FIELD GUIDE EDITION · 2026

⚖ ◎ ⬡ ⬢ ☘ ❖ ✦ ▲

ICF CORE COMPETENCIES · PCC MARKERS

The Master Powerful Questions Bank

A field guide of coaching questions, organized across all eight ICF Core Competencies and their PCC markers — for reflection, study, and range-building.

8 COMPETENCIES

55 SUB-COMPETENCIES

377 THEMED SUBCATEGORIES

5,000 POWERFUL QUESTIONS

- ⚖ 01 · Demonstrates Ethical Practice
- ◎ 02 · Embodies A Coaching Mindset
- ⬡ 03 · Establishes And Maintains Agreements
- ⬢ 04 · Cultivates Trust And Safety
- ☘ 05 · Maintains Presence
- ❖ 06 · Listens Actively
- ✦ 07 · Evokes Awareness
- ▲ 08 · Facilitates Client Growth

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COMPETENCY 01 OF 8

Demonstrates Ethical Practice

The ethical backbone of coaching — integrity, sensitivity, confidentiality, and clear professional boundaries.

8 SUB-COMPETENCIES

120 QUESTIONS

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⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.01 — Demonstrates personal integrity and honesty in interactions with clients, sponsors, and relevant stakeholders

16 questions across 2 themed subcategories

Core Questions — 10 questions

1. How do I ensure my daily actions consistently align with my stated coaching philosophy and promises?
2. In what ways might my personal biases or financial incentives be influencing my honesty with this client or sponsor?
3. How do I navigate situations where a sponsor's expectations conflict with the client's best interests, while maintaining transparency?
4. When have I recently compromised my integrity, and what did I learn from that experience?
5. How transparent am I about my coaching qualifications, limitations, and the true boundaries of my expertise?
6. In what ways do I actively model authenticity and honesty in all my professional interactions?
7. How do I identify and gracefully manage conflicts of interest before they impact the coaching relationship?
8. Where do you notice this core issue most strongly?
9. What is this core issue asking of you right now?
10. How ready are you to act on this core issue?

New Curated Questions — 6 questions

1. If a client could see my calendar, my invoicing, and my private notes about them, would they still trust me?
2. What promise have I made to a client that I need to actively recommit to today?
3. Where am I tempted to tell a client what they want to hear instead of what is true?
4. What's one question you haven't asked yourself about what's true for you right now?
5. What's possible if you approach what's true for you right now differently?
6. How would things look different if what's true for you right now were fully resolved?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.02 — Is sensitive to clients' identity, environment, experiences, values, and beliefs

17 questions across 2 themed subcategories

Core Questions — 11 questions

1. How actively do I seek to understand the unique cultural, social, and environmental context of each new client?
2. In what ways might my own background and privileges blind me to the client's lived experiences?
3. How do I create a safe space for clients to express their values and beliefs without any hint of judgment?
4. What ongoing steps do I take to educate myself about identities, cultures, and experiences different from my own?
5. How do I adapt my coaching approach when a client's cultural norms or communication styles differ significantly from mine?
6. When a client's core values conflict with my own, how do I remain fully present, neutral, and supportive?
7. How do I proactively check my assumptions about a client's environment or background before and during sessions?
8. In what ways do I honor the client's personal definition of success, even if it differs from societal or sponsor expectations?
9. Where do you notice this core issue most strongly?
10. What's the next right move regarding this core issue?
11. What does this core issue reveal about what matters to you?

New Curated Questions — 6 questions

1. What would this client say I still don't understand about their world?
2. Whose definition of a 'good life' am I unconsciously using as the default in this room?
3. What have I never had to think about because of my own identity, that this client thinks about every day?
4. What's one question you haven't asked yourself about what's true for you right now?

5. What are you learning about yourself through what's true for you right now?
6. What would change if you let go of what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.03 — Uses language appropriate and respectful to clients, sponsors, and relevant stakeholders

15 questions across 2 themed subcategories

Core Questions — 10 questions

1. How mindful am I of the specific terminology, pronouns, and titles my client prefers to be addressed by?
2. In what ways might my choice of words or tone inadvertently diminish, marginalize, or misinterpret the client's experience?
3. How do I ensure my communication remains respectful and professional when discussing sensitive topics with organizational sponsors?
4. What feedback mechanisms do I have in place to know if my language is truly respectful and appropriate for this specific client?
5. How do I adjust my vocabulary to match the client's level of understanding, neurodiversity, and cultural context?
6. When misunderstandings arise due to language or cultural differences, how do I gracefully take responsibility and repair the conversation?
7. How do I actively avoid using coaching jargon or acronyms that might alienate, confuse, or intimidate the client?
8. How ready are you to act on this core issue?
9. What would you notice first if this core issue improved?
10. What is one small step that would move this core issue forward?

New Curated Questions — 5 questions

1. If this client heard a recording of how I speak to them, what would they notice about my tone?
2. What word did I just use that may not be this client's word?
3. What would it take to trust what's true for you right now a little more?
4. What's one question you haven't asked yourself about what's true for you right now?
5. Who could support you with what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.04 — Abides by the ICF Code of Ethics and upholds the ICF Core Values

16 questions across 2 themed subcategories

Core Questions — 11 questions

1. How frequently do I review the ICF Code of Ethics to ensure my evolving practice remains fully compliant?
2. In what specific, observable ways do the ICF Core Values manifest in my daily coaching interactions?
3. How do I responsibly respond when I witness another coaching professional acting in a way that appears unethical?
4. What ethical dilemmas have I faced recently, and how did the ICF Code of Ethics guide my resolution?
5. How do I ensure my marketing, website, and public representations of coaching strictly adhere to ICF ethical standards?
6. In what ways do I hold myself accountable to the ICF Core Values when no one is watching or auditing my work?
7. How do I balance business development pressures or financial needs with an unwavering commitment to ethical practice?
8. When an ethical gray area arises, what is my established process for seeking guidance, peer consultation, or supervision?
9. What's possible if you approach this core issue differently?
10. What would courage look like here, in relation to this core issue?
11. What does this core issue reveal about what matters to you?

New Curated Questions — 5 questions

1. If I had to defend today's session in front of an ICF ethics panel, what would I want them to see?
2. What ICF Core Value feels hardest for me to live out with this particular client?

3. What are you learning about yourself through what's true for you right now?
4. If what's true for you right now could speak, what would it be telling you?
5. What would you tell a friend who was facing what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.05 — Maintains confidentiality with client information per stakeholder agreements and pertinent laws

16 questions across 2 themed subcategories

Core Questions — 11 questions

1. How clearly and explicitly have I defined the boundaries of confidentiality with both the client and the sponsor during the contracting phase?
2. What specific, up-to-date measures do I take to secure client data, session notes, and recordings in compliance with pertinent privacy laws (e.g., GDPR, HIPAA)?
3. How do I firmly but respectfully handle situations where a sponsor requests information that would breach client confidentiality?
4. In what ways do I ensure that case discussions in mentor coaching, supervision, or peer groups remain fully anonymized and secure?
5. How do I navigate the ethical obligation to break confidentiality if there is a threat of harm, while still respecting the client's autonomy as much as possible?
6. What is my strict protocol for obtaining and documenting written consent before sharing any client information with third parties?
7. How do I manage and enforce confidentiality agreements in group coaching or team coaching environments?
8. If a technology platform I use is compromised, what is my immediate ethical response to protect and notify affected clients?
9. What are you learning about yourself through this core issue?
10. If this core issue could speak, what would it be telling you?
11. What haven't you yet said about this core issue?

New Curated Questions — 5 questions

1. If this client's employer asked me one direct question about them right now, would I know exactly what I am and am not allowed to say?
2. What client information am I storing that I no longer need to be storing?
3. What would you tell a friend who was facing what's true for you right now?
4. What is what's true for you right now making room for, or crowding out?
5. What's one question you haven't asked yourself about what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.06 — Maintains the distinctions between coaching, consulting, psychotherapy, and other support professions

14 questions across 2 themed subcategories

Core Questions — 9 questions

1. How clearly and simply do I articulate the differences between coaching and therapy to potential clients during the discovery phase?
2. What specific "red flags" do I look for that indicate a client might need psychotherapy or psychiatric support rather than coaching?
3. In what ways might I be slipping into a consulting role by offering solutions or advice instead of facilitating the client's own discovery?
4. How do I maintain strict professional boundaries when a client's presenting issue overlaps with trauma or mental health concerns?
5. What ongoing education do I pursue to ensure I deeply understand the scope, limits, and legal boundaries of the coaching profession?
6. How do I gracefully step back and clarify my role if a client mistakenly expects me to act as a therapist, mentor, or subject-matter expert?

7. How do you want to relate to this core issue from here?
8. What does this core issue reveal about what matters to you?
9. What's the next right move regarding this core issue?

New Curated Questions — 5 questions

1. Am I offering an answer right now because the client needs one, or because I want to be useful?
2. What would change about this conversation if I removed every piece of advice I'm tempted to give?
3. What would courage look like here, in relation to what's true for you right now?
4. What would change if you let go of what's true for you right now?
5. Who could support you with what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.07 — Refers clients to other support professionals, as appropriate

14 questions across 2 themed subcategories

Core Questions — 9 questions

1. What is my established, vetted network of trusted mental health, medical, financial, or other support professionals for referrals?
2. How do I initiate a conversation about referral in a way that empowers the client, rather than making them feel rejected or inadequate?
3. What specific, objective criteria do I use to determine that a client's needs have exceeded the ethical scope of coaching?
4. How do I follow up ethically after making a referral to ensure the client feels supported, without overstepping professional boundaries?
5. In what ways do I collaborate with other support professionals (with explicit client consent) to ensure holistic, coordinated care?
6. How do I reflect on my own limitations, ego, or desire to "save" the client, to ensure I am referring them out when it is truly in their best interest?
7. What would it mean for you to make peace with this core issue?
8. How ready are you to act on this core issue?
9. Who could support you with this core issue?

New Curated Questions — 5 questions

1. What am I noticing in myself that makes it hard to say 'this may be outside coaching'?
2. If I were fully honest, whose needs would a referral right now actually serve?
3. What would courage look like here, in relation to what's true for you right now?
4. Where do you notice what's true for you right now most strongly?
5. How ready are you to act on what's true for you right now?

⚖ 01 DEMONSTRATES ETHICAL PRACTICE

1.GEN — General partnering questions (not tied to a single sub-competency)

12 questions across 2 themed subcategories

Core Questions — 7 questions

1. What part of this belongs in coaching, and what might need another kind of support?
2. What would you like from me here as your coach, not as an advisor?
3. Who else needs to be considered ethically in this situation?
4. What feels like the appropriate edge for us to work at today?
5. What's one question you haven't asked yourself about this core issue?
6. What is this core issue asking of you right now?
7. What would shift for you if this core issue became easier?

New Curated Questions — 5 questions

1. Whose voice is missing from this decision that ethically should be in the room?
2. What would the most conservative, careful version of me do right now?
3. What's the next right move regarding what's true for you right now?
4. What would it look like to be curious rather than certain about what's true for you right now?
5. How ready are you to act on what's true for you right now?

COMPETENCY 02 OF 8

Embodies A Coaching Mindset

The internal posture the coach brings — ownership, learning, reflection, self-awareness, and openness.

10	130	10
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

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2.02	Engages in ongoing learning and development as a coach, including remaining aware of current…	13 q
2.03	Develops an ongoing reflective practice to enhance one's coaching	13 q
2.04	Remains aware of and open to the influence of biases, context and culture on self and others	13 q
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2.08	Seeks help from outside sources when necessary	13 q
2.09	Nurtures openness and curiosity in oneself, the client, and the coaching process	13 q
2.10	Remains aware of the influence of one's thoughts and behaviors on the client and others	13 q

◎ 02 EMBODIES A COACHING MINDSET

2.01 — Acknowledges that clients are responsible for their own choices

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. How do I ensure I am not subtly taking responsibility for the client's outcomes, decisions, or emotional state?
2. In what ways might my desire to "help," "fix," or "save" the client inadvertently undermine their autonomy?
3. How do I respond internally and externally when a client repeatedly makes choices that I believe are counterproductive to their stated goals?
4. What specific language or phrasing do I use that might signal I am directing the client rather than truly partnering with them?
5. How do I celebrate and honor the client's ownership of their choices, even when those choices lead to failure or unexpected setbacks?
6. How ready are you to act on this core issue?
7. What is one small step that would move this core issue forward?
8. How has your relationship with this core issue evolved?

New Curated Questions — 5 questions

1. Where in the last five minutes did I quietly pick up a piece of the client's responsibility?
2. What would it look like to let this client's choice be entirely theirs, consequences included?
3. What would your wisest self say about what's true for you right now?
4. What are you learning about yourself through what's true for you right now?
5. What would courage look like here, in relation to what's true for you right now?

◎ 02 EMBODIES A COACHING MINDSET

2.02 — Engages in ongoing learning and development as a coach, including remaining aware of current coaching best practices and use of technology

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. What specific, actionable steps am I taking this quarter to intentionally expand my coaching knowledge and skills?
2. How am I ethically and purposefully integrating new technologies (e.g., digital platforms, AI tools) to enhance, rather than replace, the human coaching connection?
3. When was the last time I actively sought constructive feedback on my coaching, and how did I implement that feedback into my practice?
4. How do I stay informed about evolving coaching best practices without becoming overly rigid or dogmatic in my methodology?
5. In what ways do I regularly evaluate the frameworks, assessments, and tools I use to ensure they truly serve the client's unique needs?
6. Who could support you with this core issue?
7. What would shift for you if this core issue became easier?
8. What would you notice first if this core issue improved?

New Curated Questions — 5 questions

1. What coaching skill have I not deliberately practiced in the last three months?
2. Where is my methodology serving the client, and where is it serving my own comfort?
3. What would courage look like here, in relation to what's true for you right now?
4. What is what's true for you right now costing you if nothing changes?
5. What would you tell a friend who was facing what's true for you right now?

◎ 02 EMBODIES A COACHING MINDSET

2.03 — Develops an ongoing reflective practice to enhance one's coaching

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. What structured, consistent reflective practice do I engage in after my coaching sessions to capture key learnings?
2. How do I distinguish between productive, growth-oriented self-reflection and unproductive, harsh self-criticism after a challenging session?
3. What recurring patterns, triggers, or blind spots have recently emerged in my reflective journaling or supervision notes?
4. How do I actively translate my post-session reflections into tangible adjustments for my future coaching interactions?
5. Who do I trust to hold me accountable for maintaining my reflective practice, and how frequently do we engage in this dialogue?
6. What's possible if you approach this core issue differently?
7. What's the next right move regarding this core issue?
8. What would courage look like here, in relation to this core issue?

New Curated Questions — 5 questions

1. What did I do in this session that I would coach myself on if I were my own client?
2. What is the difference between what I noticed and what I made up about this session?
3. How would things look different if what's true for you right now were fully resolved?
4. What is what's true for you right now asking of you right now?
5. What's underneath what's true for you right now that hasn't been named yet?

◎ 02 EMBODIES A COACHING MINDSET

2.04 — Remains aware of and open to the influence of biases, context and culture on self and others

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. What implicit biases might I be unconsciously bringing into the coaching room based on my own background, privileges, and experiences?
2. How do I proactively educate myself about cultural contexts, identities, and lived experiences that differ significantly from my own?
3. In what ways do I actively check and suspend my assumptions about a client's context before and during our sessions?
4. How do I create a safe space for the client to educate me about their cultural or personal context without making it their emotional burden?
5. When my personal values or cultural norms clash with a client's, how do I remain genuinely open, curious, and non-judgmental?
6. What would you tell a friend who was facing this core issue?
7. Who could support you with this core issue?
8. What does this core issue reveal about what matters to you?

New Curated Questions — 5 questions

1. What cultural assumption just walked into the room with me, uninvited?
2. If a coach from a completely different background sat in on this session, what might they flag that I can't see?
3. What does what's true for you right now reveal about what matters to you?
4. What is what's true for you right now asking of you right now?
5. What is what's true for you right now making room for, or crowding out?

◎ 02 EMBODIES A COACHING MINDSET

2.05 — Uses awareness of self and one's intuition to benefit clients

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. How do I carefully distinguish between my own genuine intuition and my personal projections or desires for the client?
2. In what ways do I gracefully share my intuitive observations with the client without attachment to them being "right"?
3. How attuned am I to my own somatic (bodily) responses during a session, and what do they reveal about the client's unspoken experience?
4. What specific practices do I use outside of sessions to sharpen my self-awareness and intuitive listening skills?
5. How do I ensure my intuition serves as an open invitation for client exploration, rather than a definitive interpretation of their reality?
6. What would courage look like here, in relation to this core issue?
7. What would you tell a friend who was facing this core issue?
8. What's the cost of waiting any longer on this core issue?

New Curated Questions — 5 questions

1. Is what I'm about to say intuition, or is it my own agenda wearing intuition's clothes?
2. What is my body telling me about this client that my mind hasn't caught up to yet?
3. What is what's true for you right now making room for, or crowding out?
4. How do you want to relate to what's true for you right now from here?
5. How would things look different if what's true for you right now were fully resolved?

◎ 02 EMBODIES A COACHING MINDSET

2.06 — Develops and maintains the ability to manage one's emotions

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. What specific situations or client behaviors trigger my own emotional reactivity, and how do I prepare for them in advance?
2. How do I gracefully navigate my own feelings of frustration, boredom, or anxiety when they arise in the presence of a client?
3. What grounding techniques do I rely on to quickly return to a state of calm, focus, and presence when emotionally activated?
4. How do I process and release my own emotions after a session so they do not carry over into my next client interaction or personal life?
5. In what ways do I reframe my emotional responses as valuable data about the coaching dynamic, rather than viewing them as a personal failure?
6. What would it mean for you to make peace with this core issue?
7. What is this core issue asking of you right now?
8. How ready are you to act on this core issue?

New Curated Questions — 5 questions

1. What am I feeling right now that belongs to me, not to the client?
2. What is the earliest signal that I'm about to react instead of respond?
3. What would it look like to be curious rather than certain about what's true for you right now?
4. What would it take to trust what's true for you right now a little more?
5. How ready are you to act on what's true for you right now?

◎ 02 EMBODIES A COACHING MINDSET

2.07 — Maintains emotional, physical, and mental well-being in preparation for, throughout, and following each session

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. What specific pre-session rituals do I practice to ensure I am physically, mentally, and emotionally prepared to be fully present?
2. How do I actively monitor my energy levels throughout the day to prevent coach burnout or compassion fatigue?
3. What non-negotiable boundaries do I have in place to protect my well-being between sessions (e.g., scheduled breaks, hydration, movement)?
4. How do I intentionally decompress and transition out of "coach mode" at the end of my workday to protect my personal time?
5. In what ways do I prioritize my own holistic well-being as a strict ethical requirement for providing effective, sustainable coaching?
6. What's underneath this core issue that hasn't been named yet?
7. What would you tell a friend who was facing this core issue?
8. What would you notice first if this core issue improved?

New Curated Questions — 5 questions

1. What did I do today to arrive at this session as my clearest self?
2. What is the true cost to my well-being of the pace I'm currently keeping?
3. What would it take to trust what's true for you right now a little more?
4. How has your relationship with what's true for you right now evolved?
5. How ready are you to act on what's true for you right now?

◎ 02 EMBODIES A COACHING MINDSET

2.08 — Seeks help from outside sources when necessary

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. How clearly and quickly do I recognize the boundary where a client's needs exceed my coaching scope, prompting an ethical referral?
2. What is my proactive process for seeking mentor coaching or supervision when I feel stuck, uncertain, or ethically conflicted with a client?
3. How do I overcome any ego, pride, or hesitation that might prevent me from asking for professional help or guidance?
4. Who is in my trusted, vetted network of professional support (e.g., therapists, subject matter experts, peer coaches) for timely referrals?
5. How do I frame the act of seeking external help to a client as a strength, empowerment, and natural part of their growth process?
6. What would your wisest self say about this core issue?
7. How ready are you to act on this core issue?
8. What is this core issue asking of you right now?

New Curated Questions — 5 questions

1. What question have I been avoiding taking to my mentor coach or supervisor?
2. What would it mean about me if I asked for help with this right now?
3. What is what's true for you right now making room for, or crowding out?
4. What would change if you let go of what's true for you right now?
5. How would things look different if what's true for you right now were fully resolved?

◎ 02 EMBODIES A COACHING MINDSET

2.09 — Nurtures openness and curiosity in oneself, the client, and the coaching process

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. How do I consciously cultivate a genuine sense of "not knowing" and wonder at the beginning of each new session?
2. What specific questions do I ask that invite the client to explore their own assumptions and beliefs with fresh curiosity?
3. How do I model openness and appropriate vulnerability in a way that gives the client permission to do the same?
4. In what ways do I actively resist the urge to jump to conclusions or offer solutions, choosing instead to stay in a space of curious exploration?
5. How do I adapt my coaching process when the client's direction shifts unexpectedly, viewing it as a valuable opportunity rather than a disruption?
6. What would it look like to be curious rather than certain about this core issue?
7. Who could support you with this core issue?
8. What would it mean for you to make peace with this core issue?

New Curated Questions — 5 questions

1. What am I certain I already understand about this client that I should hold more loosely?
2. What would genuine not-knowing sound like in my very next question?
3. What is what's true for you right now making room for, or crowding out?
4. What is what's true for you right now costing you if nothing changes?
5. How would things look different if what's true for you right now were fully resolved?

◎ 02 EMBODIES A COACHING MINDSET

2.10 — Remains aware of the influence of one's thoughts and behaviors on the client and others

13 questions across 2 themed subcategories

Core Questions — 8 questions

1. How do my non-verbal cues (posture, facial expressions, eye contact, tone) impact the client's sense of safety, trust, and openness?
2. In what ways might my pacing, energy, or communication style be subtly directing, rushing, or pressuring the client?
3. How do I proactively solicit and gracefully receive feedback from clients about how my presence and behaviors are impacting them?
4. What is the ripple effect of my coaching mindset and interventions on the client's broader system (e.g., their team, family, or organization)?
5. How do I continuously calibrate my thoughts, words, and behaviors in real-time to ensure they remain entirely client-centered and aligned with the coaching agreement?
6. What is this core issue making room for, or crowding out?
7. How has your relationship with this core issue evolved?
8. What does this core issue reveal about what matters to you?

New Curated Questions — 5 questions

1. What did my face do just now, and what might it have told the client?
2. If my energy in this session were a weather pattern, what would it be, and what would that create for the client?
3. What are you learning about yourself through what's true for you right now?
4. What is one small step that would move what's true for you right now forward?
5. What is what's true for you right now making room for, or crowding out?

COMPETENCY 03 OF 8

Establishes And Maintains Agreements

Co-creating a clear, meaningful, outcome-focused contract for the session, moment to moment.

4	523	4
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

IN THIS COMPETENCY

3.1	Coach partners with the client to identify or reconfirm what the client wants to accomplish ...	124 q
3.2	Coach partners with the client to define or reconfirm measure(s) of success for what the cli...	128 q
3.3	Coach inquires about or explores what is important or meaningful to the client about what th...	134 q
3.4	Coach partners with the client to define what the client believes they need to address to ac...	137 q

⬡ 03 ESTABLISHES AND MAINTAINS AGREEMENTS

3.1 — Coach partners with the client to identify or reconfirm what the client wants to accomplish in this session

124 questions across 7 themed subcategories

Exploring Progress — 7 questions

1. What would make this session a complete success for you today?
2. What would make today a building block, not a side conversation?
3. What outcome would make this session truly valuable for you?
4. What would make today's conversation especially meaningful?
5. What progress would you like to make today?
6. What are you learning about yourself through the progress you're making?
7. What's underneath the progress you're making that hasn't been named yet?

Session Outcome & Focus (continued) — 36 questions

1. As we look at the next 45 minutes, what is the most valuable use of our time?
2. What would you like to shift, resolve, or clarify in our time today?
3. What would you like to accomplish in our time today?
4. What would make this hour worth your time?
5. What do you want to accomplish in the time we have left?
6. How would you like to use this coaching time?
7. What is the core focus you want to bring to our time together today?
8. What would you most like to gain from our time together today?
9. What would you like us to accomplish together?
10. What is the outcome you want from this hour?
11. What do you want to walk out with?
12. Do you want to keep this outcome, refine it, or replace it?
13. You mentioned [topic]. What do you want to *accomplish* with it today, not only talk about?
14. How do you want to feel, or what do you want to know, when we wrap up today?
15. What is the real focus for today: the situation, your response to it, or who you want to be in it?
16. What would you like to achieve for yourself today?
17. What is the primary destination for our conversation today?
18. What brought you to this conversation today?
19. What would you like to accomplish in our conversation today?
20. What do you already know, and what still needs to be figured out today?
21. If we only had 20 minutes, what would you still want to accomplish?
22. Given what you just said, is this still what you want to accomplish today?
23. We started with [outcome]. Do you still want that, or has something more important appeared?
24. Is this still the area you would like us to focus on?
25. What is the specific intention you are setting for this session?
26. If this session were useful in exactly the way you need, what would we have done?
27. What is too big for this session, and what is the right-sized piece?
28. What is the question you want this session to answer?
29. What feels like the true session goal now?
30. What piece of your bigger goal belongs in this session?
31. What are you hoping this session contributes to the person you are becoming?
32. If we use this session well, what would be different for you?
33. What would you like to take responsibility for during this session?
34. What direction would you like this session to take?
35. What is the key result you hope to achieve during this session?
36. Who could support you with what you want from this session?

