATIONAL TRANSFORMATION

<p><b>A</b> What is it I want?</p>	<p><b>B</b> What's getting in my way? (External influences)</p>
<p><b>D</b> What's my New Possibility?</p>	<p><b>C</b> How am I stopping myself? (Internal influences)</p>

## RELATIONSHIP TRANSFORMATION

<p><b>A</b> What do I want from them?</p>	<p><b>B</b> What do I think they want from me?</p>
<p><b>D</b> What's my expectation?</p>          <p><b>New Possibility?</b></p>	<p><b>C</b> What do I think their expectation is?</p>          <p><b>New Possibility?</b></p>