Needs & Wants — 29 questions

1. What is alive for you right now that we should work with?
2. What is the work you want to do in this session?
3. How does what you want from today connect to the larger work we are doing?
4. Since we last spoke, has anything changed about what you want to work on?
5. That's a broad area. Which specific part would you like to work on?
6. What feels unresolved that you would like to work through?

7. Has the destination changed?
8. What would be different for you when we finish?
9. What would you like to resolve, explore, or decide?
10. What can wait, and what cannot?
11. If energy is limited, where should we invest it?
12. Where would you like to begin?
13. What is the real issue within this larger situation?
14. What particular outcome are you seeking regarding this situation?
15. What is prompting you to explore this now?
16. What is the deeper issue you would like us to address?
17. What is the core challenge you'd like clarity on?
18. Has your desired outcome shifted as we've been talking?
19. If we could complete one piece of work today, what would it be?
20. What is the one thing we need to tackle today to move you forward?
21. If you could achieve just one thing today, what would have the biggest impact?
22. What is the one thing you do not want to leave without?
23. Are we working on the thing that will actually get you what you wanted from this session?
24. What would you like to leave with that you do not have right now?
25. When you think about your broader goal, what piece of it needs our attention right now?
26. How are you arriving, and what wants attention today?
27. Where do you want to put our attention today?
28. As you talk about several possibilities, where would you like to place our attention?
29. What is what you need or want here making room for, or crowding out?

Additional Perspectives — 8 questions

1. What specific outcome are you hoping to walk away with by the end of our conversation?
2. If we were to fast-forward to the end of this session, what will have been achieved?
3. By the end of this session, what would you like to have moved forward?
4. What will you have at the end that you do not have now?
5. By the end of this session, what would you like to walk away with?
6. What shift would you like to experience by the end of this session?
7. What would it take to trust this from a different angle a little more?
8. What would you notice first if this from a different angle improved?

Importance & Motivation — 10 questions

1. How does today's focus connect to the larger goals you've shared with me?
2. What is calling you most strongly as the focus for this session?
3. What would be most beneficial to address right now?
4. What feels most urgent or meaningful to focus on?
5. What change would feel most meaningful for you right now?
6. I'm noticing a new direction emerging. Where would you like to focus now?
7. Given what you've just discovered, what would be most useful to explore next?
8. Would you like to continue with the original focus or follow this new insight?
9. What would you notice first if why this matters to you improved?
10. If why this matters to you could speak, what would it be telling you?

Values & Meaning — 23 questions

1. What is most important for you to work on in this session?
2. You named a few things. Which one, if we made progress on it today, would help the others?
3. If you had to choose one outcome for today, what would you choose?
4. If this session is one chapter, what is the chapter title?
5. What feels most important for us to focus on right now?
6. Of the topics on your mind, which one feels most important today?
7. What's the most relevant issue for us to explore today?
8. Which of these topics has the greatest significance for you today?
9. If we focused on one aspect of this challenge, what would it be?
10. What would be the most useful starting point for today's session?
11. What makes this topic important for you today?
12. What's the most important thing for us to focus on from this point forward?
13. What would "done enough for today" look like?
14. Is the goal today a plan, a perspective, a decision, or a different way of being?

15. What is the heart of this for you today?
16. Which outcome would you respect yourself for choosing today?
17. What is really at the heart of this matter for you?
18. What would you like to move forward on today?
19. Of everything inside [topic], which part matters most right now?
20. What part of this is ready to be worked?
21. Which part of this topic would create the greatest impact if addressed?
22. Of everything you've mentioned, which piece matters most right now?
23. How has your relationship with what matters most to you here evolved?

Change & Shifting Perspective — 11 questions

1. What decision, clarity, or shift are you hoping this conversation creates?
2. What would make this conversation specific enough to be useful?
3. Which of these is the real conversation, and which is background?
4. What is the conversation underneath the conversations you listed?
5. What needs to happen in this conversation for you to consider it successful?
6. What would make you say, "This was exactly the conversation I needed"?
7. What's the conversation beneath the conversation?
8. What are you hoping to create through this conversation?
9. What would you like to be different after our conversation?
10. What would courage look like here, in relation to this shift in perspective?
11. What's the truest thing you know about this shift in perspective right now?

⬡ 03 ESTABLISHES AND MAINTAINS AGREEMENTS

3.2 — Coach partners with the client to define or reconfirm measure(s) of success for what the client wants to accomplish in this session

128 questions across 10 themed subcategories

Needs & Wants — 12 questions

1. How will you know that we have achieved what you set out to do today?
2. How will you know when you've reached the clarity you're seeking today?
3. How will you know you've gotten exactly what you needed out of our time together?
4. What would you no longer need to carry out of the room?
5. How will you know you've achieved what you want today?
6. At the end of our time together, what result would you like to see?
7. What would make you say, "I got what I needed from this session"?
8. How would you recognize that you've achieved your desired outcome?
9. How will you know you've gained the insight you need?
10. How would you know you've resolved this dilemma sufficiently for today?
11. What would your wisest self say about what you need or want here?
12. How has your relationship with what you need or want here evolved?

Measures of Success — 27 questions

1. What does success look like for you at the end of this specific session?
2. What will be the tangible evidence that this session was a success?
3. If success had a texture or temperature today, what would it be?
4. What would a high-quality answer look like for the question you brought?
5. What would a two-point shift look like in real terms?
6. You said success would be [measure]. Is that still the right measure?
7. What would a false win look like, so we do not settle for it?
8. What tangible evidence would demonstrate success for you?
9. What would success look like in practical terms?
10. What would success look like regarding this decision?
11. What would moving from a 4 to a 7 look like?
12. If success were measurable, how would you define it?
13. What specific internal or external shift will tell you we've hit the mark?

14. What indicators will show you that we've accomplished your goal for today?
15. How will you measure the progress you make in the next few minutes?
16. Where would make today a success?
17. What will you stop doing if today works?
18. How specific can we make "clarity" or "confidence" so you will recognize it?
19. What would be a meaningful accomplishment for you today?
20. What would be the first sign that you've made progress today?
21. If you leave with a decision, what would make it feel complete?
22. What specific movement would you like to make today?
23. How much progress would feel meaningful today?
24. If you were to rate the success of this session, what would a 10 out of 10 look like?
25. On a scale of 1 to 10, where are you now on this?
26. If 10 is complete resolution, what number is a win for this session?
27. How is what success would look like showing up for you right now?

Truth & Honesty – 15 questions

1. By what metric, feeling, or realization will you measure the value of our time today?
2. What is the benchmark for success you are setting for this conversation?
3. What would be true at the end of this session that is not true now?
4. What confusion do you want gone by the end?
5. What will be different in the next conversation you have about this?
6. At the end, what question should I ask you to check whether we succeeded?
7. What would success look like for you by the end of this session?
8. What would tell you that this conversation has been valuable?
9. What would be noticeably different by the end of our conversation?
10. What would become clearer as a result of this conversation?
11. What decision would you like to reach by the end of this session?
12. What progress would make this conversation worthwhile?
13. How would you like to feel by the end of our conversation?
14. By the end of the session, where would you like to be on that scale?
15. What's the truest thing you know about the truth of this right now?

Energy Shifts & Nonverbal Cues – 11 questions

1. What will be different for you when we achieve today's objective?
2. How will your energy be different if we succeed?
3. When you think about tonight or tomorrow, what would success from today make possible?
4. If this session goes exactly as you'd like, what will be different?
5. What would be different in how you think about this situation?
6. What outcome would indicate that we used this time effectively?
7. What would you be seeing, hearing, or experiencing that would indicate success?
8. What new awareness would indicate success for you?
9. What shift in mindset would indicate success?
10. What is one small step that would move that shift I noticed forward?
11. What would courage look like here, in relation to that shift I noticed?

Additional Perspectives – 10 questions

1. How will you know we succeeded today?
2. If someone listened to the last two minutes, what would tell them it was a success?
3. How will you know in your body that this session did its job?
4. Compared with how you arrived, what change would mean this session worked?
5. How will future-you know that today's session mattered?
6. How will *you* know, not how would someone else judge it?
7. What needs to happen for you to consider this session successful?
8. How would someone else know this session was successful for you?
9. What would you tell a friend who was facing this from a different angle?
10. What would change if you let go of this from a different angle?

Exploring Progress – 8 questions

1. What would you be able to say, decide, or do if this session worked?
2. What would you be able to tell a trusted person after this session?

3. What will you be able to do after this session that you cannot quite do now?
4. What would tell you that you've moved forward?
5. What would tell you that you've arrived at the choice that's right for you?
6. What shift would tell you that this session has served you well?
7. How has your relationship with the progress you're making evolved?
8. How is the progress you're making showing up for you right now?

Clarity – 26 questions

1. What is a tangible sign that we got what you came for?
2. What output do you want in your hands when we finish: a decision, a sentence, a plan, a request?
3. What would "I got it" sound like in your own words?
4. What would you no longer be circling around?
5. What would replace the feeling you brought in?
6. What tightness would have loosened?
7. What inner yes would you be listening for?
8. What kind of clarity would count as success, specifically?
9. What would move you from [current number] to [desired number]?
10. What will have changed in how you show up this week?
11. If we hit [measure] but something still felt unfinished, what would that tell us?
12. Is the measure internal, external, or both?
13. What evidence would you refuse to ignore?
14. If we only got one of several possible measures, which one is essential?
15. What specifically would you like to walk away with?
16. Are you looking for clarity, a decision, insight, confidence, or something else?
17. What level of clarity would feel sufficient today?
18. What understanding would you like to gain?
19. If clarity is the goal, what specifically would you like clarity about?
20. How confident would you like to feel about that decision?
21. What step would you like to identify before we finish?
22. How prepared would you like to feel to move forward?
23. What change in perspective are you hoping for?
24. What emotional state would support the outcome you're seeking?
25. What level of confidence would you like to reach before we conclude?
26. What's underneath what would bring clarity that hasn't been named yet?

Completing the Session – 8 questions

1. What action, however small, would prove this session landed?
2. What would "settled" or "ready" feel like as we close?
3. Which measure matters more today: the action, or the way you feel about the action?
4. What action would you like to be ready to take after this session?
5. What would indicate that you're ready for your next step?
6. What outcome would help you take action with confidence?
7. What would courage look like here, in relation to closing this session well?
8. What would shift for you if closing this session well became easier?

What Matters Most Today – 7 questions

1. What feeling would tell you we are done enough for today?
2. How will you know the decision is good enough, not just made?
3. What would tell you that you understand this well enough to act?
4. What would "clear enough to move" include?
5. What is "good enough for today" versus "perfect"?
6. What would it mean for you to make peace with what matters most today?
7. Where do you notice what matters most today most strongly?

Session Outcome & Focus – 4 questions

1. What standard of thinking would make you trust the outcome?
2. What will you be thinking that you are not thinking now?
3. What is what you want from this session asking of you right now?
4. How ready are you to act on what you want from this session?

⬡ 03 ESTABLISHES AND MAINTAINS AGREEMENTS

3.3 — Coach inquires about or explores what is important or meaningful to the client about what they want to accomplish in this session

134 questions across 7 themed subcategories

Values & Meaning (continued) — 74 questions

1. Why is this particular goal so important to you right now?
2. Why is this particular outcome important at this stage of your life or work?
3. And why is that important?
4. What is the underlying "why" behind your desire to focus on this today?
5. What makes this important for you today?
6. When you imagine looking back in a year, why will today have mattered?
7. What makes this important to you today?
8. Of all the issues you could bring today, why this one?
9. Why does this matter to you so deeply?
10. Why is this the right thing to focus on at this exact moment in your journey?
11. Why this, and why now?
12. How is this goal aligned with what is most important to you?
13. If this goal could speak, what would it say is most important?
14. If this were not only a work issue, what would it be about?
15. What would feeling proud of today's work rest on?
16. What is at stake for you if we don't address this today?
17. What has shifted that makes this the right conversation now?
18. What made this rise to the top today?
19. What is at stake for you if we get this right today?
20. What is the ripple if you succeed today?
21. How does today's outcome serve the larger goal you are working toward?
22. What makes this worth spending time on?
23. What makes this a priority for you?
24. What makes this topic meaningful to you on a deeper, personal level?
25. What deeper significance does this hold for you?
26. What is driving your passion or urgency around this specific topic?
27. How is this meaningful to your overall vision for yourself?
28. What happens if this waits another month?
29. What is timely about this that was not true last week?
30. What are you no longer willing to postpone?
31. What value would you be living if you got this right?
32. Which version of you is this session in service of?
33. What part of you has been waiting for this to be taken seriously?
34. Where does this sit in the life you want, not only the week you are in?
35. What door does this open?
36. What have you been postponing that this session could unlock?
37. What would your wisest self say this is really about?
38. What will continue if we only talk around this?
39. What are you protecting by not settling this yet?
40. What would be lost in you if this never changed?
41. What hope is sitting under the problem?
42. What draws your attention to this topic right now?
43. What significance does this have for you?
44. What is driving your desire to address this now?
45. What value would be honored if you accomplished this?
46. What principles are influencing your desire to achieve this?
47. What would energize you about making progress here?
48. What opportunities might become available if you achieve this?
49. What becomes possible when this is achieved?
50. What sits at the heart of this aspiration?
51. What is asking for attention through this topic?
52. What about this matters to you at a deeper level?
53. What difference would achieving this make in your life?
54. What emotions are connected to achieving this goal?
55. How could achieving this influence the next chapter of your journey?
56. What would achieving this give you that you don't currently have?
57. Why does achieving this matter to you?
58. How does this connect to what you care about most in the world?
59. If you handled this the way you most respect, what would that look like?
60. What matters most to you about achieving this?
61. What does that tell you about what matters most to you?
62. What part of you most wants this outcome?
63. When you connect with what matters most here, what do you notice?

64. How does achieving this align with your core values?
65. Which of your values is in play here?
66. How would achieving this align with your authentic self?
67. Which of your values are connected to this goal?
68. Which personal values are being expressed through this goal?
69. What personal meaning are you assigning to this challenge?
70. What meaning have you been assigning to this situation?
71. If we ignored the meaning and only fixed the task, what would be missed?
72. What meaning do you associate with this goal?
73. What is the personal meaning behind this objective?
74. How do you want to relate to what matters most to you here from here?

Session Outcome & Focus — 18 questions

1. What is the significance of this goal in the broader context of your life?
2. What makes this more than just another goal?
3. What deeper longing does this goal represent?
4. What aspect of yourself wants to be expressed through this goal?
5. What longing is underneath the goal?
6. What inspires you to pursue this goal?
7. What keeps bringing you back to this goal?
8. What larger vision does this goal support?
9. What is really important to you underneath this goal?
10. What story of your life does this chapter belong to?
11. What story are you hoping to create through this outcome?
12. What would this outcome allow you to live more fully?
13. What is fueling your commitment to this outcome?
14. What positive impact would this create for you?
15. What would be emotionally rewarding about reaching this outcome?
16. What feeling are you hoping this accomplishment will create?
17. What are you hoping this accomplishment will ultimately provide?
18. How would things look different if what you want from this session were fully resolved?

Identity & Sense of Self — 7 questions

1. What does achieving this represent for your identity or your future?
2. What does achieving this represent for you?
3. Looking ahead, why does this matter for your future?
4. What does this represent, beyond the immediate problem?
5. What identity is at risk if this stays unresolved?
6. Where do you notice who you are in this most strongly?
7. How ready are you to act on who you are in this?

Additional Perspectives — 4 questions

1. What has this already cost you?
2. What is the cost of staying as you are?
3. What is this from a different angle making room for, or crowding out?
4. What would it take to trust this from a different angle a little more?

Thinking Patterns — 8 questions

1. What would accomplishing this honor in you?
2. What would make accomplishing this meaningful for you?
3. What would accomplishing this symbolize in your life?
4. What excites you about accomplishing this?
5. How do you feel when you think about accomplishing this?
6. How does accomplishing this move you toward what you ultimately want?
7. Where do you notice this way of thinking most strongly?
8. What does this way of thinking reveal about what matters to you?

Measures of Success — 15 questions

1. What is precious here that you do not want to lose?
2. Who do you want to be in this situation?
3. What would success today say about who you are becoming?
4. What kind of person do you want to be on the other side of this?
5. Who are you when this goes well?
6. Who else is affected by how this goes?
7. What becomes possible if you leave with what you want?
8. Who benefits if you find your way through this?

9. How will progress today feed the leader or person you want to be?
10. How does this connect with who you want to be?
11. What is the strongest reason you want this?
12. Who or what would benefit from your success?
13. How does this goal relate to the person you want to become?
14. Who are you when you are successful in this area?
15. If what success would look like could speak, what would it be telling you?

Change & Shifting Perspective — 8 questions

1. What would it mean to take this seriously?
2. What would change in your relationships if this moved?
3. What is the cost of leaving this where it is?
4. What are you afraid it means if this does not change?
5. If you accomplished this, what would it mean about you?
6. How would things change if you accomplished this?
7. Where do you notice this shift in perspective most strongly?
8. What would you notice first if this shift in perspective improved?

⬡ 03 ESTABLISHES AND MAINTAINS AGREEMENTS

3.4 — Coach partners with the client to define what the client believes they need to address to achieve what they want to accomplish in this session

137 questions across 8 themed subcategories

Obstacles & What Needs Addressing — 43 questions

1. What specific steps or insights do you need to achieve today's goal?
2. What specific challenge do we need to tackle to get you to your goal?
3. What resources or perspectives do you need to bring into focus today?
4. What is the core issue we need to address to make this happen?
5. What needs to change internally or externally for you to accomplish what you want?
6. What do you believe you need to address today to get what you want from this session?
7. What would we need to get honest about for this to move?
8. What would we regret not addressing today?
9. What would you have to believe for this to stay stuck?
10. What would you have to believe for this to move?
11. What have you not said out loud yet that belongs in this session?
12. Of the things you could address, which one would make the biggest difference today?
13. If we only address one thing beneath the topic, what should it be?
14. What would make this session brave enough without making it unsafe?
15. Given the outcome you want, where should we start?
16. What can we leave aside so we can address what actually matters?
17. If we address [what they named], how will that get you to [session outcome]?
18. What do you want to accomplish today?
19. What do you believe we need to address to get there?
20. What do you believe you need to address to achieve your desired outcome today?
21. What would be most beneficial to address during this session?
22. What obstacle would be useful to address today?
23. If there's one obstacle to focus on today, what would it be?
24. What mindset would you like to address?
25. Is there a decision you need to address today?
26. If you could address only one thing today, what would have the greatest impact?
27. What is the conversation you need to have with yourself today?
28. What do you need to let go of, or shift, in order to achieve this?
29. What do you need to let go of, name, or decide in order to move?
30. What do you need from this conversation in order to address that?
31. What is the real challenge here for you?
32. What is the smallest real thing we could address that would still matter?
33. What support, challenge, or space would help you go to the real issue?
34. What would help you move toward a clear choice?
35. Is the work today mostly out there in the situation, or in how you are relating to it?
36. What inner rule is running this?
37. What do you need to think through versus feel through?

38. What would be helpful for us to focus on first?
39. What aspect of this situation would you like to work through?
40. What barrier would you like to work through?
41. What do you believe is underneath this challenge?
42. What inner challenge would be helpful to work through today?
43. Who could support you with this obstacle?

Beliefs & Assumptions – 30 questions

1. What is standing in the way of you accomplishing this right now?
2. What do you need to explore or unpack to move past this current hurdle?
3. What has kept this from resolving already?
4. What is the obstacle you keep meeting?
5. What are you dancing around?
6. What assumption should we test?
7. What pattern keeps repeating that we should look at?
8. What is the one knot that, if loosened, would change the rest?
9. What looks like the problem, and what might actually be the problem?
10. What is the leverage point?
11. What is the courageous version of the agenda?
12. What are you ready to look at, and what are you not ready to look at yet?
13. What old strategy is no longer serving you here?
14. If we only had time for the essential thing, what is the essential thing?
15. What makes that meaningful right now?
16. How will you know we succeeded?
17. What do you think is standing between you and your desired outcome?
18. Where would you like us to begin?
19. What is happening beneath the surface?
20. What feels unclear or confusing right now?
21. What would you like to gain greater awareness about?
22. What decision feels unresolved?
23. What assumption are you making that may deserve examination?
24. What are you avoiding addressing?
25. What truth might be waiting to be acknowledged?
26. What assumptions would be useful to explore?
27. What choice would be useful to explore further?
28. What strengths would be useful to explore today?
29. Given this new awareness, what would be most useful to address now?
30. What's one question you haven't asked yourself about this belief?

Exploring the Situation – 11 questions

1. What part of this situation needs to be addressed first to make real progress?
2. What is the first domino that needs to fall for you to reach your goal?
3. What part of you is in conflict with another part?
4. What should we put at the center of the next part of this session?
5. What part of this situation feels most critical to examine?
6. What are you finding hardest about this situation?
7. What might be contributing to this situation?
8. What would help you make sense of this situation?
9. What emotions might be influencing this situation?
10. What would make everything else easier if addressed?
11. Where do you notice this situation most strongly?

Values & Meaning – 10 questions

1. What is the missing piece you need to figure out to reach your outcome?
2. What information is missing, and what meaning is missing?
3. What understanding do you feel is missing?
4. What truth, if spoken, would change the work of this session?
5. What do *you* believe is the work, regardless of what others would say the work is?
6. What feels most important to explore in order to move forward?
7. What challenge seems to be getting in your way?
8. What now seems most important to work on?
9. How do you want to relate to what matters most to you here from here?
10. Who could support you with what matters most to you here?

Support & Empathy – 16 questions

1. What do you need to understand better about yourself or the situation to succeed?
2. What are you telling yourself about this that we may need to examine?

3. What do you need to understand more clearly to reach your outcome?
4. What would we need to dismantle before building the next step?
5. What do you need to understand better to achieve your goal today?
6. What would be valuable for us to understand more fully?
7. What questions do you need answered for yourself?
8. What beliefs might need to be examined?
9. What options need consideration?
10. What resource do you need to access or develop?
11. What capabilities would support your success?
12. What support do you need to better understand?
13. In light of what you've discovered, what would best support your desired outcome?
14. What feels most essential to understand right now?
15. What belief might need to shift?
16. What would it look like to be curious rather than certain about the support you need?

Session Outcome & Focus — 8 questions

1. What is in the way of the outcome you just named?
2. What needs to be faced, not just discussed?
3. What feeling needs room before a decision can be clean?
4. What conversation, choice, or trade-off needs to be faced today?
5. What tension needs to be named?
6. What needs deeper exploration?
7. What's the next right move regarding what you want from this session?
8. If what you want from this session could speak, what would it be telling you?

Needs & Wants — 15 questions

1. If the surface issue were solved but the deeper thing stayed, what would still be unfinished?
2. Is the key issue capability, permission, clarity, or courage?
3. What choice is hiding inside this issue?
4. What keeps this issue unresolved?
5. What feels like the root issue here?
6. What do you suspect is really driving this issue?
7. What do you need more clarity about?
8. What is the key issue that, once addressed, would unlock progress?
9. What belief, fear, or standard might need attention before a plan will help?
10. What relationship dynamic needs attention for the outcome to be possible?
11. What needs your attention right now?
12. What difficulty needs your attention most?
13. Has your thinking about what needs attention changed?
14. What fear might need attention here?
15. How has your relationship with what you need or want here evolved?

Behavior & Patterns — 4 questions

1. What has prevented progress so far?
2. What personal pattern may be affecting your progress?
3. What does this pattern reveal about what matters to you?
4. What is this pattern making room for, or crowding out?

COMPETENCY 04 OF 8

Cultivates Trust And Safety

Creating the psychological safety that lets a client take real risks in the conversation.

4	523	4
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

IN THIS COMPETENCY

4.1	Coach acknowledges and respects the client's unique talents, insights and work in the coachi...	127 q
4.2	Coach shows support, empathy or concern for the client	136 q
4.3	Coach acknowledges and supports the client's expression of feelings, perceptions, concerns, ...	132 q
4.4	Coach partners with the client by inviting the client to respond in any way to the coach's c...	128 q

04 CULTIVATES TRUST AND SAFETY

4.1 — Coach acknowledges and respects the client's unique talents, insights and work in the coaching process

127 questions across 9 themed subcategories

Strengths & Resources — 39 questions

1. I notice how deeply you've reflected on this; what strengths did you use to get this level of clarity?
2. You've shown incredible resilience in navigating this. How have you managed to stay so grounded?
3. You've done a lot of hard work to get to this point. What are you most proud of in your journey so far?
4. You've navigated similar situations before. What wisdom from those experiences are you bringing here?
5. What strength in you is already at work in this?
6. What have you tried that taught you something useful, even if it did not fully work?
7. What have you done on your own that you have not mentioned yet?
8. What is the evidence of your own work in what you just described?
9. What have you done that reflects your dedication?
10. How would you acknowledge yourself for the work you've done?
11. What personal strengths are you drawing upon to tackle this situation today?
12. What talents of yours are we going to leverage today to make a breakthrough?
13. What progress has happened before today that we should build on?
14. What is unusual about your strengths that you tend to downplay?
15. Which of your abilities has contributed most to your progress so far?
16. What strengths do others consistently appreciate in you?
17. Which of your strengths feels most alive today?
18. What feels most significant about what you just said?
19. What are you most proud of accomplishing?
20. When have you been most resourceful recently?
21. What strengths helped you overcome previous difficulties?
22. What decision feels most aligned with who you are?
23. I see how much care you've put into this. How does your natural empathy serve you in this process?
24. What talent of yours is being called on right now?
25. What natural talent is helping you move forward?
26. What gift or talent would you like to leverage more intentionally?
27. How have you found ways to move forward despite obstacles?
28. Where do you see your own competence in how you have handled this?
29. What have you sensed about this that you have not fully trusted yet?
30. What is your own way of working that we should respect as we go?
31. What have you overcome that took real capability?
32. What capacity in you is easy for others to see and hard for you to own?
33. What is proof, from your own history, that you can do this?
34. If you fully credited your own capability, what would change about how you approach this?
35. What capability are you underestimating right now?
36. What wisdom are you hearing in your own words?
37. What success might you not be fully acknowledging?
38. What capability can you draw on again?
39. What would change if you let go of your strengths here?

Obstacles & What Needs Addressing — 9 questions

1. What unique perspective do you bring to this challenge that no one else could?
2. You have a unique way of looking at this. What inspires your distinct point of view?
3. What unique skill do you possess that makes you perfectly equipped to handle this?
4. What is the gift you bring to this that not everyone has?
5. What perspective do you bring that someone else would not have?
6. What unique quality do you bring to this challenge?
7. What new perspective is becoming clear?
8. What's one question you haven't asked yourself about this obstacle?
9. What would it mean for you to make peace with this obstacle?

Insight & Realization — 6 questions

1. I'm struck by your self-awareness here. How did you develop such a keen insight into your own patterns?
2. What insight did you just offer that deserves more attention?
3. What would it sound like to take your own insight seriously?
4. What insight is emerging for you as we talk?
5. What are you learning about yourself through this realization?
6. What is this realization costing you if nothing changes?

Support & Empathy — 12 questions

1. I appreciate the honesty you're bringing. How has your courage served you in the past?
2. What is it about how you think that has served you well before?
3. What makes you the right person to solve this, even if it does not feel that way?
4. What have you accomplished before that is harder than this?
5. What have you handled before that prepared you for this?
6. What do you do exceptionally well that could support you here?
7. How have your strengths served you in similar situations?
8. What do you know from experience that belongs in this conversation?
9. What do you know to be true here, underneath the doubt?
10. How does your experience support you here?
11. What part of this progress belongs entirely to your efforts?
12. What's underneath the support you need that hasn't been named yet?

Ongoing Learning & Development — 28 questions

1. What is a personal "superpower" you rely on when things get challenging?
2. What is effortless for you that others might find hard?
3. What have people told you they admire about how you handle things like this?
4. What groundwork have you laid that deserves credit?
5. What have you built that this next step can stand on?
6. What do you do differently from others facing the same thing?
7. What would someone who works closely with you say you are known for?
8. What is your signature move when things get hard?
9. When has a similar strength of yours paid off?
10. What are you discovering about yourself?
11. What are you learning that surprises you?
12. What truth is becoming more visible to you?
13. What valuable realization are you having right now?
14. What progress have you achieved since we last spoke?
15. What challenges have you successfully navigated?
16. What commitment have you kept despite difficulties?
17. How have you demonstrated resilience recently?
18. What actions have moved you closer to your goal?
19. What part of your journey deserves celebration?
20. How have you adapted effectively?
21. What resources within yourself are available now?
22. How have you surprised yourself recently?
23. What personal resource is most valuable right now?
24. What makes this solution meaningful to you?
25. What are you trusting in yourself right now?
26. How would you like to build on this success?
27. What are you learning about your capabilities?
28. How is your ongoing learning showing up for you right now?

What Hasn't Been Said Yet — 5 questions

1. What are you doing well here that you have not named yet?
2. What strength shows up in you under pressure?
3. What preparation shows up in how clearly you have named this?
4. Who could support you with what hasn't been said yet?
5. What would it mean for you to make peace with what hasn't been said yet?

Exploring the Situation — 14 questions

1. What are you good at that this situation is asking you to use?
2. What have you already figured out that we should not skip past?
3. What have you already worked through to get to this point?
4. What have you already ruled out through your own effort?
5. Where is your own wisdom already pointing?
6. What do you understand about this better than anyone else could?
7. What has your own judgment already told you?
8. What track record do you have that this situation is not giving you credit for?
9. What resource in you made it possible to get this far already?

10. What personal strength are you most relying on in this situation?
11. What do you already understand about this situation?
12. What effort have you already made that deserves recognition?
13. What creative solution have you already generated?
14. What does this situation reveal about what matters to you?

Additional Perspectives — 7 questions

1. What skill have you built that applies directly here?
2. What have you learned about yourself that applies directly to this?
3. What have you built a reputation for that applies here?
4. What inner knowing are you setting aside right now?
5. What inner knowing are you trusting here?
6. What is this from a different angle making room for, or crowding out?
7. What's underneath this from a different angle that hasn't been named yet?

What Matters Most Today — 7 questions

1. What is distinctive about how you approach challenges like this?
2. What makes your approach to this uniquely yours?
3. How are you choosing to approach this?
4. What are you most confident about in your approach?
5. Which insight are you choosing to act upon?
6. How ready are you to act on what matters most today?
7. What's possible if you approach what matters most today differently?

04 CULTIVATES TRUST AND SAFETY

4.2 — Coach shows support, empathy or concern for the client

136 questions across 13 themed subcategories

Truth & Honesty — 9 questions

1. This sounds like a heavy burden to carry. How are you holding up under all of this?
2. This seems incredibly overwhelming. What is the most compassionate thing you can do for yourself today?
3. What has this cost you that no one has acknowledged?
4. What is true for you right now, underneath what you are describing?
5. What does this bring up in you that is worth pausing on?
6. What is one kind thing that is true about how you have shown up?
7. What is one meaningful step you can take?
8. What's the truest thing you know about the truth of this right now?
9. How would things look different if the truth of this were fully resolved?

Needs & Wants (continued) — 42 questions

1. I can sense how much this means to you. What is the emotional toll this is taking on you?
2. What would feel supportive from me right now?
3. How would you like me to walk alongside you here?
4. What has this situation asked of you that has been unfair?
5. What have you had to be strong about for too long?
6. What has this been like for you, really?
7. What is tender here that we should not rush past?
8. Who else knows how hard this has been?
9. What do you wish someone had said to you about this?
10. What would kindness toward yourself sound like in this moment?
11. What would compassion for yourself change here?
12. What grace have you not given yourself yet?
13. What would happen if you treated yourself the way you treat people you love?
14. What has this experience been like for you?
15. What impact is this situation having on you personally?
16. What has been emotionally challenging for you?
17. How has this affected your energy?
18. What would make this conversation easier?
19. What kindness might you offer yourself in this situation?
20. How are you acknowledging your own efforts?
21. What are you expecting from yourself that may be unrealistic?
22. How can you be gentler with yourself?
23. What are you learning about your needs?
24. What has helped you get through difficult times before?
25. Who or what supports you when things are tough?

26. What resilience are you demonstrating right now?
27. What resources can you lean on?
28. What encourages you even during uncertainty?
29. What have you overcome that reminds you of your capability?
30. What helps you regain your balance?
31. What would be a caring next step for yourself?
32. What feels manageable right now?
33. How can you honor both your needs and your goals?
34. What do you deserve to hear about how you have handled this?
35. I hear the frustration in your voice. What do you need right now to feel supported?
36. What do you need from me in this moment?
37. What do you need to hear right now, if anything?
38. How much room does this need before we go further?
39. Is there anything you need before we continue?
40. What permission do you need to give yourself right now?
41. What understanding do you need from yourself?
42. What's the next right move regarding what you need or want here?

What Hasn't Been Said Yet — 5 questions

1. How can I be useful to you as you sit with this?
2. What are you experiencing as you talk about this?
3. What feels safe to talk about right now?
4. What would change if you let go of what hasn't been said yet?
5. What is what hasn't been said yet asking of you right now?

Support & Empathy — 8 questions

1. It takes a lot of courage to share this. How can I best support you as you navigate these feelings?
2. What would feel like real support, not just sympathy?
3. What would it take to believe you deserve support here?
4. What would support your well-being right now?
5. What support might you seek?
6. What would support your success moving ahead?
7. What is the support you need asking of you right now?
8. What would it mean for you to make peace with the support you need?

What Matters Most Today — 8 questions

1. I want to make sure you feel heard. What is the hardest part of this for you to sit with?
2. What is the hardest part of this for you?
3. What has been the most difficult part of carrying this?
4. What part of this have you been carrying alone?
5. What would it be like to let someone else hold part of this with you?
6. What part of this weighs most heavily on you?
7. What would you notice first if what matters most today improved?
8. How do you want to relate to what matters most today from here?

Additional Perspectives — 10 questions

1. It sounds like you're carrying a lot of weight. How can we create some space for you to breathe today?
2. I can see how much effort you're putting in. How are you making sure you aren't burning out?
3. It sounds like you've been through a lot. What do you need to acknowledge about your own struggle?
4. What weight have you been holding that we have not named yet?
5. What has been harder than it looks from the outside?
6. What would it mean for that feeling to be fully heard?
7. What would it be like not to face this alone in this hour?
8. What would it mean to not carry this by yourself?
9. What is this from a different angle making room for, or crowding out?
10. What's underneath this from a different angle that hasn't been named yet?

Identity & Sense of Self — 10 questions

1. I'm here with you in this. What does support look like for you in this exact moment?
2. What would care look like from me here?
3. What kind of company do you want from me as we look at this?
4. What would genuine care sound like right now?
5. What would it look like to stop judging yourself for this?
6. How are you taking care of yourself through this?
7. What would self-compassion look like here?

8. What would nurturing progress look like?
9. What's possible if you approach who you are in this differently?
10. How would things look different if who you are in this were fully resolved?

Deserving Recognition — 9 questions

1. This is a vulnerable space. How are you feeling about sharing this with me today?
2. What do you want more of from me right now: space, questions, or quiet?
3. What is exhausting about this that deserves to be said?
4. What is present in you right now that deserves space?
5. What are you being hard on yourself about that deserves gentleness?
6. What would help you be fully present in this discussion?
7. How can this space best serve you today?
8. What's the next right move regarding what deserves recognition here?
9. What is what deserves recognition here costing you if nothing changes?

Deeper Exploration — 4 questions

1. How can I partner with you to ensure you feel safe exploring this difficult topic?
2. How would you like to explore this topic?
3. What would you tell a friend who was facing this, more deeply?
4. What would it mean for you to make peace with this, more deeply?

Values & Meaning — 7 questions

1. What kind of presence would help you most right now?
2. What do you need me to understand about how this has been for you?
3. What feels most difficult about this?
4. What feels most important for me to understand?
5. What would make this conversation most useful for you?
6. What would it take to trust what matters most to you here a little more?
7. How ready are you to act on what matters most to you here?

Obstacles & What Needs Addressing — 7 questions

1. What would make this easier to say out loud?
2. Where does this land in you as you say it?
3. What would you say to a friend going through exactly this?
4. How are you carrying this challenge right now?
5. What would you say to a friend facing this challenge?
6. What's the truest thing you know about this obstacle right now?
7. What are you learning about yourself through this obstacle?

Reflecting & Summarizing — 11 questions

1. What would help you feel met in this?
2. What feeling wants acknowledgment before we move forward?
3. What would help you feel less isolated in this?
4. What would help you feel heard and understood?
5. What would help lighten the burden you feel?
6. What keeps you moving forward?
7. What small action would help you feel better?
8. What would help you move forward with confidence?
9. What are you feeling as you tell me this?
10. What are you hoping I will not miss as you tell me this?
11. What would courage look like here, in relation to what's been said so far?

Strengths & Resources — 6 questions

1. What would help you feel more supported today?
2. What gives you strength during challenges?
3. What inner strength is available to you today?
4. What feels possible today?
5. How is your strengths here showing up for you right now?
6. How ready are you to act on your strengths here?

04 CULTIVATES TRUST AND SAFETY

4.3 — Coach acknowledges and supports the client's expression of feelings, perceptions, concerns, beliefs or suggestions

132 questions across 11 themed subcategories

Emotional Exploration — 13 questions

1. I hear the passion in your voice when you talk about this. What is that emotion telling you?
2. I notice a shift in your energy when you talk about this belief. What is coming up for you right now?
3. I notice you smiling when you talk about this possibility. What is that joy connected to?
4. I notice you pausing before answering. What feelings are arising in this pause?
5. What do you notice in yourself as that comes out?
6. What emotion is present that we should not skip past?
7. What does that emotion seem to be protecting?
8. What is your perception telling you that logic has not caught up to?
9. What conviction is showing up in what you just said?
10. Where do you notice that emotion showing up?
11. What happens if we stay with that feeling a little longer?
12. What happens when you fully acknowledge this emotion?
13. What is this emotion making room for, or crowding out?

Needs & Wants — 36 questions

1. You mentioned feeling hesitant. What is that hesitation trying to protect you from?
2. You perceive this as a major roadblock. How is that perception shaping your next steps?
3. You expressed a doubt about your ability. Where do you think that doubt originates?
4. I hear the excitement in your tone. What is fueling that positive energy?
5. What feeling is right at the surface as you say that?
6. What is underneath what you just expressed?
7. What would you like to do with that feeling?
8. What permission do you need to keep speaking from that place?
9. How do you want me to meet what you just felt?
10. What would you like me to understand about how you are reading this?
11. What have you observed that keeps proving true?
12. What risk are you weighing that we should name?
13. What are you afraid will be overlooked here?
14. What do you believe about this that feels important to state?
15. What do you believe about yourself that is relevant here?
16. What solution have you already thought of?
17. What would you like to put on the table?
18. What emotions are present for you right now?
19. How would you describe what you're experiencing emotionally?
20. What is this feeling trying to tell you?
21. How long have you been carrying this feeling?
22. What are you feeling beneath the surface?
23. What feeling wants to be expressed?
24. What meaning are you giving to this experience?
25. How do you interpret what is happening?
26. What other perspectives are available?
27. How has your perception changed over time?
28. What concerns are most present for you?
29. How would things change if you viewed this differently?
30. What ideas do you have?
31. What solution would you suggest for yourself?
32. What possibilities are you considering?
33. What approach feels most aligned for you?
34. What options do you want to explore?
35. What recommendation would you give yourself?
36. What would shift for you if what you need or want here became easier?

Support & Empathy — 11 questions

1. You seem concerned about the outcome. What is the core fear behind that concern?
2. What concern is underneath that suggestion?
3. What is the concern we should not minimize?
4. What is the concern underneath the concern?
5. What is the root of this concern?
6. What is your concern trying to protect?
7. What would help address that concern?
8. How realistic do you believe that concern is?

9. What concern would you most like to resolve?
10. What would it take to trust the support you need a little more?
11. What's underneath the support you need that hasn't been named yet?

What Matters Most Today – 8 questions

1. I hear your frustration. If that frustration had a voice, what would it be saying?
2. What idea just occurred to you that is worth saying?
3. What idea have you been holding back?
4. What creative idea is emerging?
5. What might be worth experimenting with?
6. Which idea excites you most?
7. Who could support you with what matters most today?
8. What does what matters most today reveal about what matters to you?

Deserving Recognition – 9 questions

1. You seem torn between two choices. What is the emotional weight of each option for you?
2. What observation of yours deserves more weight?
3. What is nagging at you that deserves airtime?
4. What belief deserves to be examined rather than dismissed?
5. What idea of yours deserves a real hearing before we move on?
6. What emotion needs more attention?
7. Which concern deserves more attention?
8. What is what deserves recognition here costing you if nothing changes?
9. What would it take to trust what deserves recognition here a little more?

Beliefs & Assumptions – 20 questions

1. You believe this is the only way forward. How does holding that belief make you feel in your body?
2. What belief did you just hear yourself express?
3. What belief would you like to stand behind, even if untested?
4. What belief just surfaced that surprised you?
5. What assumptions might be influencing your view?
6. What belief is influencing your thinking?
7. What belief is helping you right now?
8. What belief may be limiting you?
9. Where did that belief come from?
10. How does that belief serve you?
11. What belief would better support your goal?
12. What new belief are you willing to explore?
13. What are you feeling right now, naming it plainly?
14. What is your honest take, without softening it?
15. What would it mean to take that worry seriously instead of dismissing it?
16. What are you convinced of, whether or not you can prove it?
17. What would you propose if it were entirely your call?
18. What evidence supports that belief?
19. What evidence challenges it?
20. What would it look like to be curious rather than certain about this belief?

Exploring the Situation – 7 questions

1. What is the unspoken emotion driving your perspective on this situation?
2. What is your read on this situation, even if you are not sure?
3. How are you seeing this situation?
4. What perspective feels most true to you?
5. What perspective best serves you now?
6. What would you tell a friend who was facing this situation?
7. What would courage look like here, in relation to this situation?

Noticing & Awareness – 7 questions

1. What are you perceiving that others may not be seeing?
2. What do you see here that I should take seriously?
3. What do you hold to be true that others might challenge?
4. What leads you to see it this way?
5. What are you noticing that others may not see?
6. What's underneath what you're noticing that hasn't been named yet?
7. What would change if you let go of what you're noticing?

What Hasn't Been Said Yet – 9 questions

1. What have you noticed that you have not said out loud yet?
2. What have you sensed that turned out to be accurate before?

3. What worry haven't you said out loud yet?
4. What would you like to say you believe, out loud, for the record?
5. What suggestion do you have that we have not explored yet?
6. What feeling stands out the most?
7. What would reduce your worry?
8. How do you want to relate to what hasn't been said yet from here?
9. What would you notice first if what hasn't been said yet improved?

Intuition & Inner Knowing — 6 questions

1. What are you concerned might happen if this goes unaddressed?
2. What would you like me to know you are worried about?
3. What is your instinct about what should happen next?
4. What are you worried could happen?
5. How ready are you to act on what your gut is telling you?
6. What would shift for you if what your gut is telling you became easier?

What Is Happening — 6 questions

1. What suggestion feels risky but right?
2. What feels uncertain or risky?
3. What would you like to try that we have not mentioned?
4. What alternative could you try?
5. What would it mean for you to make peace with what's happening right now?
6. What haven't you yet said about what's happening right now?

04 CULTIVATES TRUST AND SAFETY

4.4 — Coach partners with the client by inviting the client to respond in any way to the coach's contributions and accepts the client's response

128 questions across 10 themed subcategories

Sharing Observations & Intuitions — 6 questions

1. I shared an observation just now. How does that land for you?
2. How does that land for you?
3. Where did that land, and where did it miss?
4. How does that observation land with you?
5. What would shift for you if what I'm noticing became easier?
6. What would you notice first if what I'm noticing improved?

Client-Led Direction & Pace — 17 questions

1. I'm wondering if we're on the right track. What is your reaction to the direction we're heading?
2. What do you want to do next with what just came into the space?
3. What direction do you want to take from here?
4. What do you want to protect from my interpretation?
5. Where do you want to draw the line with what I just suggested?
6. How do you want us to work with that observation?
7. What role do you want my comment to play in this conversation?
8. What meaning do you take from it?
9. What direction would you prefer to take?
10. What direction feels right to you?
11. How do you want to respond to this insight?
12. What do you want to make of this together?
13. What would make this discussion more valuable?
14. What would make this conversation most valuable?
15. What choice would you like to make?
16. What commitment are you ready to make?
17. What would your wisest self say about the direction you want to take?

Needs & Wants — 14 questions

1. I offered a perspective. Do you agree, or does it feel off for you?
2. What is true, and what is not quite right, in what I just offered?
3. What feels true, off, or incomplete in what I just offered?
4. What do you want to do with what I just offered?
5. What would you like me to know if I am off base?
6. Where do you agree or disagree?
7. How useful is that perspective for you?
8. What comes up for you when you hear that reflected back?

9. What would you say back to that?
10. What would you say instead, in your own words?
11. What part of that do you want to push back on?
12. What would you like to say if you disagree with me?
13. What would honesty require you to say back to me right now?
14. What haven't you yet said about what you need or want here?

Who Else Is Involved — 4 questions

1. How does what I just summarized align with your actual experience?
2. What is your experience of this?
3. What would change if you let go of who else is involved?
4. What's the cost of waiting any longer on who else is involved?

Truth & Honesty (continued) — 33 questions

1. Should we adjust our approach?
2. I invited you to look at it from a different angle. How does that new angle feel to you?
3. What happens in you as you hear that?
4. How does that sit with you?
5. What did hearing that stir in you?
6. What did I get wrong, if anything?
7. If that is not quite right, what is closer?
8. Would it help to sit with that, or move past it?
9. Is that worth pursuing, or was it a detour?
10. If that does not fit, what does fit?
11. What is it like to tell me I have misread this?
12. What is your version of what I just tried to name?
13. What is the next sentence, and whose is it?
14. What are your thoughts about what I just noticed?
15. What resonates with you in what you heard?
16. How helpful is this line of exploration?
17. What are you noticing about this coaching approach?
18. How well is this serving your needs?
19. What would you like less of?
20. What feels true for you about that?
21. How would you like to expand on that?
22. What would you like me to understand better?
23. What would you like to clarify?
24. What significance does this have for you?
25. What makes this meaningful?
26. How would you like to proceed?
27. What should we focus on now?
28. What would you like to create from here?
29. What feels most aligned for you?
30. What path are you choosing?
31. What decision feels right to you?
32. What would you like to do with what you've discovered?
33. What's the truest thing you know about the truth of this right now?

Values & Meaning — 12 questions

1. What did I miss that matters to you?
2. What matters more right now: my observation, or where you were headed?
3. How do you interpret that observation?
4. What would you like more of from me?
5. How can we partner more effectively?
6. What feedback do you have about our conversation?
7. What conversation would best serve you?
8. What option best reflects your values?
9. Do you want to explore that further, or set it aside?
10. What feels important for us to explore further?
11. What would be most useful to explore now?
12. What's one question you haven't asked yourself about what matters most to you here?

Designing Post-Session Action — 7 questions

1. I suggested we focus on X. How do you feel about shifting our attention there?
2. I proposed a potential next step. What is your gut reaction to that idea?
3. What would partnership look like in this next minute?
4. What topic deserves our attention next?
5. What is your preferred next step?
6. What would your wisest self say about what you'll do after this session?
7. What's possible if you approach what you'll do after this session differently?

Reflective Practice — 9 questions

1. Does this reflection resonate with you, or did I miss the mark?
2. What does not resonate with you?
3. What would you like to adjust in that reflection?
4. What would you change about how I framed that?
5. What would you keep, change, or throw away from that reflection?
6. What would you add or change?
7. What are you taking away from our conversation?
8. What's the cost of waiting any longer on your reflective practice?
9. What is your reflective practice making room for, or crowding out?

Inviting the Client's Response — 21 questions

1. I'm sensing some resistance to my last question. What is your honest response to it?
2. How useful was that framework I shared?
3. What is your honest feedback on the way we are working together today?
4. What is your honest response to what I just shared?
5. What is your truth in response to that?
6. How would you like to use what I just shared, or not use it?
7. What stands out for you from what I shared?
8. What matters most in your response?
9. How does your response connect to your goal?
10. What is your reaction to what I just said?
11. What would you correct in what I just said?
12. What needs correcting before we go further?
13. Shall we stay with my comment, or go back to what you were exploring?
14. Where would you like to go from what just got said?
15. What do we build together from what just got said?
16. Where would you like to go next?
17. What did my question stir that I should hear?
18. How should we hold what I just offered: as a question, a possibility, or a fact to test?
19. What is your reaction to that question?
20. What question would you like us to consider?
21. How has your relationship with what I just shared evolved?

Exploring the Situation — 5 questions

1. Does my understanding of your situation feel accurate to you?
2. What would you like to correct about my understanding of you?
3. What would you add to make that more accurate?
4. What's the truest thing you know about this situation right now?
5. What would change if you let go of this situation?



COMPETENCY 05 OF 8

Maintains Presence

Being fully here — with the whole client, the session's purpose, and whatever the client chooses next.

5	634	5
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

IN THIS COMPETENCY

5.1	Coach acts in response to the whole person of the client (the who)	131 q
5.2	Coach acts in response to what the client wants to accomplish throughout this session (the w…	123 q
5.3	Coach partners with the client by supporting the client to choose what happens in this sessi…	126 q
5.4	Coach demonstrates curiosity to learn more about the client	127 q
5.5	Coach allows for silence, pause or reflection	127 q

☘ 05 MAINTAINS PRESENCE

5.1 — Coach acts in response to the whole person of the client (the who)

131 questions across 12 themed subcategories

Beliefs & Assumptions — 12 questions

1. How is your overall well-being affecting your ability to focus on this goal today?
2. I see this is affecting you emotionally, mentally, and physically. Which aspect needs the most attention right now?
3. Which of your many selves needs the floor right now?
4. What aspect of yourself feels most important right now?
5. What characteristic of yours is most relevant here?
6. What feeling stands out the most?
7. What belief supports you most?
8. What belief limits you most?
9. Which viewpoint feels most empowering?
10. What matters most beneath the surface?
11. What possibility do you see for yourself?
12. How ready are you to act on this belief?

Somatic & Nonverbal Awareness — 7 questions

1. I notice you seem a bit tired. How is your physical energy impacting your mindset right now?
2. I notice a tension between your logical mind and your gut feeling. How can we honor both today?
3. What personal strengths are you relying on?
4. Where do you notice that feeling in your body?
5. What personal growth opportunity do you notice?
6. What would your wisest self say about what your body is telling you?
7. What's underneath what your body is telling you that hasn't been named yet?

Values & Meaning (continued) — 40 questions

1. You mentioned feeling overwhelmed at work and at home. How are those two worlds colliding for you today?
2. What is going on in your life outside of this specific goal that we should acknowledge?
3. How are you taking care of the "whole you" while navigating this stressful period?
4. What identity is being touched by this?
5. Which self is running the show today?
6. What version of you is speaking right now?
7. Where does your role end and you begin in this?
8. What is true of you that your job title does not capture?
9. What would you say if we set the role aside entirely?
10. What part of your life is quietly present in this issue?
11. What have you been leaving out of the room?
12. If we honored everything you are, not just the issue, what would change?
13. What emotions are present for you right now?
14. Which emotions have been overlooked?
15. What feelings surprise you?
16. How are your emotions influencing your decisions?
17. What changes when you acknowledge that feeling?
18. What belief is driving your thinking?
19. What assumptions might be operating here?
20. What story are you telling yourself?
21. How did you come to hold this perspective?
22. What would change if you viewed this differently?
23. What perspective would your future self have?
24. Why is this important to you personally?
25. What gives this issue significance?
26. How does this align with your purpose?
27. How does this connect with what you stand for?
28. What does this reveal about what's important to you?
29. What are you discovering about yourself?
30. What strengths are waiting to be activated?
31. What new version of yourself is emerging?
32. What are you capable of that you haven't acknowledged?
33. How does your personal background or identity influence the way you're viewing this situation?
34. What deeper value is connected to this?
35. Which value feels non-negotiable?
36. How are your core values showing up in the way you're approaching this challenge?
37. What does this bring up about who you are?
38. Who shows up in you when this kind of thing happens?
39. What values are showing up in this moment?

40. What's the truest thing you know about what matters most to you here right now?

What Matters Most Today — 14 questions

1. What part of who you are is most tied up in this decision?
2. What part of your character is being tested here?
3. Who are you when no one is watching how you handle this?
4. What part of you feels most alive right now?
5. What part of you is in conflict with another part?
6. What is one part of you saying, and what is another part saying?
7. What part of you disagrees with what you just said?
8. What part of you is confident here, even if quietly?
9. What would the wisest part of you say?
10. What part of your humanity does this role sometimes hide?
11. What are you not saying because it feels off-topic but is not?
12. What would it mean to bring all of yourself to this, not just the part that copes?
13. What part of your identity feels challenged?
14. What's one question you haven't asked yourself about what matters most today?

Reflective Practice — 8 questions

1. Who are you in this situation, beyond the problem?
2. What does this situation ask of the whole of you, not just your role?
3. What do you want people to see in you beyond what you do?
4. What is this touching in you that goes beyond today?
5. How does this situation reflect who you are?
6. How would you describe yourself beyond this situation?
7. How ready are you to act on your reflective practice?
8. What haven't you yet said about your reflective practice?

Measures of Success — 11 questions

1. Who do you become when this happens?
2. Who would you like to be in the middle of this?
3. Who is present in you as we talk about this?
4. Who do you want to bring to this moment?
5. Who is quietly watching from inside you as this unfolds?
6. Who are you underneath the responsibilities you are carrying?
7. What does the fuller picture of you want to say here?
8. Who do you want to be as you move forward?
9. What does success say about who you are?
10. What's possible if you approach what success would look like differently?
11. How would things look different if what success would look like were fully resolved?

Change & Shifting Perspective — 7 questions

1. What is this revealing about you as a person?
2. What does this say about the person you actually are?
3. What does this ask of you as a person, not only as a role?
4. How is the person different from the position here?
5. What would this look like if you responded as a person first?
6. What would it take to trust this shift in perspective a little more?
7. What's the next right move regarding this shift in perspective?

Energy Shifts & Nonverbal Cues — 9 questions

1. What self are you protecting in this conversation?
2. What internal voice is loudest right now?
3. What part of you is tired of this conversation, and why?
4. Which inner voice deserves more airtime today?
5. What does the whole of you need from this conversation?
6. What has not had a voice yet in this conversation?
7. What perspective have you not considered yet?
8. What would it look like to be curious rather than certain about that shift I noticed?
9. What is one small step that would move that shift I noticed forward?

Needs & Wants — 7 questions

1. What self is trying to get your attention?
2. What is the part of you that is scared, and what does it need?
3. What does the human in you need that the professional in you ignores?

4. What do you need right now that has nothing to do with the plan?
5. What emotional need is seeking attention?
6. How is what you need or want here showing up for you right now?
7. What would you tell a friend who was facing what you need or want here?

Strengths & Resources — 5 questions

1. Which part of you wants to speak that has not yet?
2. What part of yourself wants to be heard?
3. What capability wants to emerge?
4. Where do you notice your strengths here most strongly?
5. What does your strengths here reveal about what matters to you?

Obstacles & What Needs Addressing — 6 questions

1. Who are you becoming through this experience?
2. What meaning are you making from this experience?
3. What is this experience teaching you?
4. How are you growing through this challenge?
5. How has your relationship with this obstacle evolved?
6. What would it take to trust this obstacle a little more?

Emotional Exploration — 5 questions

1. What is the emotion trying to tell you?
2. What would happen if you fully honored that emotion?
3. What would help you step fully into your potential?
4. What does this emotion reveal about what matters to you?
5. How is this emotion showing up for you right now?

☘ 05 MAINTAINS PRESENCE

5.2 — Coach acts in response to what the client wants to accomplish throughout this session (the what)

123 questions across 8 themed subcategories

Session Outcome & Focus (continued) — 52 questions

1. How does this specific step align with the outcome you want to achieve?
2. What is the next logical step to achieve the outcome we discussed?
3. What step would move you closer?
4. What's the next meaningful step?
5. Are we still on track with the goal you set at the beginning of the session?
6. How does this new insight change your approach to the original goal?
7. Should we keep steering toward the original goal, or has a better one appeared?
8. Should we bookmark this and come back to your original goal?
9. What would tell us this thread is worth following against your goal?
10. How will you know you've achieved your goal?
11. What option best supports your goal?
12. Which opportunity advances your goal?
13. Has your goal shifted?
14. Has the outcome shifted as we have talked?
15. Is this conversation still serving the purpose you intended for it?
16. What of today's outcome is still unmet?
17. What would it mean to update the outcome based on what we now know?
18. Is the outcome still right, or does it need sharpening?
19. What would it take to close this thread and return to the outcome?
20. Does this outcome still resonate?
21. What part of your original outcome is this touching?
22. Do you want to keep the original outcome or revise it?
23. Given the time left, does this still deserve the space it is taking?
24. What would tell you it is time to come back to the main outcome?
25. How do you want to pace the rest of our time against your outcome?
26. How do you want to use what is left of our time to reach your outcome?
27. If we only did one more thing, what would serve your outcome most?

28. What outcome would make this session valuable?
29. How does this thread connect to your session outcome?
30. What does this have to do with the outcome you set?
31. Does exploring this get you closer to your outcome or further away?
32. Is there a link here to your outcome that is not obvious yet?
33. What outcome is actually being served by this conversation right now?
34. What new outcome is emerging as we talk?
35. What would happen if we returned to the outcome right now?
36. If you closed your eyes and pictured your outcome, how far are we?
37. What have we not yet touched that your outcome needs?
38. What action connects with your desired outcome?
39. What is still standing between you and what you wanted today?
40. How can we best use the remaining time to accomplish what you set out to do?
41. Is this still what you want to accomplish?
42. How does what you just said serve the outcome you wanted today?
43. Are we still on the thing you wanted to accomplish?
44. What test can we apply to see if this belongs in today's work?
45. How relevant is this to what you said mattered today?
46. What is the one thing that would make today's outcome real?
47. What would you like to accomplish today?
48. What's the priority for today?
49. What would progress look like today?
50. Where does this fit against what you wanted from today?
51. Where are we in relation to what you wanted to accomplish?
52. What's possible if you approach what you want from this session differently?

Support & Empathy – 14 questions

1. Do we need to adjust the outcome, or keep using it as a compass?
2. If we followed this, how does it get you what you came for?
3. Does the outcome need to expand, narrow, or stay the same?
4. What support do you need?
5. Are we diving too deep into the details, or is this exactly what you need to reach your goal?
6. What has this conversation taught us about what you actually want?
7. What would make this on-topic rather than a tangent?
8. What would you like to make sure we get to before we finish?
9. What would make you feel satisfied?
10. How many more minutes does this thread need before we refocus?
11. What evidence would tell you you succeeded?
12. What needs exploration before moving on?
13. What needs to be adjusted?
14. What would courage look like here, in relation to the support you need?

What the Client Wants – 6 questions

1. What is worth the detour, and what is not?
2. Is this the path to what you wanted, or a detour?
3. Is this the fastest path to what you wanted, or the scenic route?
4. What is the shortest path from here back to your outcome?
5. What's the truest thing you know about what you want right now?
6. What's possible if you approach what you want differently?

Measures of Success – 23 questions

1. What is the most effective way to tackle the objective you brought today?
2. How does this action move you closer to the result you're looking for?
3. How is what we are discussing in service of what you came for?
4. What did you come here wanting, and how close are we?
5. If this session were successful, what would happen?
6. What would you like to leave this conversation with?
7. What specifically would you like to achieve?
8. What would success look like?
9. What would be different after success?
10. What indicators would show progress?
11. How would you measure achievement?
12. When would you say this conversation was worthwhile?
13. What does "done" look like?
14. How will you recognize movement forward?
15. Shall we stay with this topic?
16. What deserves deeper exploration?
17. What would create the greatest impact?
18. How does this insight help your objective?
19. What would accelerate movement?
20. What could help you gain momentum?

21. What new awareness affects your objective?
22. What would be more valuable to explore?
23. What would change if you let go of what success would look like?

Needs & Wants — 8 questions

1. What do we need to focus on right now to ensure you get what you came for?
2. Given your goal for today, what feels most useful to explore next?
3. Is this still useful for what you wanted, or has it drifted?
4. What's the focus you want to maintain?
5. What would be most useful to focus on?
6. What are you choosing as your focus now?
7. What is what you need or want here making room for, or crowding out?
8. What's the cost of waiting any longer on what you need or want here?

Getting Started — 5 questions

1. Is this moving you toward what you named at the start?
2. How much of our time should go toward this versus the outcome?
3. Where would you like to go from here?
4. What's the truest thing you know about how to begin right now?
5. What would it mean for you to make peace with how to begin?

Values & Meaning — 9 questions

1. What would reconnect us to what matters most today?
2. What is the most important result you're seeking?
3. Which goal matters most right now?
4. What aspect is most important right now?
5. Which direction feels most relevant?
6. Which challenge is most urgent?
7. What feels most important now?
8. Who could support you with what matters most to you here?
9. What's the truest thing you know about what matters most to you here right now?

Additional Perspectives — 6 questions

1. What's the key issue needing attention?
2. What's at the center of this issue?
3. What keeps drawing your attention?
4. Are we focusing on the right issue?
5. What's underneath this from a different angle that hasn't been named yet?
6. What would your wisest self say about this from a different angle?

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5.3 — Coach partners with the client by supporting the client to choose what happens in this session

126 questions across 9 themed subcategories

Energy Shifts & Nonverbal Cues — 11 questions

1. Where would you like to take our conversation next?
2. What direction feels most aligned for you right now?
3. What direction feels most alive right now?
4. What do you notice pulling you in a new direction?
5. What direction would you like to take?
6. Which direction has your energy?
7. What responsibility are you willing to take?
8. Would you prefer to dive deeper into this feeling, or shift to actionable steps?
9. Do you want to go deeper here, or shift?
10. Shall we continue here or shift?
11. What is one small step that would move that shift I noticed forward?

Values & Meaning — 9 questions

1. What is the most important topic for us to explore right now?
2. Has something more important appeared that we should follow?

3. What just became more important than what we were doing?
4. What feels important to explore?
5. What are you choosing?
6. What matters most when choosing?
7. What are you choosing to believe?
8. How would things look different if what matters most to you here were fully resolved?
9. What would it mean for you to make peace with what matters most to you here?

Insight & Realization — 4 questions

1. How would you like to proceed with this insight?
2. How would you like to proceed?
3. What's underneath this realization that hasn't been named yet?
4. What's the cost of waiting any longer on this realization?

Needs & Wants — 66 questions

1. What choice do you want to make about how we spend the next ten minutes?
2. How do you want to structure the rest of our session?
3. What do you want to explore next?
4. Where do you want to take this?
5. Do you want the wide view or the close-up?
6. Do you want to slow down or keep moving?
7. Do you want structure right now, or open space?
8. How do you want to shape the rest of our conversation?
9. Do you want to keep going with this, or has it run its course?
10. What do you want to focus on first?
11. What do you want for yourself?
12. Are we where you want to be?
13. How do you want to spend the remainder of our time?
14. Where would you like to go with this?
15. Where should we go from here?
16. Given what just came up, where do you want to go now?
17. What has shifted that changes where you want to go next?
18. Where does your attention want to go right now?
19. Where would you like to go next?
20. Should we dig into this one thing, or cover more ground?
21. Do you want more breadth or more depth right now?
22. What needs more time, and what needs less?
23. Would you like this to feel more reflective or more action-oriented?
24. What do you want more of, and less of, from here?
25. What do you wish we were spending more time on?
26. Is it time to move on, or is there more here?
27. What would make this more helpful?
28. What would you like more of?
29. What mode do you want this part of the session to take?
30. What decision about this session is yours to make right now?
31. What is your preference for how we wrap up today's discussion?
32. Which thread do you want to follow?
33. What would you like to do with the time we have left?
34. What would you like us to focus on from here?
35. Would you rather stay with this or move to something else?
36. What is worth slowing down for, and what can we move past quickly?
37. Is this the moment to zoom in or zoom out?
38. Shall we stay with the feeling, the decision, or the plan?
39. What would you change about how we are using this time?
40. What would ownership of this hour look like for you?
41. Where would you like to begin?
42. What would you like to decide?
43. What agenda would serve you today?
44. Which option appeals to you?
45. What path feels right?
46. What decision feels aligned?
47. What choice supports your values?
48. What are you noticing about your options?
49. What would you like to commit to?
50. What aspect should we unpack?
51. What would you like to understand better?
52. What question should we pursue?
53. What would be worth exploring?
54. What perspective interests you?
55. What feels unfinished?
56. What would be useful now?
57. What do you know already?
58. What answer is emerging for you?
59. What wisdom are you accessing?
60. What do you trust about yourself?
61. What strengths can you use here?
62. What action feels like yours?
63. Is this conversation serving you?
64. What do you need from me right now?
65. What would you like less of?

66. If what you need or want here could speak, what would it be telling you?

Obstacles & What Needs Addressing — 11 questions

1. What is your intuition telling you we should focus on next?
2. What feels like the right next move in this conversation?
3. What's calling for attention next?
4. What kind of conversation do you need next: exploring or deciding?
5. If you were coaching this hour, what would you do next?
6. What would you choose if this session were entirely yours to design?
7. If you had to choose the next question, what would it be?
8. What would you like to choose next, now that you have said that?
9. What do you choose to address?
10. How do you want to relate to this obstacle from here?
11. What would your wisest self say about this obstacle?

Deeper Exploration — 7 questions

1. Would you like to explore the "why" behind this, or the "how" to fix it?
2. Should we go further into this, or is it enough?
3. If this were fully in your hands, where would you steer it?
4. Should we finish this thought before moving, or leave it for now?
5. Would you like to explore this further?
6. What's the next right move regarding this, more deeply?
7. What would courage look like here, in relation to this, more deeply?

Client-Led Direction & Pace (continued) — 4 questions

1. What pace feels right for you right now?
2. Would a different pace serve you better here?
3. What would it look like to be curious rather than certain about the direction you want to take?
4. What would it take to trust the direction you want to take a little more?

Deserving Recognition — 4 questions

1. What topic deserves your attention?
2. Which area deserves attention?
3. Who could support you with what deserves recognition here?
4. What would courage look like here, in relation to what deserves recognition here?

What Matters Most Today — 10 questions

1. Would it help to stay here a while longer?
2. Should we think out loud together or sit with this quietly first?
3. What tempo would help you think most clearly?
4. What would be most helpful right now?
5. What matters most to discuss?
6. What feels most authentic?
7. What's the most useful way forward?
8. What adjustment would help?
9. What's underneath what matters most today that hasn't been named yet?
10. What would you tell a friend who was facing what matters most today?

☘ 05 MAINTAINS PRESENCE

5.4 — Coach demonstrates curiosity to learn more about the client

127 questions across 11 themed subcategories

Additional Perspectives — 10 questions

1. I'm curious about what led you to that conclusion. Can you tell me more?
2. What are you protecting by not saying more?
3. Tell me more about that.

4. Can you say more?
5. What more is there?
6. How would you describe this to someone who knows you well?
7. How do people who know you well describe how you handle things like this?
8. What would someone who has watched you for years predict you'll do?
9. What is this from a different angle making room for, or crowding out?
10. If this from a different angle could speak, what would it be telling you?

Exploring the Situation — 53 questions

1. What is the story you tell yourself about this situation?
2. I'm wondering what this experience has taught you about yourself. What do you think?
3. What is the hidden opportunity you might be missing in this scenario?
4. What is the unspoken rule you are following in this situation?
5. What is that like for you?
6. What would you want me to be curious about?
7. What is distinctive about how you experience this?
8. What does that word mean in your world?
9. What language do you use with yourself about this?
10. What is a phrase you keep coming back to?
11. What is your own name for this feeling or issue?
12. What metaphor captures this for you?
13. What is your usual pattern when this kind of thing happens?
14. What is predictable about how you respond to this kind of pressure?
15. What is your default when you are unsure?
16. How does this compare to how you usually handle conflict, change, or stress?
17. What is the part of this you have not mentioned?
18. What would you tell me if you were being fully honest?
19. What is underneath what you are describing that has not surfaced?
20. What have you decided not to bring up today?
21. What is the part of this that is hardest to explain?
22. What is complicated here that a simple answer would not capture?
23. What nuance am I missing?
24. How do you experience this situation?
25. What context would be helpful?
26. What makes this significant?
27. How are you interpreting this?
28. What perspective feels strongest?
29. What assumptions are present?
30. What other perspectives exist?
31. What could be true as well?
32. What are you noticing now?
33. What shifted in your thinking?
34. What insight are you gaining?
35. What are you learning about yourself?
36. What surprises you?
37. What are you becoming aware of?
38. What hasn't been acknowledged?
39. What is emerging?
40. What new awareness is arising?
41. What additional details matter?
42. What remains unsaid?
43. What is still unfolding?
44. What are you hoping for?
45. What opportunity exists here?
46. What future do you envision?
47. What excites you?
48. What might be possible?
49. What's calling your attention?
50. What dream is present?
51. What meaning are you making?
52. What connection are you making?
53. What is one small step that would move this situation forward?

What Hasn't Been Said Yet — 11 questions

1. What have I not asked that I should?
2. What haven't I asked that you wish I would?
3. What do you wish people understood about how this feels from inside?
4. What haven't we explored?
5. What is something about you I have not yet grasped?
6. What do you typically do first when you face something like this?
7. What have you not said yet that is relevant here?
8. What is true that you have not found the words for yet?
9. What is something about you that this issue reveals?
10. What would your wisest self say about what hasn't been said yet?

11. What is what hasn't been said yet asking of you right now?

Framing the Question — 6 questions

1. What are you leaving out that I should ask about?
2. What would surprise me if you said it out loud?
3. What is true here that contradicts what you said earlier?
4. What stands out most?
5. Where do you notice how this question is framed most strongly?
6. What is how this question is framed making room for, or crowding out?

Language & Word Choice — 15 questions

1. What feels important here?
2. What seems important now?
3. What are you discovering?
4. What else is true about that?
5. What else should I understand?
6. What else?
7. What else do you notice?
8. What don't I know yet that would help me understand you here?
9. What would help me understand you better right now?
10. What is a word you use that I should understand better?
11. What would it take for me to really understand this the way you do?
12. What would you want a stranger to understand about your situation?
13. What could help us understand this better?
14. What could emerge from this?
15. How would things look different if the words you're choosing were fully resolved?

Perception of Self & World — 4 questions

1. How does this look from another angle?
2. What's another layer of this?
3. What would courage look like here, in relation to how you're seeing this?
4. What does how you're seeing this reveal about what matters to you?

Obstacles & What Needs Addressing — 6 questions

1. What is it about this specific challenge that draws you in?
2. I'm curious about the meaning you assign to this event. What does it represent to you?
3. What is the deeper desire driving this specific goal?
4. What is it like to be you in this?
5. What's one question you haven't asked yourself about this obstacle?
6. What would you tell a friend who was facing this obstacle?

Behavior & Patterns — 7 questions

1. I'm wondering how your past experiences are coloring your current perspective. What do you notice?
2. How do you typically relate to situations like this?
3. What do you notice repeats for you across different situations?
4. What is different this time from your usual pattern?
5. What pattern do you notice?
6. What would it look like to be curious rather than certain about this pattern?
7. What are you learning about yourself through this pattern?

Curiosity About the Client — 4 questions

1. I'm curious about what you're not saying. What is lingering beneath the surface?
2. What's happening beneath the surface?
3. What's the truest thing you know about getting curious about you right now?
4. What's one question you haven't asked yourself about getting curious about you?

Inviting the Client's Response — 6 questions

1. What has been your go-to response in situations like this before?
2. What tends to happen in you before you act?
3. What have you never told a coach before that belongs here?

4. What could happen if everything aligned?
5. What are you learning about yourself through what I just shared?
6. What would you notice first if what I just shared improved?

Possibility & Potential — 5 questions

1. What is one thing about you that would change how I see this?
2. How do you see this?
3. What possibilities do you see?
4. What's the next right move regarding what's possible here?
5. What would it mean for you to make peace with what's possible here?

☘ 05 MAINTAINS PRESENCE

5.5 — Coach allows for silence, pause or reflection

127 questions across 9 themed subcategories

Silence & Reflective Pauses (continued) — 72 questions

1. What is coming up for you in this silence?
2. What showed up in the quiet?
3. What did the quiet reveal that talking was covering up?
4. What do you want to do with what came up in the silence?
5. Take a moment. What's coming up for you?
6. What insights are forming for you in this quiet moment?
7. What is this quiet making room for?
8. What came into focus while we were quiet?
9. What would happen if we let this be quiet a little longer?
10. What would you like to say now that the quiet has done its work?
11. Where did your mind just go during that pause?
12. What settled during that pause?
13. What shifted during that pause?
14. What is your intuition whispering to you in this pause?
15. What is present for you right now, in this pause?
16. What feels most present right now?
17. What inner knowing is present?
18. What do you not want to fill that space with yet?
19. Do you need more time before you speak?
20. What does this pause need in order to finish its work?
21. If you let the unfinished sentence finish itself, what comes?
22. What would the next few words be, if you let them come?
23. What is on the tip of your thinking right now?
24. What is waiting to be spoken?
25. What would happen if we left a little more room here?
26. What did you arrive at in that stillness?
27. What thoughts are surfacing?
28. What are you becoming aware of?
29. What are you hearing yourself say?
30. What surprised you?
31. What are you sensing?
32. What feels different?
33. What came into focus?
34. What are you discovering?
35. What answer is inside you?
36. What does your intuition say?
37. What do you know now?
38. What feels most aligned?
39. What guidance are you receiving?
40. What meaning do you make of that?
41. What significance does this hold?
42. Why does this matter?
43. What connection are you seeing?
44. What are you taking away?
45. What learning stands out?
46. How will you use this awareness?
47. What action emerges from this reflection?
48. How does this influence your next step?
49. What are you choosing?
50. What commitment is forming?
51. What do you want to remember?
52. What becomes possible now?
53. What's your biggest takeaway?
54. After that pause, where are you?
55. What became clearer in the pause?
56. What is clearer to you now than a moment ago?
57. What became clearer?
58. What truth is becoming clearer?
59. What is the silence telling you right now?

60. What is the silence saying?
61. What did that silence give you?
62. Should we let this silence run its course?
63. What emerges in the silence?
64. What did the silence reveal?
65. What did you notice about yourself in that silence?
66. What do you notice if we do not rush past that?
67. What do you notice in the stillness?
68. What would rushing past this cost you?
69. What are you noticing in your body as we sit with this?
70. What are you noticing as you pause?
71. What are you noticing now?
72. What would courage look like here, in relation to this silence?

Additional Perspectives – 9 questions

1. What is coming as you sit with that?
2. How does it feel to just sit with that question for a moment?
3. What is arriving as you take this moment?
4. What changed for you in that moment of not speaking?
5. Would it help to stay here a moment longer?
6. Is it alright if we just sit with this for a beat?
7. What would it mean to trust the quiet here?
8. What's the truest thing you know about this from a different angle right now?
9. What does this from a different angle reveal about what matters to you?

Understanding – 4 questions

1. What new understanding emerged?
2. What understanding have you gained?
3. What's the truest thing you know about what you're understanding here right now?
4. If what you're understanding here could speak, what would it be telling you?

Values & Meaning – 5 questions

1. What is the most important thing that just surfaced for you?
2. What feels important after taking a moment?
3. What feels important now?
4. What's the next right move regarding what matters most to you here?
5. Where do you notice what matters most to you here most strongly?

Language & Word Choice – 7 questions

1. What is the unspoken truth that is emerging right now?
2. What is here that words have not caught yet?
3. What is emerging that words have not caught yet?
4. What wisdom is emerging?
5. What perspective is emerging?
6. What is the words you're choosing asking of you right now?
7. If the words you're choosing could speak, what would it be telling you?

Needs & Wants – 11 questions

1. What needs to be acknowledged before we move forward?
2. Is there more room this needs before we move on?
3. What will you carry forward?
4. What wants another breath before we speak?
5. What is the sentence underneath the one you paused on?
6. What is trying to be said that has not found words yet?
7. What almost got said just now?
8. What is different now than before we paused?
9. Now that we have paused, what wants to be said?
10. What's possible if you approach what you need or want here differently?
11. How ready are you to act on what you need or want here?

Thinking Patterns – 9 questions

1. What thought arrived after you stopped talking?
2. What did you find when you stopped trying to answer?
3. What surfaced once you stopped talking?
4. What is the rest of that thought?
5. What were you about to say before you stopped?
6. What would you say if you gave that thought permission to finish?
7. What stands out after reflecting?

8. What's the cost of waiting any longer on this way of thinking?
9. How ready are you to act on this way of thinking?

Truth & Honesty — 5 questions

1. Having sat with that, what feels true now?
2. What feels deeply true?
3. What realization are you having?
4. What is one small step that would move the truth of this forward?
5. How would things look different if the truth of this were fully resolved?

Intuition & Inner Knowing — 5 questions

1. What insight is appearing?
2. What insight are you trusting?
3. What is the key insight?
4. Who could support you with what your gut is telling you?
5. What is what your gut is telling you costing you if nothing changes?

COMPETENCY 06 OF 8

Listens Actively

Hearing what's said, unsaid, and felt — words, emotions, energy, and self-perception.

7	825	7
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

IN THIS COMPETENCY

6.1	Coach's questions and observations are customized by using what the coach has learned about ...	124 q
6.2	Coach inquires about or explores the words the client uses	114 q
6.3	Coach inquires about or explores the client's emotions	113 q
6.4	Coach explores the client's energy shifts, nonverbal cues or other behaviors	121 q
6.5	Coach inquires about or explores how the client currently perceives themself or their world	121 q
6.6	Coach allows the client to complete speaking without interrupting unless there is a stated c...	111 q
6.7	Coach succinctly reflects or summarizes what the client communicated to ensure the client's ...	121 q

❖ 06 LISTENS ACTIVELY

6.1 — Coach's questions and observations are customized by using what the coach has learned about who the client is or the client's situation

124 questions across 10 themed subcategories

Exploring the Situation — 19 questions

1. Knowing your background in [X], how does that shape your view of this current challenge?
2. Knowing how much you value work-life balance, how does this new commitment fit into that picture?
3. Knowing what you value, what is this situation really asking of you?
4. Given what you have already tried, what does this new piece add?
5. Knowing the pressure you are under with [situation], what does this mean now?
6. Knowing your current workload, what is realistic here?
7. Knowing what else is happening in your life right now, how does this affect things?
8. Knowing how stretched you already are, what would be sustainable?
9. Knowing the history of this situation, what is genuinely new here?
10. Knowing how that person tends to respond, what does this call for from you?
11. Knowing your role in that group, what does this situation require?
12. Knowing the history between you two, what is different this time?
13. Knowing where you are trying to go, what does this moment mean?
14. Which of your strengths can help you navigate this situation?
15. What would someone who knows you well say about this situation?
16. What helped you succeed in that situation?
17. How does your current environment influence this situation?
18. How is this situation different from others you've faced?
19. What haven't you yet said about this situation?

Measures of Success — 29 questions

1. Given what you've shared about your core values, how does this decision align with them?
2. How does what you just said fit with the person you have told me you are?
3. Given the standard you hold for yourself, what does this call for?
4. How does this build on what you were working through previously?
5. What is different now from when we first talked about this?
6. Given what is going on in your [job/family/context], how does this land?
7. Given the timing of everything else, what does this need to account for?
8. Given everything on your plate, what deserves priority?
9. Given what you have told me about them, what do you expect?
10. Given the life you are building, what role does this play?
11. How does this fit the pattern you have noticed in your life?
12. How does your background shape the way you see this opportunity?
13. What aspect of yourself would you like to bring forward more intentionally?
14. What resources helped you previously?
15. What patterns of success do you notice in yourself?
16. What factors in your role are contributing to this challenge?
17. What unique circumstances should be considered here?
18. What external pressures are shaping your decisions?
19. What part of the context deserves more attention?
20. How does this connect with what you've shared previously?
21. How does this challenge your usual way of operating?
22. How do your priorities influence your choices?
23. What would make this feel authentic to you?
24. How will this decision affect your future self?
25. What legacy would you like to create here?
26. Which choice best reflects your aspirations?
27. What would success look like based on your values?
28. How can you stay true to yourself moving forward?
29. What's one question you haven't asked yourself about what success would look like?

Additional Perspectives — 19 questions

1. You mentioned earlier that you thrive on autonomy; how is that showing up in this situation?
2. How is your sense of self showing up in how you are describing this?
3. You mentioned this before. What has changed since then?
4. How is this the next chapter of what you started earlier?
5. You mentioned [person]. How are they in the room with this?
6. Based on your past success with similar challenges, what strengths can you apply here?
7. When have you successfully handled something similar?
8. How have you overcome similar obstacles in the past?
9. What did you learn from challenges you have already overcome?
10. How might your past successes inform your next step?
11. Given how you described yourself as [their word], how does that shape this?
12. Given the constraints you have described, what actually fits?
13. Given your current season of life, what does this situation actually require?
14. Given how you have described that relationship, what does this touch?
15. Given the dynamic you described, what is really at play here?
16. Given the system you described, what is this moment asking of you?
17. Given how that team operates, what would actually work here?
18. Given the future you have described wanting, how does this fit?
19. What would it take to trust this from a different angle a little more?

Needs & Wants — 8 questions

1. You've described yourself as a careful planner; how does this sudden change sit with you?
2. How does this align with, or clash with, who you say you want to be?
3. How does what you know about them change how you want to handle this?
4. How does this fit with the person you want to become?
5. What surprises you based on what you know about yourself?
6. What kind of leader/person do you want to be in this situation?
7. What's underneath what you need or want here that hasn't been named yet?
8. What haven't you yet said about what you need or want here?

Values & Meaning — 11 questions

1. Given your unique leadership style, what approach feels most authentic to you right now?
2. Given what you care about, what stands out here?
3. Knowing what matters to you, what feels off about this situation?
4. Given what matters to you, what stands out most?
5. How does this situation reflect your personal values?
6. Which personal qualities are most important for you right now?
7. What have we learned about this situation that feels important?
8. What personal insight is emerging here?
9. What personal truth are you becoming aware of?
10. What is what matters most to you here making room for, or crowding out?
11. What are you learning about yourself through what matters most to you here?

Session Outcome & Focus — 11 questions

1. You said you are someone who [identity]. Where is that person in this story?
2. You said you wanted [prior goal]. Where does that stand?
3. Given your bigger goal, is this progress, a detour, or a distraction?
4. How does this connect to the change you said you wanted to make?
5. Given what you said you want in a year, what does this ask of you now?
6. Given what you have said you want to become, what does this call you toward?
7. How does this goal align with who you are at your core?
8. How does your team impact this goal?
9. Who do you become as a result of achieving this goal?
10. What does what you want from this session reveal about what matters to you?
11. How has your relationship with what you want from this session evolved?

Time & Pacing — 7 questions

1. You named [value] as important to you. How is that present today?
2. Last time you named [something]. How is that present today?
3. Given what we explored last time, how does this connect?
4. How does today connect to the pattern you noticed before?
5. What have you learned since we last spoke that applies here?
6. What's possible if you approach this time & Pacing differently?
7. What haven't you yet said about this time & Pacing?

Language & Word Choice — 6 questions

1. Connecting this to what you want long-term, what matters here?
2. Knowing your long-term intention, what would serve it here?
3. What strengths did you demonstrate before that can serve you now?
4. How does this support your long-term vision?
5. How ready are you to act on the words you're choosing?
6. What's the truest thing you know about the words you're choosing right now?

Importance & Motivation — 9 questions

1. What part of your identity feels most connected to this challenge?
2. What is most significant about the timing of this issue?
3. What relationships are most relevant here?
4. What feels most aligned for you personally?
5. Which part of this feels most meaningful to you?
6. What future outcome feels most aligned with who you are?
7. What commitment feels most natural to you?
8. What's one question you haven't asked yourself about why this matters to you?
9. What would shift for you if why this matters to you became easier?

Thinking Patterns — 5 questions

1. Which of your past experiences are influencing your thinking here?
2. Which lessons from previous experiences apply here?
3. Which previous accomplishment reminds you of your capability?
4. What is this way of thinking asking of you right now?
5. What would change if you let go of this way of thinking?

❖ 06 LISTENS ACTIVELY

6.2 — Coach inquires about or explores the words the client uses

114 questions across 4 themed subcategories

Language & Word Choice (continued) — 91 questions

1. You used the word "stuck." What does "stuck" specifically look and feel like for you?
2. What would change if you used a different word entirely?
3. What would happen if you used different words?
4. What message are you sending yourself through these words?
5. What empowering words resonate with you?
6. You mentioned feeling "overwhelmed." What exactly is overwhelming about this right now?
7. How would you define that term for yourself?
8. What significance does this wording hold for you?
9. What meaning might be hidden in that repetition?
10. What assumptions are embedded in that statement?
11. Is there another interpretation?
12. How does that wording affect your perspective?
13. What belief sits underneath that expression?
14. How does that label serve you?
15. What changes if you remove that label?
16. What parts of the metaphor are most relevant?
17. What emotions arise from that metaphor?
18. What can you learn from the picture you're painting?
19. How could you describe this opportunity differently?
20. How would your future self describe this?
21. If you were optimistic, how would you frame this?
22. What new narrative would you like to create?
23. You described this responsibility as "heavy." Where do you feel that heaviness in your body?
24. What do you notice about repeating that phrase?
25. Which phrase reflects your desired reality?

26. What is a more honest word than the one you chose?
27. What wording creates more possibilities?
28. What other word did you consider before choosing that one?
29. Is that the word a younger you would have used, or a newer one?
30. What weight does that word carry that a softer one would not?
31. What is a truer word than the one you just used?
32. You said you need to "figure it out." What would "figured out" actually look like?
33. What word do you use with yourself that you would not say out loud to others?
34. I notice you've used the word "should" several times. What stands out about that?
35. What happens in you when you say that word?
36. What do you hear when you say "[their word]" out loud?
37. What word almost came out instead of "[their word]"?
38. When you say "[their word]," who taught you that language?
39. If that word were banned, what would you say instead?
40. What pattern do you hear in your own words?
41. Which word in what you just said is doing the most work?
42. What is a kinder word for what you just described?
43. What is packed into that word for you?
44. What is the difference, for you, between [word A] and [word B]?
45. Which word feels more accurate: [word A] or [word B]?
46. If you had to choose, is this "[word A]" or "[word B]"?
47. What separates "[word A]" from "[word B]" in your experience?
48. Where did that word come from for you?
49. What is the history of that word in your life?
50. What word would you use if you were speaking only for yourself?
51. What is heavy about that particular word?
52. What does using that word commit you to?
53. What word would fit better if you had to choose again?
54. If a wiser version of you named this, what word would they use?
55. What is the word underneath the word you just used?
56. What is behind your choice of that word?
57. Why do you think that word keeps appearing?
58. Which word carries the most weight for you?
59. What does that metaphor reveal?
60. What makes that word important to you?
61. How does your language reveal what's important?
62. What do you mean by "[their word]"?
63. Can you help me understand what you mean by that phrase?
64. What does "[their word]" mean to you, specifically?
65. What does "[their word]" actually mean, in your own terms?
66. What would it mean to take that word at full strength?
67. What does that word mean to you?
68. When you say "success," what specifically do you mean?
69. What does "confidence" mean from your perspective?
70. What happens if we take "[their word]" seriously as the center?
71. You said "[their word]." What does that word hold for you?
72. What is inside the word "[their word]"?
73. If "[their word]" had a definition only you knew, what would it be?
74. What does "[their word]" capture that another word would miss?
75. What is the fullest meaning of "[their word]" for you?
76. Is "[their word]" the right word, or just the nearest one?
77. What is lost if we swap "[their word]" for something gentler?
78. Whose voice is in the word "[their word]"?
79. Is "[their word]" your word, or someone else's?
80. Is "[their word]" a word you say easily, or one that costs something?
81. What is loaded about "[their word]" that we should not skip past?
82. What would you say if you could not use the word "[their word]"?
83. What word would be more precise than "[their word]"?
84. What charge does "[their word]" carry for you?
85. How does that language influence your thinking?
86. How does that comparison influence your actions?
87. How might a different metaphor shift your thinking?
88. What new language would better support you?
89. What language invites growth?
90. What alternative language feels more empowering?
91. What does the words you're choosing reveal about what matters to you?

Additional Perspectives — 10 questions

1. What does that word ask of you once it is said?
2. When did you start describing it that way?
3. What makes you describe it that way?
4. What might be another way to frame it?
5. You described it as a mountain. What does that tell you?
6. If that image could speak, what would it say?
7. How might a resourceful version of you describe it?
8. You called this a "must-do." What happens if it doesn't get done?

9. How do you want to relate to this from a different angle from here?
10. What would it take to trust this from a different angle a little more?

A Different Look — 8 questions

1. What would you call this a year from now, looking back?
2. You used the phrase "holding me back." What or who is doing the holding?
3. What would you call this if no one else had ever named it for you?
4. What does "stuck" look like in your experience?
5. What does that recurring theme tell you?
6. What does this imagery tell you about your experience?
7. What would it take to trust this from another angle a little more?
8. Who could support you with this from another angle?

Exploring the Situation — 5 questions

1. You called this situation a "disaster." What makes it feel that extreme to you?
2. How do you interpret "balance" in this situation?
3. What other image might represent this situation?
4. What's underneath this situation that hasn't been named yet?
5. What's the truest thing you know about this situation right now?

❖ 06 LISTENS ACTIVELY

6.3 — Coach inquires about or explores the client's emotions

113 questions across 4 themed subcategories

Emotional Exploration (continued) — 65 questions

1. What emotion is most present for you as you talk about this challenge?
2. What are you feeling as you talk about this?
3. How does this feeling influence your choices?
4. What is this feeling trying to protect you from?
5. What is this emotion trying to tell you to do?
6. What is this feeling trying to prevent from happening again?
7. What is this feeling trying to communicate?
8. What is the emotion you might be avoiding by staying so busy with the details?
9. What emotion is closest to the surface?
10. What does that emotion want you to know?
11. What does this emotion need in order to settle?
12. How long have you been carrying this particular emotion?
13. Is this emotion tied to this situation only, or something older?
14. What is your relationship to this emotion, generally?
15. What is the emotion you are most loyal to here?
16. Which emotion feels strongest?
17. What might that emotion be telling you?
18. What wisdom exists within that emotion?
19. What value does this emotion point toward?
20. How is this emotion helping you?
21. What is important about experiencing this emotion?
22. How is this emotion affecting your actions?
23. What happens when you stay with that emotion?
24. What emotion have you not fully acknowledged?
25. How do you want to respond to this emotion?
26. How can you use this emotion constructively?
27. How might this emotion guide your next step?
28. What emotion is present right now?
29. What emotions are present right now?
30. What vulnerability is present here?
31. How can this emotion support your growth?
32. If this frustration had a voice, what would it be saying to you right now?
33. What would you call this feeling if you had to name it precisely?
34. What would this emotion say if it could speak in full sentences?
35. Has this feeling been building, or did it arrive suddenly?
36. What do you do with that emotion when it arrives?
37. Do you welcome this feeling, or push it away?
38. What would it be like to stop fighting this emotion?
39. What would it mean to trust this feeling instead of managing it?
40. What message are you receiving from it?
41. What insight emerges when you listen to it?
42. What impact does it have on your relationships?

43. How does it shape your decision-making?
44. What influence does it have on your perspective?
45. How does it affect your energy?
46. Where do you feel this disappointment, and what is it trying to tell you?
47. What support would help you process it?
48. How do you usually treat this feeling when it shows up?
49. If you go one layer deeper, what is there?
50. What is the emotion this one is protecting?
51. What softer feeling is hiding behind the harder one?
52. What is the first feeling, before this one showed up?
53. What emotion came before the one you are naming now?
54. Is this a new feeling, or an old familiar one?
55. If the emotion could speak one sentence, what would it say?
56. When did you first notice this feeling showing up?
57. What emotional response do you notice?
58. What do you notice in your emotional landscape?
59. What does your emotional response reveal?
60. What is the history of this feeling in your life?
61. Where else does this emotion show up in your life?
62. What changes when this emotion becomes stronger?
63. What changes when it becomes weaker?
64. What becomes possible when you embrace it?
65. What is one small step that would move this emotion forward?

A Different Look – 37 questions

1. What is the underlying feeling beneath this sense of urgency you're experiencing?
2. How are you managing the anxiety that comes with this current uncertainty?
3. What brings you the most joy or excitement when you think about this possibility?
4. What are you feeling as you say that?
5. What are you feeling in this exact moment?
6. If you paused and checked, what would you find you are feeling?
7. What feeling is loudest right now?
8. What is the emotional truth of what you just said?
9. What are you actually feeling, versus what you are saying?
10. What is the feeling under the feeling?
11. What is beneath the anger, the sadness, or the fear you named?
12. What are you feeling that this feeling is covering for?
13. What would happen if you listened to what this feeling wants?
14. What is this feeling warning you about?
15. What is this feeling asking you to pay attention to?
16. How long has that feeling been traveling with this issue?
17. When was the last time you felt this strongly about something similar?
18. How far back does this feeling go?
19. What does this feeling remind you of from before?
20. What would change if that feeling were allowed a seat at the table?
21. What feeling are you hoping to avoid?
22. What feelings are emerging for you?
23. How would you name what you're experiencing?
24. What feeling wants your attention?
25. What emotions have not been expressed yet?
26. What need might be behind this feeling?
27. How does this feeling affect your confidence?
28. What lies beneath that feeling?
29. What are you reluctant to feel?
30. Which emotions are competing for attention?
31. What emotional truth are you discovering?
32. What are you learning about yourself emotionally?
33. What would honoring this feeling look like?
34. What action aligns with what you're feeling?
35. What does this feeling invite you to do?
36. What would compassion for yourself look like here?
37. Who could support you with this from another angle?

Language & Word Choice – 7 questions

1. What is the feeling underneath your words?
2. What is the more vulnerable feeling underneath this one?
3. If frustration is the surface, what is underneath it?
4. What emotion is underneath that reaction?
5. What emotion might be hidden underneath?
6. What's the cost of waiting any longer on the words you're choosing?
7. What would courage look like here, in relation to the words you're choosing?

What Hasn't Been Said Yet – 4 questions

1. What is the purpose this feeling is serving right now?
2. What purpose might this feeling serve?

3. What's the truest thing you know about what hasn't been said yet right now?
4. How has your relationship with what hasn't been said yet evolved?

❖ 06 LISTENS ACTIVELY

6.4 — Coach explores the client's energy shifts, nonverbal cues or other behaviors

121 questions across 9 themed subcategories

Energy Shifts & Nonverbal Cues — 27 questions

1. I noticed your energy lifted just now. What shifted for you in that moment?
2. I noticed your energy shifted just then. What happened?
3. What just shifted in you as you spoke?
4. Something in you just lifted, or dropped. What was that?
5. I noticed you shifted in your seat. What is happening?
6. What shifted for you just now?
7. What are you aware of in this moment?
8. Your tone became quieter when you said that. What is happening underneath the surface?
9. Your tone dropped. What is happening?
10. You got quieter just then. What is that about?
11. What just happened for you right there?
12. Your pace slowed on that last part. What happened?
13. Your eyes changed just now. What happened?
14. What happened when your tone changed?
15. Your energy changed. What is that about?
16. Your voice changed on that sentence. What did you hear?
17. Your volume changed there. What was that about?
18. I noticed your breathing changed. What is going on?
19. Where did the energy go when you mentioned [topic]?
20. If we trust that shift in energy, what should we look at?
21. What changed in your level of engagement?
22. What was occurring when your expression changed?
23. Which topic gives you energy?
24. What drains your energy?
25. How can you generate more energy moving forward?
26. What does your energy reveal about your priorities?
27. Who could support you with that shift I noticed?

Behavior & Patterns — 38 questions

1. You sighed deeply when you mentioned that name. What is that sigh about?
2. Your pace quickened when discussing this deadline. What is driving that sense of speed?
3. You sped up there. What was going on?
4. I heard your voice catch. What is present?
5. I heard hesitation in your voice. What is that hesitation about?
6. What is your posture saying right now?
7. What tension are you holding as you say this?
8. What was that sigh in service of?
9. You just crossed your arms. What is that protecting?
10. What is the gesture you just made trying to say?
11. What did that flinch tell you?
12. What is the shift trying to tell you?
13. What does that nonverbal cue suggest is true?
14. What would happen if we followed that shift instead of the topic?
15. Where did that enthusiasm come from?
16. What feels different now?
17. What physical response accompanies that thought?
18. What does your silence represent?
19. What does that laughter tell you?
20. What are you noticing about yourself right now?
21. What pattern do you see in your behavior?
22. When else have you responded this way?
23. What does this behavior reveal?
24. How often does this happen?
25. What are you learning from this pattern?
26. What relationship exists between your behavior and goals?
27. When are you at your best?
28. What habits support or hinder you?
29. What energizes you most in this situation?
30. Where do you feel resistance?
31. What sparks excitement?
32. Where is your motivation strongest?
33. What direction seems to create momentum?
34. I felt the room change just now. What happened for you?
35. I noticed a change. What just occurred for you?
36. I noticed a change in your energy. What's happening?
37. What pattern would you like to change?
38. Who could support you with this pattern?

Inviting the Client's Response — 7 questions

1. I see you leaning forward; what is capturing your attention or interest right now?
2. What does that change want us to pay attention to?
3. What drew your attention just then?
4. What physical signals deserve attention?
5. What drew out that response?
6. How would things look different if what I just shared were fully resolved?
7. What does what I just shared reveal about what matters to you?

Silence & Reflective Pauses (continued) — 4 questions

1. What did that pause mean for you?
2. What caused that pause?
3. Who could support you with this silence?
4. What's one question you haven't asked yourself about this silence?

Additional Perspectives — 14 questions

1. You smiled when you talked about the alternative. What does that smile mean to you?
2. I noticed you hesitated before answering. What was going through your mind during that pause?
3. I noticed a shift. What is going on?
4. I noticed your hands moved as you spoke. What is that about?
5. I noticed you smiled. What's behind that?
6. What was going through your mind during that pause?
7. Something changed in you as you said that. What was it?
8. Something moved in you a second ago. What was it?
9. You said that faster than everything else. What is that?
10. Something in your voice softened. What is going on?
11. You smiled when you said something hard. What was that smile?
12. I noticed a laugh that did not quite match what you said. What was that?
13. What is more honest here: what you said, or how you said it?
14. Who could support you with this from a different angle?

Somatic & Nonverbal Awareness — 13 questions

1. What is your body doing with this conversation?
2. Where do you feel that in your body?
3. What is your body telling you as we talk about this?
4. What does your body want to do right now?
5. What is your body telling you?
6. What do you notice in your body right now?
7. Your energy became stronger. What do you notice?
8. What sensations do you notice in your body?
9. What tension or ease do you notice?
10. What sensations stand out most?
11. How does your body react to this possibility?
12. What possibility lights you up?
13. What is what your body is telling you asking of you right now?

Identity & Sense of Self — 7 questions

1. What is happening physically as you talk about this?
2. If your body could talk right now, what would it say?
3. Where do you feel this physically?
4. What happens inside you as you talk about this?
5. What are you becoming aware of physically?
6. How would things look different if who you are in this were fully resolved?
7. What would it look like to be curious rather than certain about who you are in this?

A Different Look — 4 questions

1. You looked away just then. What is that about?
2. I noticed you looked away. What happened?
3. What is this from another angle costing you if nothing changes?
4. What would courage look like here, in relation to this from another angle?

Language & Word Choice — 7 questions

1. What would it mean to take that reaction seriously?
2. What does your reaction reveal that your words did not?
3. What do you make of your reaction?
4. What meaning do you give to that reaction?

5. What triggers this reaction?
6. What would change if you let go of the words you're choosing?
7. What's possible if you approach the words you're choosing differently?

❖ 06 LISTENS ACTIVELY

6.5 — Coach inquires about or explores how the client currently perceives themself or their world

121 questions across 8 themed subcategories

Perception of Self & World — 34 questions

1. How do you see yourself in the middle of this specific situation?
2. How do you currently view yourself in this situation?
3. How do you see your own capability in this moment?
4. How do you see the world of this situation?
5. How do you see the odds in this situation?
6. What is your mental map of this whole situation?
7. How do you see the future of this, from where you sit?
8. What would a stranger notice that you cannot see?
9. What would your future self say about how you currently see this?
10. What is your current map of this situation?
11. How do you see yourself in this situation?
12. What strengths do you see in yourself?
13. How do you see the situation overall?
14. What is another way to see this?
15. How might an outsider view this situation?
16. How can you see yourself differently?
17. What lens are you looking through that might be coloring this situation?
18. What lens are you looking through right now?
19. What would change if you used a different lens?
20. What would this look like through a more generous lens?
21. What lens have you inherited that may not be yours?
22. What new lens could be useful?
23. How do you view the people involved in this?
24. How do you view the constraints you are facing?
25. How does your view compare to how others might view it?
26. How does your current view compare to how you saw it a month ago?
27. What changes if you view this as an opportunity?
28. How do you want to view yourself moving forward?
29. How do you think others perceive your role in this dynamic, and how does that land with you?
30. What frame have you put around this situation?
31. What filter is coloring how you perceive this?
32. How do you perceive your options from where you sit?
33. How do you perceive opportunities around you?
34. What is how you're seeing this asking of you right now?

What Is Happening — 8 questions

1. What story are you telling yourself about why this is happening to you?
2. What is the story you are telling about who you are here?
3. What role are you casting yourself in, in this story?
4. What is your current picture of what is happening?
5. What story are you filtering this through?
6. What story are you telling yourself?
7. What would you tell a friend who was facing what's happening right now?
8. What would it take to trust what's happening right now a little more?

Exploring the Situation — 9 questions

1. How is your current perspective shaping the options you believe are available?
2. What do you believe about yourself that is shaping this?
3. What do you currently believe is true about who you are here?
4. What do you believe about how this situation works?
5. What do you believe is set in stone?
6. What assumption is shaping how you see everything else here?
7. What are you choosing to believe?
8. If this situation could speak, what would it be telling you?
9. What is this situation costing you if nothing changes?

Beliefs & Assumptions (continued) — 43 questions

1. What belief about yourself is being challenged by this recent event?
2. What belief about this feels solid but might be soft?
3. What belief is driving your thinking?
4. What would happen if you questioned that belief?
5. What belief would better support your goals?
6. What identity supports your goals?
7. What new belief feels more aligned?
8. What is your self-image right now, in this moment?
9. How are you describing yourself to yourself about this?
10. What do you currently think is possible here?
11. What feels fixed to you, and what might not be?
12. What are you treating as permanent that might be temporary?
13. What feels unchangeable that could actually shift?
14. What would you question if you allowed yourself to?
15. What feels certain that is actually just familiar?
16. What have you stopped questioning that deserves another look?
17. What do you assume is true without evidence?
18. What would the most objective observer say?
19. How accurate do these perceptions feel?
20. What capabilities might you be overlooking?
21. How do you define yourself in this context?
22. What mindset serves you here?
23. What mindset limits you?
24. What evidence supports this perception?
25. How are you interpreting others' actions?
26. What possibilities are you noticing?
27. What challenges dominate your attention?
28. How would a trusted mentor interpret this?
29. What would a future version of you say?
30. What assumption is worth challenging?
31. What perception empowers you most?
32. What strengths deserve greater recognition?
33. What possibility are you ready to embrace?
34. What do you now understand about yourself?
35. What perception shift would make the biggest difference?
36. What is your read on the environment you are in?
37. What beliefs influence your actions?
38. How does your worldview influence your choices?
39. How does your current self-image influence the choices you are making today?
40. What assumptions are you making about the world or the people around you right now?
41. What assumptions do you hold about yourself?
42. What assumptions are you making about the environment?
43. What's one question you haven't asked yourself about this belief?

Language & Word Choice — 5 questions

1. What label are you giving yourself right now?
2. What labels are you giving yourself?
3. What meaning are you giving this experience?
4. What would change if you let go of the words you're choosing?
5. What is the words you're choosing asking of you right now?

Additional Perspectives — 12 questions

1. How are you seeing yourself in this?
2. What would someone who respects you say about how you are seeing this?
3. How would someone who loves you describe you in this?
4. How would you describe yourself right now?
5. What perspective are you missing because you are too close to it?
6. What perspective are you operating from?
7. What perspective might be missing?
8. What perspective shapes your view of events?
9. What perspective creates more possibilities?
10. How can you expand your perspective?
11. What perspective unlocks action?
12. How is this from a different angle showing up for you right now?

Measures of Success — 4 questions

1. What do you believe cannot change here?
2. How might success change your perspective?
3. What is what success would look like costing you if nothing changes?
4. What would it mean for you to make peace with what success would look like?

Truth & Honesty — 6 questions

1. How might someone outside this situation see it differently?
2. How would you see this if it were happening to someone else?
3. What evidence challenges it?
4. What else could be true?
5. If the truth of this could speak, what would it be telling you?
6. What's possible if you approach the truth of this differently?

❖ 06 LISTENS ACTIVELY

6.6 — Coach allows the client to complete speaking without interrupting unless there is a stated coaching purpose to do so

111 questions across 10 themed subcategories

Allowing Completion Without Interrupting — 14 questions

1. You paused there; is there more you wanted to add to that thought?
2. Is there more to that thought?
3. Did you finish, or was there more?
4. Is that the whole thought, or is there more?
5. What more would you like to say?
6. Tell me more about that.
7. What needs more space right now?
8. Take your time. What else is emerging for you as you sit with that idea?
9. Is that the complete thought, or is there another layer to it we should explore?
10. What would it take to finish that fully?
11. Where would you like to take this?
12. What became clearer over time?
13. Take your time. What would you like to explore?
14. How would things look different if finishing your thought were fully resolved?

Values & Meaning — 11 questions

1. Before I share my observation, is there anything else you want to say about that?
2. I want to make sure I have the full picture. What else is important to mention?
3. What else were you going to say?
4. What else is coming up for you?
5. What else feels important?
6. What else needs space?
7. What else would you like me to understand?
8. What else belongs in this story?
9. What feels important to add?
10. How has your relationship with what matters most to you here evolved?
11. What is what matters most to you here making room for, or crowding out?

Needs & Wants — 7 questions

1. You seemed to trail off. Where did your mind just go?
2. Where does that sentence want to go?
3. What do you still want to say about that before we move on?
4. What do you want to remember?
5. What are you sensing beneath the surface?
6. What is what you need or want here making room for, or crowding out?
7. How do you want to relate to what you need or want here from here?

Additional Perspectives — 10 questions

1. What is the rest of the sentence you were about to say?
2. What was the rest of that sentence?
3. I noticed I cut in. What was the rest of what you were saying?
4. Let's go back. What was the rest of that?
5. What is the last sentence of what you were building?
6. What did you hear yourself say?
7. What comes next in what you were saying?
8. What happened next?
9. What would it take to trust this from a different angle a little more?
10. What is this from a different angle making room for, or crowding out?

What Hasn't Been Said Yet — 30 questions

1. Let me undo that. What were you saying?
2. You were heading somewhere. Where was it going?
3. What was building in what you were saying?
4. Where were you about to land with that?
5. What did that lead into?
6. What is the last piece of that you have not said yet?
7. What did you leave hanging?
8. What is the missing piece of what you started?
9. What remains unspoken?
10. What have you not yet expressed?
11. What feels unfinished?
12. What additional details feel relevant?
13. What surprised you while talking?
14. What are you discovering?
15. What awareness developed as you explored this?
16. What stands out now?
17. What did you learn from hearing yourself?
18. What realization is present?
19. What unfolds when you slow down?
20. What becomes visible when there's no rush?
21. What wants to emerge?
22. What is the key takeaway for you?
23. What meaning are you making from this?
24. What feels most significant?
25. What conclusion are you reaching?
26. What understanding have you gained?
27. What is becoming clearer?
28. What has shifted for you?
29. What are you taking away from this exploration?
30. What's the truest thing you know about what hasn't been said yet right now?

Insight & Realization (continued) — 7 questions

1. What additional insight is emerging?
2. What insight have you not shared?
3. What insight emerged naturally?
4. What insight arrives when you sit with it?
5. What matters most from what you shared?
6. Who could support you with this realization?
7. What would you tell a friend who was facing this realization?

Silence & Reflective Pauses — 11 questions

1. Would you like to complete that before I respond?
2. Before I say anything, is there more you wanted to add?
3. Should I wait, or are you complete?
4. Would it help to finish before we move on?
5. Where were you before that pause?
6. What would complete that for you?
7. Continue when you're ready.
8. What are you noticing as you continue?
9. What are you noticing in the pause?
10. What would it take to trust this silence a little more?
11. What's underneath this silence that hasn't been named yet?

Thinking Patterns — 10 questions

1. Are you done, or still forming that?
2. What is the direction that thought was taking?
3. What was forming as you were speaking?
4. What is still unfinished in what you were sharing?
5. What is the ending of that thought?
6. What is still unsaid in that thread?
7. What are you still reflecting on?
8. What thought is still forming?
9. What's the next right move regarding this way of thinking?
10. What would shift for you if this way of thinking became easier?

Clarity — 7 questions

1. I interrupted. What were you about to say?
2. I spoke too soon. What was the end of that thought?
3. What got cut off when I spoke?
4. What got interrupted in you just before I spoke?
5. What became clear as you spoke?
6. Who could support you with what would bring clarity?
7. What is what would bring clarity asking of you right now?

Deeper Exploration — 4 questions

1. What deserves deeper attention?
2. What deserves your attention?
3. What would change if you let go of this, more deeply?
4. What would your wisest self say about this, more deeply?

❖ 06 LISTENS ACTIVELY

6.7 — Coach succinctly reflects or summarizes what the client communicated to ensure the client's clarity and understanding

121 questions across 9 themed subcategories

Reflecting & Summarizing — 11 questions

1. I heard you say X, Y, and Z. How accurate is that summary for you?
2. Here is what I heard: [summary]. Is that right?
3. So far I am hearing [summary]. Does that fit?
4. In short, [summary]. Correct?
5. That sounds like [summary] to me. Is that fair?
6. Quick check: [summary]. Close?
7. In a sentence, that sounds like [summary]. True?
8. Does this feel complete, or is something missing from that summary?
9. The main themes I've heard are these...
10. How is what's been said so far showing up for you right now?
11. What's underneath what's been said so far that hasn't been named yet?

Additional Perspectives — 23 questions

1. Let me reflect back what I'm hearing: [brief summary]. Did I miss anything important?
2. If I summarize this as [brief statement], does that resonate with your actual experience?
3. What I am hearing is [brief summary]. What did I miss?
4. Let me reflect that back: [summary]. Accurate?
5. Let me offer that back in a sentence: [sentence]. What would you correct?
6. We've covered a lot of ground. How would you succinctly summarize where we are right now?
7. If I've got it right, [summary]. Yes?
8. You've named several things. What's underneath all of them?
9. You've shifted from [A] to [B]. Was that a correction or a discovery?
10. From what I've tracked, this has evolved into [current]. Right?
11. The essence of what you've shared is...
12. The heart of that sounded like [essence]. Is that right?
13. If I hold only the essence, it is [essence]. Does that fit?
14. Boiled down, this is [essence]. Fair?
15. The core of what you're saying is [essence]. Agree?
16. Stripped to its essence, this is about [essence]. Right?
17. If there's one thing in that, it's [essence]. Correct?
18. The essential point is [essence]. Is that accurate?
19. At its core, this is [essence]. True for you?
20. You seem to be saying that this challenge feels significant. Correct?
21. You're describing a desire for change. Is that accurate?
22. Am I understanding correctly that you're looking for alignment?
23. What would it look like to be curious rather than certain about this from a different angle?

Sharing Observations & Intuitions — 29 questions

1. It sounds like your main priority is [X] and your main concern is [Y]. Is that right?
2. What I'm taking away is [X]. What is your primary takeaway from this?
3. You named three things: [A], [B], and [C]. Which is the one to stay with?
4. There's [A], and also [B]. Are both live, or is one primary?
5. You touched on [A], [B], and [C]. What ties them together?
6. I'm noticing [A] sitting alongside [B]. What's the relationship?
7. Which of what you shared is the real center of gravity?
8. This started as [A] and became [B]. Which is where you are now?
9. Comparing where you began and where you are, what's the throughline?
10. The conversation moved through [A], [B], [C]. What stands out now?
11. Where you started and where you are now seem different. What changed?
12. The need underneath all of that sounded like [need]. True?

13. Is this a fair snapshot of where we are: [snapshot]?
14. Have I captured the shape of it, or is there a piece I'm missing?
15. It sounds like you're seeking more clarity. Is that right?
16. It sounds like you're balancing several priorities.
17. It sounds like this matters more than it first appeared.
18. It sounds like there's frustration underneath this.
19. I notice a sense of hope in your words.
20. It sounds like you're carrying a lot of responsibility.
21. It sounds like integrity is important here.
22. It sounds like learning is important to you.
23. I'm noticing a recurring theme of self-doubt.
24. It sounds like you've been prioritizing others over yourself.
25. A pattern emerging is the search for balance.
26. I notice a repeated focus on achievement.
27. It sounds like your next step is becoming clearer.
28. Your reflections suggest a new perspective.
29. What's underneath what I'm noticing that hasn't been named yet?

Emotional Exploration — 6 questions

1. I want to ensure I understand. Can you tell me if my reflection of [X] is accurate?
2. If that's accurate, what's next? If not, what needs fixing?
3. Is this an accurate reflection of your experience?
4. Is that emotional reflection accurate?
5. If this emotion could speak, what would it be telling you?
6. What's the cost of waiting any longer on this emotion?

Behavior & Patterns — 7 questions

1. Here is my understanding: [summary]. What would you add?
2. Before we go further, is this the picture: [short picture]?
3. Let me make sure I have it: [summary]. Anything to add before we continue?
4. I'm hearing a desire to make a meaningful contribution.
5. What do you make of that pattern?
6. What haven't you yet said about this pattern?
7. What's underneath this pattern that hasn't been named yet?

Values & Meaning — 22 questions

1. What matters most in that is [essence], as I hear it. Is that so?
2. I'm hearing two threads: [A] and [B]. Which matters more right now?
3. There appears to be both fear and possibility present.
4. I'm sensing that this matters deeply to you.
5. What stands out is how much impact matters to you.
6. What matters most appears to be connection.
7. There appears to be a recurring concern about risk.
8. The center of it seems to be [essence]. Does that land?
9. It seems this situation brings mixed emotions.
10. It seems authenticity is a key value.
11. It seems freedom is a significant value.
12. It seems you've encountered this challenge before.
13. It seems you're recognizing an important choice.
14. Of those points, which feels most urgent?
15. You moved from [start] to [now]. What feels most accurate to keep?
16. Before moving on, does this capture it: [capture]?
17. Am I hearing that this goal is deeply important to you?
18. What I'm hearing is... does that capture it accurately?
19. Does that capture what is most important?
20. Let me summarize what seems most important.
21. What part of this summary resonates most with you?
22. What would you notice first if what matters most to you here improved?

Needs & Wants — 6 questions

1. You said [A] and then [B]. How do those connect?
2. Between [A] and [B], which one do you want to go deeper on?
3. Looking at the arc of what you've said, what's the real story?
4. What would you want me to remember from what you just said?
5. What is what you need or want here making room for, or crowding out?
6. Where do you notice what you need or want here most strongly?

Pride & Recognition — 6 questions

1. Standing back, the thread I hear is [thread]. How does that land?
2. Tracing this back, what's the throughline you'd name?
3. I hear pride in what you've accomplished.
4. Here's the thread connecting everything you've said.

5. Where do you notice what you're proud of most strongly?
6. What haven't you yet said about what you're proud of?

Commitment — 11 questions

1. What I hear most strongly is your commitment.
2. I'm hearing both excitement and uncertainty.
3. I'm hearing disappointment and determination.
4. I'm hearing a strong commitment to growth.
5. I'm noticing a strong emphasis on purpose.
6. A pattern I'm hearing is your desire for certainty.
7. I'm hearing a theme of wanting greater confidence.
8. I'm hearing a tension between comfort and growth.
9. Here's what I'm hearing as your key insight.
10. What I'm hearing points toward a possible action.
11. What is the commitment you're making making room for, or crowding out?

COMPETENCY 07 OF 8

Evokes Awareness

Provoking insight — questions and reflections that open new thinking, not just gather information.

8	961	8
SUB-COMPETENCIES	QUESTIONS	ON THESE PAGES

IN THIS COMPETENCY

7.1	Coach asks questions about the client: thinking, feeling, values, needs, wants, beliefs or b...	117 q
7.2	Coach asks questions to help the client explore beyond current thinking or feeling about the...	123 q
7.3	Coach asks questions to help the client explore beyond current thinking or feeling about the...	121 q
7.4	Coach asks questions to help the client explore beyond current thinking, feeling or behaving...	119 q
7.5	Coach shares—with no attachment—observations, intuitions, comments, thoughts or feelings, an...	118 q
7.6	Coach asks clear, direct, primarily open-ended questions, one at a time, at a pace that allo...	129 q
7.7	Coach uses language that is generally clear and concise	115 q
7.8	Coach allows the client to do most of the talking	119 q

✦ 07 EVOKES AWARENESS

7.1 — Coach asks questions about the client: thinking, feeling, values, needs, wants, beliefs or behavior

117 questions across 7 themed subcategories

Values & Meaning — 23 questions

1. What is your current way of thinking about this specific challenge?
2. What feeling arises when you think about this situation?
3. When have you felt this way before?
4. What is most important to you in this situation?
5. What do you truly want from this situation?
6. What might be another way to interpret this situation?
7. What core value is being triggered or tested by this situation?
8. What value would you refuse to compromise?
9. Which value feels challenged or compromised?
10. What principle do you refuse to compromise on here?
11. What matters most to you in this?
12. What matters to you that this situation is testing?
13. What emotions are most present for you right now?
14. How does this decision reflect what matters most to you?
15. What support would be most valuable right now?
16. What outcome would be most meaningful for you?
17. What aspiration feels most energizing?
18. What value is being honored or violated?
19. Which of your values are being honored right now?
20. What are you feeling about it now?
21. How are you feeling, right now, about all of it?
22. How do you feel about your own part in this?
23. What would you notice first if what matters most to you here improved?

Needs & Wants — 26 questions

1. What do you truly need right now, beneath the surface of this problem?
2. What do you need here?
3. What need is not being met right now?
4. What do you need that you have not asked for?
5. What need has been quietly unmet for a while?
6. What do you need most at this moment?
7. What need has not yet been voiced?
8. What do you need from yourself?
9. What need is underneath that frustration?
10. What would become possible if this need were fulfilled?
11. What is the authentic want that is hiding behind this sense of obligation?
12. What do you actually want?
13. What would you want if you were being completely selfish about it?
14. What do you want that feels too big to ask for?
15. What do you want underneath what you are saying you want?
16. What do you want for yourself, separate from what others want for you?
17. What would you want if failure were not a factor?
18. What do you want right now, in this very moment?
19. What does that emotion want you to pay attention to?
20. How does this align with the person you want to be?
21. What are you not allowing yourself to want?
22. What thought have you not said out loud yet?
23. What do you want that you have not said aloud?
24. What feeling have you not yet fully acknowledged?
25. What do you want that you haven't yet said aloud?
26. Who could support you with what you need or want here?

Behavior & Patterns — 10 questions

1. What underlying belief is driving this specific behavior of yours?
2. What habit of yours is in play?
3. What behavior of yours is at odds with what you say you want?
4. Which emotion seems to be driving your current decisions?
5. What belief would have to change for your behavior to change?
6. What behavior pattern do you notice repeating?
7. What behavior would you like to change?
8. What new behavior would better align with who you want to become?
9. How is this pattern showing up for you right now?
10. What is this pattern asking of you right now?

Emotional Exploration (continued) — 36 questions

1. How is your current feeling influencing the next steps you are considering?
2. What thoughts keep returning to you about this?
3. What are you telling yourself about this?
4. What is running through your mind as we talk?
5. What is the thought underneath your thoughts?
6. What conclusion have you already drawn, even quietly?
7. What emotion is present as you consider this?
8. What feeling keeps showing up around this?
9. What do you feel when you imagine this unresolved?
10. What is your gut telling you, emotionally?
11. What feeling are you least willing to admit to?
12. What emotion has been with you the longest here?
13. What are you feeling that surprises you?
14. What is non-negotiable for you in this?
15. What principle is at stake for you?
16. What are you afraid of wanting?
17. What do you expect of yourself here?
18. What are you loyal to?
19. What do you hope I will not ask?
20. What changes when you allow yourself to fully experience that feeling?
21. Which feeling feels strongest, and which feels hidden?
22. What might your emotions be trying to communicate?
23. If your feelings could speak, what would they say?
24. What value do you want to demonstrate through your actions?
25. What personal standard are you trying to uphold?
26. What is missing that would help you move forward?
27. What would help you feel more confident?
28. What kind of environment would best support you?
29. How would you know your needs are being met?
30. If there were no limitations, what would you choose?
31. What are you hoping will happen?
32. What future are you trying to create?
33. What would delight you about achieving this?
34. What assumption are you making right now?
35. What habits are supporting your goal?
36. What would you notice first if this emotion improved?

Thinking Patterns — 7 questions

1. What are you thinking as you sit with this?
2. What is your honest thinking right now, unfiltered?
3. What are you thinking that you have not admitted to yourself?
4. What is your honest want, without editing?
5. Which value is guiding your thinking most strongly?
6. What does this way of thinking reveal about what matters to you?
7. What is this way of thinking costing you if nothing changes?

Measures of Success — 7 questions

1. What is your mind doing with this right now?
2. What are you doing, and what are you not doing?
3. What are you doing on autopilot that deserves a second look?
4. What would acting in alignment with your values look like?
5. What would success look like for you?
6. What's the cost of waiting any longer on what success would look like?
7. How has your relationship with what success would look like evolved?

Beliefs & Assumptions — 8 questions

1. What belief is running this?
2. What belief is quietly steering your actions here?
3. What belief is influencing how you see this situation?
4. How is that belief serving you?
5. How might that belief be limiting you?
6. What evidence supports your current belief?
7. What does this belief reveal about what matters to you?
8. What's the next right move regarding this belief?

✦ 07 EVOKES AWARENESS

7.2 — Coach asks questions to help the client explore beyond current thinking or feeling about themself (the who)

123 questions across 9 themed subcategories

Strengths & Resources — 9 questions

1. Who would you need to become to handle this situation with ease and grace?
2. What does this situation reveal about you?
3. Who do you want to be in this situation?
4. What strengths are you bringing to this situation?
5. What strengths do others often see in you?
6. Which of your strengths has not yet been utilized?
7. What does your response to this situation say about what matters to you?
8. What's possible if you approach your strengths here differently?
9. What would change if you let go of your strengths here?

Identity & Sense of Self — 35 questions

1. What is a new perspective you could adopt about your own capabilities?
2. What new identity is available to you here?
3. If you were on your own side, what would you know?
4. What new possibility emerges when you question that belief?
5. How might reconnecting with your values shift your perspective?
6. What new awareness about yourself is emerging?
7. How might your most confident, resilient self view this current challenge?
8. What self is asking to be claimed?
9. What would self-trust actually look like in this moment?
10. What would your future self thank you for claiming?
11. What would self-compassion reveal that self-criticism hides?
12. What qualities define you most deeply?
13. What would you attempt if self-doubt were absent?
14. What keeps you attached to your current self-perception?
15. How aligned are you with your authentic self right now?
16. What would your most authentic self choose?
17. What would your future self want you to know today?
18. How would your future self view this challenge?
19. What qualities does your future self embody?
20. Who are you becoming that the old story cannot hold?
21. Who are you becoming that requires letting go of who you were?
22. Who are you becoming through this experience?
23. How might you view yourself through a more empowering lens?
24. What would it mean to write a different chapter about yourself?
25. If this were your becoming, not just your problem, what would that mean?
26. What would it mean to fully trust your own judgment here?
27. What would it mean to forgive yourself for this?
28. What would it look like to root for yourself here?
29. What identity have you outgrown but kept wearing?
30. Which identity is too small for this next chapter?
31. What identity would fit better than the one you are wearing?
32. What identity would this next step ask you to grow into?
33. What is a gentler truth than the one you have been telling yourself?
34. What label have you given yourself that may no longer fit?
35. What's possible if you approach who you are in this differently?

What You Believe — 10 questions

1. What part of yourself are you neglecting right now that needs your attention?
2. What part of you have you not been listening to?
3. What part of you rarely gets a say?
4. What part of you has been waiting to be believed?
5. What version of you is waiting on the other side of this?
6. What would you decide if you fully believed in yourself?
7. What would happen if you believed the best interpretation of yourself?
8. What part of yourself is asking to be recognized?
9. What is what You Believe costing you if nothing changes?
10. What's the next right move regarding what You Believe?

Then vs. Now — 10 questions

1. If you dropped the limiting label you put on yourself, who would you be?
2. Who are you besides the person who has this problem?
3. Who do you not allow yourself to be in this relationship or role?
4. What would change if you saw yourself the way someone who loves you does?
5. Who are you when you are at your best?
6. Where are you honoring who you truly are?
7. Who are you when you act from your core values?
8. Who are you now that you may not have recognized before?
9. What's one question you haven't asked yourself about how this has changed since then?
10. What would you notice first if how this has changed since then improved?

Beliefs & Assumptions — 34 questions

1. What is a belief about yourself that you are ready to release or rewrite?
2. How can you expand your definition of success for yourself personally, beyond external metrics?
3. Who would you be without that belief about yourself?
4. What would you see if you stopped prosecuting yourself?
5. What has that belief about yourself cost you?
6. What if that belief about yourself is only partly true?
7. What strength have you been using while calling yourself weak?
8. What have you decided about yourself that might not be a fact?
9. What have you silenced in yourself for too long?
10. What have you disowned about yourself that is actually true?
11. What have you been told you are that you have never questioned?
12. What have you decided is not allowed, about yourself, without ever checking?
13. What would you call yourself if you got to choose fresh?
14. What would you have to believe about yourself to take that step?
15. What would change if you stopped seeking permission?
16. What would confidence in yourself sound like right now?
17. What have you already proven that you keep forgetting?
18. What would you claim if you were not worried about being wrong?
19. What do you know to be true about yourself that you keep second-guessing?
20. How else could a person like you respond?
21. What would you say about yourself if you were being fair, not harsh?
22. How would you describe yourself beyond your role or title?
23. How has your perception of yourself evolved over time?
24. What inner resources have helped you overcome challenges before?
25. What capability are you underestimating in yourself?
26. When have you successfully navigated something similar?
27. What does that success say about you?
28. What assumptions are you making about yourself?
29. If that belief about yourself were untrue, what else could be true?
30. What does authenticity look like for you in this circumstance?
31. Where are you holding back from being yourself?
32. What aspect of yourself do you want to strengthen?
33. How can you begin embodying those qualities now?
34. How is this belief showing up for you right now?

Change & Shifting Perspective — 6 questions

1. What would a more generous view of yourself include?
2. What would change if you trusted your own authority?
3. What would happen if you trusted your abilities more fully?
4. What makes you more capable than you initially thought?
5. What is one small step that would move this shift in perspective forward?
6. How do you want to relate to this shift in perspective from here?

Additional Perspectives — 7 questions

1. Who are you when that story is not running?
2. What would a kinder story about yourself sound like?
3. What story are you telling yourself about who you are?
4. How is that story serving you?
5. How might that story be limiting you?
6. What would it take to trust this from a different angle a little more?
7. What is this from a different angle asking of you right now?

Possibility & Potential — 7 questions

1. What version of yourself is emerging right now?
2. What might be possible if you saw yourself differently?
3. Who do you aspire to become?
4. What version of yourself would handle this with confidence?
5. What would become possible if you fully stepped into that version of yourself?
6. Where do you notice what's possible here most strongly?
7. What haven't you yet said about what's possible here?

Values & Meaning — 5 questions

1. What personal quality could support you now?
2. Which personal value is being expressed here?
3. What personal growth opportunity exists here?
4. What would you notice first if what matters most to you here improved?
5. What are you learning about yourself through what matters most to you here?

✦ 07 EVOKES AWARENESS

7.3 — Coach asks questions to help the client explore beyond current thinking or feeling about their situation (the what)

121 questions across 9 themed subcategories

Perception of Self & World — 10 questions

1. What is another way to look at this problem that you haven't considered yet?
2. What is another way to read this?
3. What is a more neutral read of what happened?
4. What would a completely different read of this sound like?
5. How might another person view this situation?
6. If this were not a crisis, what would it be?
7. What have you not tried because you assumed it would not work?
8. How might your team view it?
9. What's the truest thing you know about how you're seeing this right now?
10. How do you want to relate to how you're seeing this from here?

Exploring the Situation — 24 questions

1. If this obstacle were actually a hidden opportunity, what would it be offering you?
2. What opportunity is hiding inside this difficulty?
3. What opportunity exists within this situation?
4. If this situation were an opportunity rather than a problem, what would you see?
5. What is the broader context or bigger picture you might be missing right now?
6. What would this look like in five years, looking back?
7. What would this situation look like if you believed it was solvable?
8. What would a neutral observer see?
9. How does the situation look when you step back and see the bigger picture?
10. How might this situation look six months from now?
11. What are you not seeing yet?
12. If you viewed this situation differently, what might change?
13. What could become available if you approached this differently?
14. What are you seeing differently now?
15. What is the question this situation is really asking?
16. What resources are already in the situation?
17. If this situation were trying to teach you something, what might it be?
18. What strength does this situation already contain that you have overlooked?
19. Which aspect of this situation deserves more attention?
20. How might a colleague describe this situation?
21. If this situation could speak, what might it be telling you?
22. What can this situation teach you?
23. What have you learned about this situation?
24. What does this situation reveal about what matters to you?

Behavior & Patterns – 7 questions

1. How might someone you deeply admire reframe this entire situation?
2. If you zoomed out a year, what would you notice about this?
3. What would an outsider notice about the pattern here?
4. What patterns do you notice in this situation?
5. If someone you admire looked at this, what might they notice?
6. What's underneath this pattern that hasn't been named yet?
7. What would shift for you if this pattern became easier?

Possibility & Potential (continued) – 9 questions

1. If you zoomed out five years from today, how would you view this current moment?
2. What would this look like mapped out as a system, not a story?
3. What is possible that you have already ruled out?
4. What would become possible if this went better than expected?
5. What if the opposite were also possible?
6. What have you not fully explored yet?
7. What possibilities have you not explored yet?
8. Who could support you with what's possible here?
9. How would things look different if what's possible here were fully resolved?

A Different Look – 35 questions

1. How could you rewrite the narrative of this event to empower yourself moving forward?
2. What interpretation have you not considered?
3. What if the story you are telling is only one version?
4. What would this look like from the other person's seat?
5. What would this look like from ten thousand feet?
6. What forces beyond any one person are shaping this?
7. What are you assuming that you have never tested?
8. What "fact" here might just be a belief?
9. What have you not verified that you are treating as certain?
10. What is actually known, versus what is inferred?
11. What are you sure of that you should not be?
12. What is the problem behind the problem?
13. What would this look like if you removed the villain?
14. What is this actually about, underneath the surface story?
15. What if this is not a problem to solve but a tension to manage?
16. What would this look like as a puzzle instead of a threat?
17. What resource have you forgotten you have access to?
18. What is one possibility you have dismissed too quickly?
19. What remains unclear to you?
20. What might you be overlooking?
21. What evidence supports your current viewpoint?
22. What are you treating as fixed that may not be?
23. What perspective have you not considered?
24. What can you learn from a completely different viewpoint?
25. What positive outcome could emerge from this?
26. What doors could this experience open?
27. What strengths are being developed because of this?
28. What hidden benefits might exist here?
29. What new understanding is emerging for you?
30. How has your perspective shifted during this conversation?
31. What insight is beginning to take shape?
32. What broader meaning can you draw from this experience?
33. What perspective would create more possibilities?
34. What new possibilities are becoming visible to you?
35. Where do you notice this from another angle most strongly?

Obstacles & What Needs Addressing – 7 questions

1. What assumptions about this situation can you safely challenge or discard today?
2. What seems most significant about this challenge?
3. What evidence might challenge it?
4. What might this challenge be making possible?
5. What seems more important now than before?
6. What's underneath this obstacle that hasn't been named yet?
7. What would change if you let go of this obstacle?

Truth & Honesty – 9 questions

1. What else might be true about this situation?
2. How else could this be interpreted?
3. What is happening at the level of the whole organization, family, or team?
4. Who else is affected in ways you have not considered?
5. What is the simplest true description of what is happening?
6. What is really happening here?
7. What else could be happening here?

8. What would courage look like here, in relation to the truth of this?
9. What's one question you haven't asked yourself about the truth of this?

Beliefs & Assumptions — 15 questions

1. What is the most generous interpretation available here?
2. What is the system doing, not only what are the people doing?
3. What have you treated as a fact that is actually an assumption?
4. What assumption is doing the most damage?
5. What would happen if that assumption turned out to be false?
6. What assumption would be most useful to question first?
7. What would change if you treated this assumption as just a guess?
8. What stands out most about this situation?
9. What fresh perspective would be most useful?
10. What facts do you know for certain?
11. What assumptions are you making about this situation?
12. How do you know those assumptions are true?
13. What assumptions are limiting your options?
14. What new possibilities emerge when you question those assumptions?
15. What's the truest thing you know about this belief right now?

Thinking Patterns — 5 questions

1. What would change if this were a design issue, not a character issue?
2. What if the real issue is not what you think it is?
3. What is the core issue beneath the surface?
4. How do you want to relate to this way of thinking from here?
5. What's the truest thing you know about this way of thinking right now?

✦ 07 EVOKES AWARENESS

7.4 — Coach asks questions to help the client explore beyond current thinking, feeling or behaving toward the outcome the client desires

119 questions across 8 themed subcategories

Importance & Motivation — 7 questions

1. What small shift in behavior would create the biggest momentum toward your goal?
2. What small action today would be true to the outcome you want?
3. What action feels both challenging and exciting?
4. What small action could create significant momentum?
5. What belief would empower meaningful action?
6. How has your relationship with why this matters to you evolved?
7. What's the cost of waiting any longer on why this matters to you?

Session Outcome & Focus — 34 questions

1. How can you align your daily actions more closely with your desired outcome?
2. What way of thinking would make that outcome more likely?
3. What mindset would your desired outcome require?
4. What behavior would your desired outcome require this week?
5. How are your current actions supporting this outcome?
6. How consistently are your actions aligned with your goal?
7. What actions are producing the results you currently have?
8. How do your emotions influence your actions?
9. What action will move you closer to your desired outcome today?
10. If you were already living your desired outcome, what would you be doing differently today?
11. If the outcome were guaranteed, what would you do differently starting now?
12. What would you need to do differently on an ordinary Tuesday?
13. What could you do differently?
14. How would you act if you already believed this were possible?
15. What decision would be easy if the outcome were already true?
16. How would you carry yourself if this outcome were already yours?

17. What would you say to someone if the outcome were already real?
18. What would you no longer argue for, if the outcome were already true?
19. What would happen if you treated this outcome as already underway?
20. What would today look like if you were already living the outcome?
21. What would today's first hour look like from inside that outcome?
22. What would "living as if" the outcome were possible look like tomorrow?
23. What would boldness look like in pursuit of this outcome?
24. What would success look like for you?
25. What does your ideal outcome look like?
26. How would you describe success in your own words?
27. What would courage look like in this situation?
28. What would acting from your values look like here?
29. What would you stop overthinking if the outcome were certain?
30. What would you have to stop believing to get there?
31. What would you stop doing if you were serious about that outcome?
32. What stands between today's pattern and the result you named?
33. What would this outcome need from you six months from now, not just today?
34. Who could support you with what you want from this session?

Beliefs & Assumptions — 21 questions

1. What is the specific gap between where you are now and where you want to be?
2. What would you do if you already had the outcome you want?
3. What belief is incompatible with what you want?
4. What thought pattern is currently working against your outcome?
5. What new belief would open the door to this outcome?
6. What is the smallest experiment that points at the outcome?
7. What must you practice to become the person who has that outcome?
8. What habit would this outcome ask you to build?
9. What would you gain that you have not let yourself want fully?
10. What is worth losing to gain what you actually want?
11. What new choice becomes available from the place you want to reach?
12. What would remind you of this outcome on a hard day?
13. What would it take to make this outcome not a one-time win but a new normal?
14. What outcome do you most want to create?
15. What is most important about reaching this outcome?
16. What would be different once this outcome is achieved?
17. What makes this outcome meaningful to you?
18. What internal change might create external results?
19. What is the next step you want to take?
20. What feels most important to do first?
21. What is one small step that would move this belief forward?

Inviting the Client's Response — 30 questions

1. What new way of thinking is required to bridge that gap effectively?
2. What would you need to believe to move toward this outcome?
3. What is the thinking that got you this far, and does it still serve you?
4. What would you need to accept as true to take the next step?
5. What one behavior, repeated, would move you closest to this?
6. What would need to become routine for this to be real?
7. What is the cost of playing it safe here?
8. What would you attempt if you were not protecting yourself from failure?
9. What is the upside you have been underestimating?
10. What would keep you consistent when motivation fades?
11. What structure would protect this progress once it starts?
12. What would achieving this make possible?
13. What would tell you that you are moving in the right direction?
14. What patterns do you notice in how you respond?
15. What behavior would you like to continue?
16. What habits are influencing your progress?
17. What new approach would be worth experimenting with?
18. What options have not yet been considered?
19. If you were completely resourceful, what might you do?
20. What would happen if you tried a different strategy?
21. What is another way to move toward this outcome?
22. What possibility are you curious to explore?
23. What happens when you act despite uncertainty?
24. What would become possible if confidence were present?
25. How will you hold yourself accountable?
26. What could strengthen your commitment?
27. How will you know you are making progress?
28. What obstacle might arise, and how will you respond?

29. What are you choosing to do as a result of this insight?

30. What would it take to trust what I just shared a little more?

Behavior & Patterns — 8 questions

1. What is the first domino that needs to fall to reach your desired result?
2. What would change about your first move if you trusted the outcome?
3. What belief, if you adopted it fully, would change everything?
4. What are you hoping will change?
5. What behavior would you like to change?
6. How would you behave if you fully trusted yourself?
7. What is this pattern making room for, or crowding out?
8. What is one small step that would move this pattern forward?

Courage & Risk — 7 questions

1. What would you risk if you moved toward it?
2. What are you willing to risk to get closer to this?
3. What would you have to be willing to lose?
4. What would you risk saying, doing, or asking for?
5. What action are you willing to commit to?
6. How has your relationship with this courage & Risk evolved?
7. If this courage & Risk could speak, what would it be telling you?

Support & Empathy — 7 questions

1. What support would help this outcome hold once it is reached?
2. What feeling would best support your progress?
3. What mindset would help you move forward?
4. What emotional shift could support this outcome?
5. What support might help you succeed?
6. Who could support you with the support you need?
7. What does the support you need reveal about what matters to you?

Additional Perspectives — 5 questions

1. What behaviors are helping you move forward?
2. What behaviors may be keeping you stuck?
3. What have you learned from your past behaviors?
4. What would change if you let go of this from a different angle?
5. What would you tell a friend who was facing this from a different angle?

✦ 07 EVOKES AWARENESS

7.5 — Coach shares—with no attachment—observations, intuitions, comments, thoughts or feelings, and invites the client's exploration

118 questions across 10 themed subcategories

Behavior & Patterns — 9 questions

1. I'm noticing a pattern of hesitation when you talk about this. What comes up for you when I say that?
2. I noticed [specific thing]. What do you make of that?
3. I noticed you did [X] when you mentioned [Y]. What do you make of that?
4. I noticed this is the third time [pattern] has come up. What do you make of that?
5. Here's a pattern I'm noticing across what you've said: [pattern]. Fair?
6. As your coach, I'm noticing [feeling] come up in me. Worth mentioning?
7. I hear a pattern of wanting certainty before acting. What are your thoughts about that?
8. What's the next right move regarding this pattern?
9. What's underneath this pattern that hasn't been named yet?

Reflective Practice — 6 questions

1. My intuition tells me there's more to this story. What is your take on that?
2. I notice you became more reflective. What are you discovering?
3. I notice something seems unresolved. What might need more exploration?
4. I notice you seem more aligned with your goal. What are you discovering?

5. What would shift for you if your reflective practice became easier?
6. What would it mean for you to make peace with your reflective practice?

Language & Word Choice – 21 questions

1. I'm sensing a spark of excitement from you. Where is that coming from?
2. I may be wrong, and I am curious about [intuition]. What is your take?
3. I'm sensing [intuition] underneath what you're saying. Is that close?
4. What you're describing sounds like [metaphor] to me. Is that close?
5. It's almost like [metaphor], from what I'm hearing. Fair comparison?
6. This reminds me of [metaphor]. Does that capture it?
7. I am feeling [feeling] as I listen. Does that connect to anything in you?
8. Listening to you, I feel [feeling]. What do you make of that?
9. There's a [feeling] in the room right now for me. Do you feel it too?
10. I hear two different perspectives in what you're saying. What do you make of that?
11. I hear similar language in different situations. What might that suggest?
12. I hear two different beliefs operating at the same time. What are your thoughts?
13. I notice you're holding multiple perspectives. Which feels most important?
14. I hear both hope and caution. What do you make of those feelings?
15. I hear a different story emerging. What feels different now?
16. I noticed the word you chose there. What does it suggest to you?
17. A metaphor came to mind: [metaphor]. Does that fit?
18. A word came to mind: [word]. Does that fit what you're feeling?
19. I heard a shift when you said [word]. What happened there for you?
20. If that does not fit, what does?
21. What's possible if you approach the words you're choosing differently?

Between Two Things – 8 questions

1. I have an observation about the contrast between your words and your tone. Shall we explore it?
2. I observed [pattern]. Does that match what you see?
3. I observed a contrast between [A] and [B]. What do you see?
4. Two things seemed to sit side by side: [A] and [B]. What do you see?
5. I notice a gap between your goal and your current experience. What do you see there?
6. I hear a conflict between your values and your choices. What awareness is emerging?
7. What's the truest thing you know about this between Two Things right now?
8. What would shift for you if this between Two Things became easier?

Energy Shifts & Nonverbal Cues – 15 questions

1. I'm wondering if this is connected to what you shared earlier. Do you see a link?
2. I notice I feel [feeling] as you say that. Is that shared?
3. I notice your energy changed when you mentioned that. What are you noticing?
4. I notice you paused before answering. What was happening for you in that moment?
5. I hear a recurring theme emerging. What do you notice about it?
6. I notice you speak confidently about this area. What might that tell you?
7. I notice this challenge has appeared several times in our conversation. What are you seeing?
8. I notice you've mentioned trust several times. What's important about trust here?
9. I notice the same concern keeps returning. What might be underneath it?
10. I hear you say this is important, yet your actions seem different. What are you noticing?
11. I notice a shift in your energy when you speak about this. What are you aware of?
12. I notice relief as you talk about that possibility. What does that mean to you?
13. I notice your perspective has shifted. What contributed to that shift?
14. I notice greater clarity in your thinking. What has changed?
15. What does that shift I noticed reveal about what matters to you?

Intuition & Inner Knowing — 30 questions

1. I'm getting a sense that you already know the answer. What is your inner voice telling you?
2. I feel moved, or uneasy, or curious as I hear this. Does that mean anything to you?
3. I hear a strong sense of determination. What stands out to you about that?
4. I hear excitement in your voice. What's contributing to that?
5. I hear some hesitation. What are you aware of right now?
6. I hear a common thread running through these examples. What stands out to you?
7. I hear consistency in the way you approach challenges. What does that tell you?
8. I hear a theme developing around growth. What meaning does that have for you?
9. I hear both confidence and uncertainty. How do those coexist for you?
10. I notice two competing priorities. What stands out about that?
11. I hear a desire for change and a desire for stability. What are you learning from that?
12. I hear passion in your response. What's driving that?
13. I hear some frustration. What might that frustration be telling you?
14. I hear enthusiasm emerging. What is fueling that feeling?
15. I notice a sense of determination. What is strengthening your commitment?
16. I hear concern beneath your words. What would you like to explore about that?
17. I notice a sense of curiosity appearing. Where is that leading you?
18. I hear you describing yourself differently now. What are you noticing?
19. I hear confidence growing as you speak. What are you learning about yourself?
20. I hear a stronger sense of purpose. What awareness are you taking away from this?
21. Something stood out to me: [observation]. What is your reaction?
22. Here's something I noticed: [observation]. Is that useful?
23. Something in how you described that caught my attention: [observation]. Thoughts?
24. I have a sense of [observation]. What does that stir in you?
25. Something in me wonders if [possibility]. What is true for you?
26. I want to name that I feel [feeling] hearing this. Useful or not?
27. Something in me responds with [feeling]. What's your response?
28. Something occurred to me, hold it loosely: [thought]. Useful?
29. This might be nothing, but: [observation]. What do you think?
30. What would your wisest self say about what your gut is telling you?

Additional Perspectives — 6 questions

1. My hunch is [hunch]. Does any of that resonate?
2. I could be off, but I sense [hunch]. What's actually going on?
3. Something tells me [hunch] might be part of this. True?
4. I have a hunch, offered lightly: [hunch]. What do you think?
5. What's the next right move regarding this from a different angle?
6. How ready are you to act on this from a different angle?

Needs & Wants — 9 questions

1. There's something intuitive here I want to name: [intuition]. What's your read?
2. I want to offer this lightly: [comment]. What do you want to do with it?
3. I want to name something, not attach to it: [comment]. Your reaction?
4. I notice a recurring focus on others' expectations. What do you make of that?
5. I notice a pattern between what you value and what you choose. What are you noticing?
6. I notice a tension between what you want and what you're doing. What do you make of that?
7. I notice you're seeing new options. Which one draws your attention?
8. How has your relationship with what you need or want here evolved?
9. What would your wisest self say about what you need or want here?

A Different Look — 8 questions

1. My gut says [intuition]. Does that land anywhere for you?
2. An image arrived as you spoke: [image]. Where does that land?
3. As you talked, I pictured [image]. Does that resonate at all?
4. If this were a picture, it might look like [image]. What do you think?
5. If I sketched this, it might look like [image]. What's your version?

6. Something in me feels [feeling] hearing this. Does that land anywhere?
7. If this from another angle could speak, what would it be telling you?
8. What's the cost of waiting any longer on this from another angle?

Sharing Observations & Intuitions — 6 questions

1. I notice this topic seems important to you. What's making it significant?
2. I notice this topic seems emotionally charged. What's present for you?
3. I notice a new insight seems to be emerging. What's becoming clearer?
4. I hear a possibility that wasn't present earlier. What excites you about it?
5. What's the next right move regarding what I'm noticing?
6. How has your relationship with what I'm noticing evolved?

✦ 07 EVOKES AWARENESS

7.6 — Coach asks clear, direct, primarily open-ended questions, one at a time, at a pace that allows for thinking, feeling or reflection

129 questions across 12 themed subcategories

Inviting the Client's Response — 7 questions

1. What is the one question you need to ask yourself right now?
2. What is the question underneath this?
3. What do you notice as you sit with that question?
4. What is underneath your first response?
5. What is underneath that?
6. What's underneath what I just shared that hasn't been named yet?
7. How is what I just shared showing up for you right now?

Needs & Wants — 61 questions

1. If you could only focus on one thing today, what would it be?
2. What do you want?
3. What is the real challenge here for you?
4. What are you pretending not to know?
5. What are you afraid of?
6. What are you hoping for?
7. What now?
8. What are you avoiding?
9. What is really going on?
10. What would you say if you were not being careful?
11. What is the hard part?
12. What are you not asking yourself?
13. What do you know that you have not admitted?
14. What is actually happening here?
15. Take your time. What comes up?
16. No rush. What is here?
17. What is the first thing that comes to mind?
18. What do you find if you stay with this a moment longer?
19. What is missing from what you just said?
20. What would you add?
21. What would make this clearer?
22. What is left unsaid?
23. What is enough?
24. What is complete?
25. What would close this?
26. What is the last piece?
27. What is ready?
28. What is clear?
29. What is settled?
30. What remains?
31. What stands out to you?
32. What is present that wasn't before?
33. What feels meaningful here?
34. What are you reflecting on?
35. What seems significant?
36. What is drawing your attention?
37. What are you feeling as you talk about this?
38. What is that feeling telling you?
39. What are you experiencing internally?
40. What does this situation bring up for you?

41. What happens when you sit with that emotion?
42. What assumptions are you making?
43. What are you learning about this situation?
44. What are you beginning to understand?
45. What surprises you about that?
46. What does this mean to you?
47. What are you discovering about yourself?
48. What makes this matter?
49. What are you taking away from this experience?
50. What deeper meaning do you see?
51. What do you want to do with this awareness?
52. What option are you drawn toward?
53. What action would honor this insight?
54. What are you prepared to commit to?
55. What support do you need?
56. What are you choosing now?
57. What needs to be true?
58. What is true that you have not said?
59. What is true right now?
60. What feeling needs attention?
61. What is what you need or want here asking of you right now?

Truth & Honesty — 11 questions

1. What is the honest answer?
2. What arrives if you do not answer too quickly?
3. What comes after the obvious answer?
4. What would a slower answer sound like?
5. What else?
6. What else is here?
7. What else could be true?
8. How else might you look at this?
9. What is true once you stop performing an answer?
10. What's the truest thing you know about the truth of this right now?
11. How has your relationship with the truth of this evolved?

Identity & Sense of Self (continued) — 5 questions

1. What are you becoming aware of?
2. What possibility is becoming visible?
3. What is becoming clearer?
4. How would things look different if who you are in this were fully resolved?
5. What is who you are in this making room for, or crowding out?

Then vs. Now — 4 questions

1. What emotions are influencing your perspective?
2. What perspective have you not considered?
3. How has your relationship with how this has changed since then evolved?
4. What would change if you let go of how this has changed since then?

Values & Meaning — 9 questions

1. What has not yet been expressed?
2. What value is being expressed here?
3. What might you be overlooking?
4. What matters most?
5. How does this connect to what matters most?
6. What are you noticing right now?
7. What are you noticing in yourself right now?
8. How is what matters most to you here showing up for you right now?
9. What is one small step that would move what matters most to you here forward?

Emotional Exploration — 8 questions

1. What is the clearest, most direct step you can take?
2. What is the most important truth you need to acknowledge right now?
3. What feels most important?
4. What emotion is most present?
5. Why is this important to you?
6. What insight feels most valuable?
7. How is this emotion showing up for you right now?
8. What is one small step that would move this emotion forward?

Framing the Question — 5 questions

1. What is emerging for you as you sit with that question?
2. What is emerging for you?
3. What new insight is emerging?
4. What would it take to trust how this question is framed a little more?
5. How is how this question is framed showing up for you right now?

Additional Perspectives — 4 questions

1. What is the simplest way to describe your next move?
2. What would move you forward?
3. What would change if you let go of this from a different angle?
4. Who could support you with this from a different angle?

Client-Led Direction & Pace — 4 questions

1. What is the choice?
2. What choice feels most aligned?
3. What is the direction you want to take asking of you right now?
4. What would it take to trust the direction you want to take a little more?

What Is Happening — 4 questions

1. What is still unclear?
2. What is still forming?
3. What is what's happening right now making room for, or crowding out?
4. Who could support you with what's happening right now?

Designing Post-Session Action — 7 questions

1. What is the next layer?
2. What comes next?
3. What is next?
4. What feels like the next step?
5. What will you do next?
6. What are you learning about yourself through what you'll do after this session?
7. What would change if you let go of what you'll do after this session?

✦ 07 EVOKES AWARENESS

7.7 — Coach uses language that is generally clear and concise

115 questions across 7 themed subcategories

Additional Perspectives — 4 questions

1. In one sentence, what is the core issue here?
2. What's the one sentence?
3. What would it take to trust this from a different angle a little more?
4. How has your relationship with this from a different angle evolved?

Future Self & Emerging Version — 4 questions

1. What is the simplest version of this complex problem?
2. What's the short version?
3. How do you want to relate to this future Self & Emerging Version from here?
4. What would it mean for you to make peace with this future Self & Emerging Version?

Needs & Wants — 69 questions

1. If you had to distill this entire situation down to a single word, what would it be?
2. How can we simplify this decision so it feels manageable?
3. What is the clearest indicator that you are on the right track?
4. And then?
5. What's the heart of it?

6. What's possible?
7. What's needed?
8. What's enough?
9. What's the cost?
10. And?
11. Why that?
12. What's underneath?
13. Says who?
14. To what end?
15. So what?
16. Now what?
17. What's the risk?
18. What's calling you?
19. What's certain?
20. What's uncertain?
21. What's the ask?
22. What's shifting?
23. What's stuck?
24. What's the block?
25. What's the door?
26. What's the price?
27. What's the gain?
28. What's the fear?
29. What's the choice?
30. What's clean about this?
31. What's messy about this?
32. What's simple here?
33. What's the plain truth?
34. What's essential?
35. What's extra?
36. What's the point?
37. What's left?
38. What do you want?
39. What would you like to explore?
40. What needs your attention?
41. What would you like to achieve?
42. What is at the center of this situation?
43. What are you noticing?
44. What surprises you?
45. What are you learning?
46. What is important about that?
47. What do you make of it?
48. What is the deeper meaning for you?
49. How do you feel about that?
50. What feeling is present?
51. What is driving that reaction?
52. What are you experiencing right now?
53. What is behind that response?
54. When does that feeling show up?
55. How does that affect you?
56. What assumption are you making?
57. What are you not seeing?
58. What might you be missing?
59. What possibility have you not considered?
60. What would happen if you let that go?
61. What would change if you thought differently?
62. What step feels right?
63. What are you choosing?
64. What support do you need?
65. What are you committed to?
66. What will success look like?
67. What action will you take?
68. What are you taking away from this conversation?
69. What haven't you yet said about what you need or want here?

Values & Meaning (continued) — 6 questions

1. What is the most straightforward path forward for you?
2. What matters most right now?
3. What feels most important?
4. What option appeals most?
5. What's one question you haven't asked yourself about what matters most to you here?
6. Who could support you with what matters most to you here?

Language & Word Choice — 24 questions

1. What's real here?
2. What is the real challenge here?
3. What's the hope?
4. What stands out for you?
5. What emotion stands out?
6. What would that emotion like you to know?
7. What is your focus today?
8. What is emerging?
9. What's next?
10. What will you do next?

11. What's true?
12. What feels true for you?
13. What else could be true?
14. What if that belief were not true?
15. What else?
16. What else are you aware of?
17. What's the win?
18. What's stopping you?
19. What is stopping you?
20. What's yours to own?
21. What's not yours?
22. What is becoming clear?
23. What is that feeling telling you?
24. What's underneath the words you're choosing that hasn't been named yet?

Perception of Self & World — 4 questions

1. What's in the way?
2. What is another way to view this?
3. What is how you're seeing this making room for, or crowding out?
4. Where do you notice how you're seeing this most strongly?

Ownership & Claiming — 4 questions

1. What's ready to move?
2. What will move you forward?
3. What's underneath owning this that hasn't been named yet?
4. How is owning this showing up for you right now?

✦ 07 EVOKES AWARENESS

7.8 — Coach allows the client to do most of the talking

119 questions across 12 themed subcategories

Deeper Exploration — 6 questions

1. What else is coming up for you as we discuss this?
2. What do you want to explore further before we wrap up today?
3. What is coming up for you?
4. What would you like to explore?
5. How has your relationship with this, more deeply evolved?
6. How is this, more deeply showing up for you right now?

Values & Meaning (continued) — 36 questions

1. What are your own thoughts on what we've just uncovered?
2. What is your own conclusion about this matter?
3. What remains unsaid?
4. What do you hear in your own words?
5. What wants another sentence?
6. What did you surprise yourself by saying?
7. What is the last 10 percent?
8. What would you add if no one were evaluating you?
9. What's the part you almost skipped?
10. What are you holding back?
11. What's coming into focus as you keep talking?
12. What's important enough to take your time with?
13. Where would you like to begin?
14. What feels important to discuss?
15. What's on your mind?
16. What is emerging for you?
17. What feels significant?
18. What is the deeper meaning for you?
19. What seems important here?
20. What are you learning?
21. What might that mean?
22. What's your perspective?
23. What feels true for you?
24. What awareness is emerging?
25. What are you taking from this?
26. What feels unfinished?
27. What would you like to sit with?
28. What are you curious about?
29. What question are you asking yourself?
30. What choice feels right?
31. What possibility interests you?
32. What are you considering?
33. What direction are you leaning toward?
34. What are you committed to?

35. What conclusion are you drawing?

36. What's underneath what matters most to you here that hasn't been named yet?

Language & Word Choice – 8 questions

1. What are you discovering as you hear yourself?
2. What are you discovering?
3. What matters most to you?
4. What feels most aligned?
5. What insight is showing up as you explain this?
6. What insight is showing up?
7. What's possible if you approach the words you're choosing differently?
8. What would it take to trust the words you're choosing a little more?

Identity & Sense of Self – 10 questions

1. What's the rest of it?
2. What's still forming as you talk?
3. What is becoming clear as you talk it through?
4. What are you understanding differently by saying it aloud?
5. What's emerging the longer you talk?
6. What are you becoming aware of?
7. How do you see it?
8. What is becoming clearer?
9. What would it mean for you to make peace with who you are in this?
10. What's the next right move regarding who you are in this?

Additional Perspectives – 7 questions

1. Where would you like to take this conversation next?
2. If you kept going, where would you go?
3. What connections are you making as you go?
4. Where would you like to go next?
5. What would you like to do next?
6. How ready are you to act on this from a different angle?
7. What's possible if you approach this from a different angle differently?

Needs & Wants – 7 questions

1. How do you make sense of all these different pieces?
2. What do you want to make sure gets said?
3. What do you want to make sure I understand fully?
4. What do you make of that?
5. What do you want?
6. What's the next right move regarding what you need or want here?
7. What would courage look like here, in relation to what you need or want here?

Then vs. Now – 7 questions

1. What else is there?
2. What else comes to mind?
3. What else?
4. What's underneath what you just shared?
5. What is underneath that?
6. What would shift for you if how this has changed since then became easier?
7. How ready are you to act on how this has changed since then?

Making Space for the Client to Talk – 7 questions

1. What did you leave out that still belongs?
2. What did you edit out just now?
3. What would come out if you just kept talking?
4. What did talking through this reveal?
5. What stands out for you?
6. If this making Space for the Client to Talk could speak, what would it be telling you?
7. What is this making Space for the Client to Talk asking of you right now?

What Hasn't Been Said Yet – 9 questions

1. What haven't you said that's still sitting there?
2. What are you not saying yet?
3. What's true that you haven't found words for?
4. What haven't we gotten to yet?

5. What haven't you had a chance to say elsewhere?
6. What haven't we explored yet?
7. Where does that lead you?
8. What's underneath what hasn't been said yet that hasn't been named yet?
9. How do you want to relate to what hasn't been said yet from here?

Deserving Recognition — 9 questions

1. What would you say if you had ten more minutes uninterrupted?
2. There's more here, isn't there?
3. What deserves more time than it usually gets?
4. Tell me more.
5. What does that tell you?
6. What deserves more attention?
7. What more would you like to share?
8. What is what deserves recognition here making room for, or crowding out?
9. Where do you notice what deserves recognition here most strongly?

Expectations — 9 questions

1. What would you say if this were just for you, not me?
2. What are you realizing as you say this out loud?
3. What did you just hear yourself say that surprised you?
4. What did you not expect to say?
5. What would you say if you knew you had the whole hour?
6. What would you like to say about that?
7. What makes you say that?
8. How do you want to relate to this expectations from here?
9. What's possible if you approach this expectations differently?

Noticing & Awareness — 4 questions

1. What are you noticing?
2. What are you noticing about yourself?
3. What would it mean for you to make peace with what you're noticing?
4. How has your relationship with what you're noticing evolved?

COMPETENCY 08 OF 8

Facilitates Client Growth

Turning insight into ownership, action, accountability, and forward motion.

9
SUB-COMPETENCIES

1,284
QUESTIONS

9
ON THESE PAGES

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▲ 08 FACILITATES CLIENT GROWTH

8.1 — Coach invites or allows the client to explore progress toward what the client wanted to accomplish in this session

139 questions across 11 themed subcategories

Energy Shifts & Nonverbal Cues – 23 questions

1. Looking back at the goal we set at the beginning, what progress do you notice?
2. What shifts have occurred for you since we first started talking about this?
3. What evidence do you see that you are moving in the right direction?
4. How will you recognize that you've fully achieved what you set out to do today?
5. What did you get out of this session, concretely?
6. How solidly did we land on your definition of success?
7. What would you tell your past self from an hour ago?
8. What loose end are you comfortable leaving loose?
9. What evidence tells you that movement has occurred?
10. What would make that score even higher?
11. How closely does your current reality match what you hoped to accomplish?
12. What insight unlocked a new direction for you?
13. What became clearer as we talked?
14. What obstacle feels less significant now?
15. What challenge have you begun to navigate differently?
16. What shift are you most excited about?
17. What mindset shift contributed to your advancement?
18. What growth do you recognize in yourself right now?
19. What new awareness is helping you create momentum?
20. What would you like to acknowledge about your efforts?
21. What accomplishment might you be underestimating?
22. What momentum have you created for yourself?
23. What would it take to trust that shift I noticed a little more?

What the Client Wants – 6 questions

1. How close do you feel we came to the outcome you wanted today?
2. Where are you now in relation to what you wanted from today?
3. How far did we get toward what you wanted?
4. To what extent have you achieved what you wanted from this session?
5. What is what you want asking of you right now?
6. Where do you notice what you want most strongly?

Possibility & Potential – 10 questions

1. In what ways has our conversation moved the needle on your original intention?
2. What is the most significant step forward you've taken in this session?
3. How has your perspective on today's goal evolved during our time together?
4. What is the most valuable piece of progress you are taking away from this conversation?
5. What steps forward have you taken during this conversation?
6. What changed most significantly during our discussion?
7. How has your understanding evolved during this session?
8. What is now possible that wasn't possible before this conversation?
9. What's possible if you approach what's possible here differently?
10. What would your wisest self say about what's possible here?

Exploring Progress – 26 questions

1. What part of today's goal feels most resolved or clear for you right now?
2. What is still unfinished against today's agreement?
3. What part of today felt like real progress?
4. What part of today's agreement has been fulfilled?
5. What is the biggest breakthrough you've experienced regarding this goal today?
6. How do you know you've moved forward on this today?
7. What is the next logical step in this progression that we've uncovered?
8. What moved?
9. What surprised you about how much, or how little, moved?
10. How will you know later that this session created progress?
11. What's the clearest sign that something moved today?

12. How far have you moved from where you started at the beginning of this session?
13. As you reflect on today's objective, what tells you that you've moved forward?
14. How satisfied are you with the progress we've made on this specific topic today?
15. How would you rate the progress we made?
16. What progress have you made toward the objective you brought today?
17. How would you describe your progress so far?
18. What indicators tell you that you've met your objective?
19. What new awareness contributed to your progress?
20. What have you learned that supports your progress?
21. What strengths have helped you make progress today?
22. What are you taking away that supports continued progress?
23. What progress are you most proud of today?
24. If someone observed your journey today, what progress would they notice?
25. What makes you confident that progress has occurred?
26. What would you notice first if the progress you're making improved?

Session Outcome & Focus — 25 questions

1. If you were to measure your progress toward today's goal on a scale of 1 to 10, where are you now?
2. What remains unfinished regarding today's goal, and how do you feel about that?
3. Which part of our discussion today brought you closest to your desired outcome?
4. What new possibilities have opened up for you regarding this goal?
5. What progress did you make on the outcome you named?
6. On that 1–10 you named earlier, where are you now?
7. What number would you give today, against your original scale?
8. Looking at the outcome you defined earlier, where are you now?
9. What elements of your desired outcome have been achieved?
10. On a scale of 1 to 10, where are you now regarding your desired outcome?
11. Looking back at your goal, how did we do?
12. What part of your measure of success did we reach?
13. Did the outcome meet the bar you set for yourself?
14. What part of your success measure still feels unmet?
15. What part of the session goal did we meet, and what part did we not?
16. What part felt like it circled without landing?
17. What part of your original outcome remains open?
18. What would you still like to accomplish, even beyond this session?
19. What unfinished business deserves a future session?
20. What part of your goal feels closer now?
21. How successful does this session feel for you?
22. Which aspect of your goal has seen the greatest movement?
23. Which moment in this session had the biggest impact?
24. What part of your growth feels most meaningful?
25. What's underneath what you want from this session that hasn't been named yet?

Change & Shifting Perspective — 8 questions

1. How does the clarity you have now compare to the clarity you had when we began?
2. What's different now compared to when we started?
3. Compared to how you arrived, what is different in you now?
4. What would someone who saw you an hour ago notice is different?
5. What's changed in how you're thinking about this since we began?
6. What feels different now compared to when we began?
7. What is this shift in perspective costing you if nothing changes?
8. What would it take to trust this shift in perspective a little more?

What Matters Most Today — 14 questions

1. In what ways have you challenged yourself today to move closer to your objective?
2. What did today's work actually produce?
3. What did today move forward?
4. How does today compare to the success you described earlier?
5. What's left that you'll need to carry forward?
6. What's incomplete, and is that okay for today?
7. What still needs work after today?
8. In what ways have you advanced your thinking today?
9. What breakthrough, if any, occurred for you today?
10. What realization helped you move forward?
11. What have you learned about your ability to move forward?
12. How has today's conversation helped you move closer to your goal?
13. What achievement deserves recognition before we move on?
14. What is what matters most today asking of you right now?

Between Two Things — 6 questions

1. What is the gap between where you started this session and where you are now?
2. What actually changed today, versus what just got talked about?
3. What's the distance between where you started and where you are?
4. What's the gap between what you wanted and what we got?
5. How has your relationship with this between Two Things evolved?
6. What would courage look like here, in relation to this between Two Things?

Additional Perspectives — 6 questions

1. How has your understanding of what you want to accomplish shifted today?
2. What shifted, and what stayed the same?
3. What stayed stubbornly the same?
4. What has shifted in your perspective?
5. What's underneath this from a different angle that hasn't been named yet?
6. What would you tell a friend who was facing this from a different angle?

Measures of Success — 6 questions

1. What would you say we accomplished?
2. How close are you to the measure of success you set?
3. What would you say about the measure now that we're here?
4. What did you walk in with that you're not walking out with?
5. What would you tell a friend who was facing what success would look like?
6. What is what success would look like making room for, or crowding out?

Getting Started — 9 questions

1. Did we hit the measure you set at the start?
2. What moved that you didn't expect to move?
3. What do you have now that you didn't have at the start?
4. How does the you at the end of this session differ from the you at the start?
5. What didn't we get to that still matters?
6. What new possibilities have emerged since the start of our conversation?
7. If you looked back at the start of this session, what progress would stand out?
8. How is how to begin showing up for you right now?
9. Who could support you with how to begin?

▲ 08 FACILITATES CLIENT GROWTH

8.2 — Coach invites the client to state or explore the client's learning in this session about themself (the who)

140 questions across 11 themed subcategories

Ownership & Claiming — 26 questions

1. What did you learn about yourself through this conversation today?
2. How has your understanding of your own core values shifted during our time together?
3. What is the biggest "aha" moment you've had about your own behavior today?
4. How has your perspective on your own resilience changed today?
5. What did you learn about yourself today?
6. What did you learn about how you operate under pressure?
7. What did you notice about your own reactions?
8. What strength did you hear in your own voice?
9. What did you learn about your own resilience?
10. What did you learn you're capable of that you doubted?
11. What did today confirm about your own values?
12. What did you learn about your default responses?
13. What did you learn about what triggers you?
14. What did you learn about what settles you?
15. What did you learn that you don't want to forget?
16. What has this conversation revealed about your resilience?
17. What did you discover about your own needs or boundaries today?
18. What is the most important thing you now know to be true about who you are?

19. What did you discover about your own way of thinking?
20. What new possibility for who you are opened up?
21. What did you decide about who you're becoming?
22. Who did you discover you are in this?
23. What did you remember about who you are?
24. What did you discover about who you are?
25. What new belief would better support who you want to be?
26. What does owning this reveal about what matters to you?

Strengths & Resources – 17 questions

1. What new insight have you gained about your own patterns or habits?
2. What is a new truth about yourself that you are claiming today?
3. What truth about yourself came up today?
4. What did today reveal about your character?
5. What capability did you rediscover today?
6. What identity did you claim today that you hadn't before?
7. What truth about you do you want to hold onto this week?
8. What new awareness about yourself emerged during this conversation?
9. What new perspective do you have about your abilities?
10. What personal strength of yours showed up most prominently today?
11. How do you want to show up differently in the world based on today's insights?
12. What internal shift has been the most profound for you today?
13. What pattern of self-protection showed up today?
14. What version of yourself showed up that you want to keep?
15. What part of yourself showed up strongly today?
16. What strength helped you move forward today?
17. How has your relationship with your strengths here evolved?

Insight & Realization – 10 questions

1. How do you see yourself differently now compared to the start of this session?
2. What did this session teach you about who you are?
3. What insight about yourself surprised you?
4. What strength surprised you by showing up?
5. How are you different from the person who started this session?
6. What did you outgrow in this session?
7. What surprised you about yourself in this session?
8. What behavioral tendency surfaced during this session?
9. If this realization could speak, what would it be telling you?
10. What would you notice first if this realization improved?

Beliefs & Assumptions – 9 questions

1. What is a limiting belief about yourself that you are ready to let go of?
2. What belief about yourself shifted?
3. What limiting belief about yourself did you question?
4. What belief about yourself got tested and held up?
5. What belief about yourself surfaced today?
6. What belief may no longer be serving you?
7. What limiting belief became visible today?
8. What would courage look like here, in relation to this belief?
9. What would change if you let go of this belief?

Thinking Patterns – 28 questions

1. How has your confidence in handling this situation changed?
2. How is your identity evolving as you navigate this challenge?
3. How has your relationship with yourself changed through this exploration?
4. How are you redefining what success means for you personally?
5. What is the core message you need to hear from yourself right now?
6. What do you know about yourself now that you didn't an hour ago?
7. What did you notice repeats in how you handle things?
8. What tendency in yourself did you name for the first time?
9. What habit of thought did you catch yourself in?
10. What did you notice about how you talk to yourself?
11. What did you let go of about who you thought you were?
12. What insight about yourself deserves to stick?
13. How do you see yourself differently now?
14. What have you realized about yourself that you hadn't noticed before?
15. What are you capable of that you may have underestimated?
16. Where have you demonstrated courage during this discussion?
17. What does this conversation reveal about what is important to you?
18. What value has been guiding your thinking?

19. What does your response to this situation say about your values?
20. What motivates you at a deeper level?
21. How has your thinking about yourself changed?
22. What mindset shift have you experienced?
23. What assumption about yourself have you challenged?
24. What story have you been telling yourself that looks different now?
25. What habitual way of thinking have you noticed?
26. How do you typically respond in situations like this?
27. What personal habit may be influencing your results?
28. What are you learning about yourself through this way of thinking?

Values & Meaning — 9 questions

1. What is the most surprising thing you learned about your own mindset today?
2. What have you learned about yourself today?
3. What have you learned about what truly matters to you?
4. What have you learned about what gives meaning to your actions?
5. What have you learned about your decision-making process?
6. What strengths have you discovered in yourself?
7. What have you discovered about your priorities?
8. What would shift for you if what matters most to you here became easier?
9. If what matters most to you here could speak, what would it be telling you?

Identity & Sense of Self — 9 questions

1. What part of your authentic self emerged most clearly in this session?
2. How has your self-compassion grown through this conversation?
3. What self-knowledge are you leaving with?
4. What part of your old story no longer fits?
5. What self-judgment loosened today?
6. What self-knowledge feels worth protecting?
7. What empowering belief emerged during this session?
8. What would it take to trust who you are in this a little more?
9. What haven't you yet said about who you are in this?

Needs & Wants — 9 questions

1. How do you want to remember this version of yourself moving forward?
2. What do you want to keep knowing about yourself when you leave?
3. What do you want to remember about yourself from this?
4. What would you want to write down about yourself right now?
5. What do you want to carry forward about who you are?
6. What inner strength can you rely on moving forward?
7. What insight about yourself feels most important to carry forward?
8. What's the next right move regarding what you need or want here?
9. How do you want to relate to what you need or want here from here?

Behavior & Patterns — 12 questions

1. What quality in yourself became more visible?
2. What pattern in you became visible?
3. What identity feels more true now than it did an hour ago?
4. What capability have you become more aware of?
5. What talent or ability became more visible to you?
6. What quality within yourself are you appreciating more now?
7. Which of your values became more evident today?
8. Which value do you want to honor more intentionally?
9. What pattern in yourself have you become aware of?
10. What reaction pattern became more visible today?
11. What pattern would you like to continue, strengthen, or change?
12. What's one question you haven't asked yourself about this pattern?

Noticing & Awareness — 5 questions

1. What recurring theme about you emerged?
2. What are you noticing about yourself right now?
3. What recurring theme are you noticing about yourself?
4. What's the cost of waiting any longer on what you're noticing?
5. What would you notice first if what you're noticing improved?

Clarity — 6 questions

1. What aspect of yourself became clearer today?
2. What personal truth became clearer today?
3. What personal resource did you uncover today?
4. What personal principle became clearer?
5. What are you learning about yourself through what would bring clarity?
6. What's one question you haven't asked yourself about what would bring clarity?

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8.3 — Coach invites the client to state or explore the client's learning in this session about their situation (the what)

140 questions across 11 themed subcategories

Exploring Beyond Current Thinking — 11 questions

1. What new perspective do you now have on this specific situation?
2. What is a new way of looking at this problem that you hadn't considered before?
3. What is a new boundary you recognize you need to set in this context?
4. What new path did you discover?
5. What new information has emerged for you?
6. What new perspective are you seeing?
7. What perspective feels most useful moving forward?
8. What perspective has challenged your previous thinking?
9. What new options are available to you?
10. What opportunities are emerging as a result of your new understanding?
11. What's one question you haven't asked yourself about thinking beyond where you are now?

Beliefs & Assumptions — 8 questions

1. How has your understanding of the external factors at play shifted today?
2. How has your understanding of the stakes in this situation shifted?
3. What did today teach you about the dynamics at play?
4. What understanding do you want to hold onto?
5. What assumptions about the situation have shifted?
6. What factors seem most influential now?
7. If this belief could speak, what would it be telling you?
8. Where do you notice this belief most strongly?

Exploring the Situation (continued) — 39 questions

1. How do you see the dynamics of this situation differently now?
2. What new opportunities do you see in this situation that were previously hidden?
3. How do you see the connection between this situation and your broader life goals?
4. What is the clearest path forward through this specific circumstance that you see now?
5. How do you see the situation now that is different from when we began?
6. What options exist that you could not see at the start?
7. What choice do you now see that you didn't before?
8. What is the real issue in the situation, as you see it now?
9. What do you want to remember about how you now see this?
10. What angles had you not explored before?
11. What possibilities do you see now that were hidden before?
12. What untapped potential do you see in this situation?
13. What other possibilities are you now considering?
14. What did you understand about the people involved that you hadn't before?
15. How do you understand the situation differently than before?
16. What potential solutions emerged during this conversation?
17. What is the biggest misconception about this situation that you've uncovered today?
18. How has your vision for the ideal outcome of this situation expanded today?
19. What did you assume that got challenged today?
20. What got debunked today?
21. What did today reveal about the real drivers here?
22. What have you learned about this situation today?
23. What alternative way of viewing the situation emerged today?
24. What is a new strategy or approach to this situation that you are considering?

25. What have you learned about what's driving this situation?
26. How do you now understand the impact of your actions on this situation?
27. What do you understand about the situation that you didn't earlier?
28. What is clearer about the context, the people, or the system?
29. What's clearer about the stakes involved?
30. What is clearer about the situation now?
31. What aspect of the situation became clearer during our conversation?
32. What opportunities have become visible to you?
33. What pathways forward have become clearer?
34. What complexity of the situation has become clearer?
35. What did you believe about this that turned out not to be true?
36. What "fact" turned out to be just an interpretation?
37. What turned out to be simpler than you feared?
38. What stands out most about the situation now?
39. What is this situation making room for, or crowding out?

Insight & Realization — 28 questions

1. How has your definition of the "problem" changed since we started talking?
2. What did you stop assuming?
3. What did you realize you had wrong?
4. What did you learn you were assuming without evidence?
5. What certainty softened into a question?
6. What door opened that seemed shut?
7. What did you realize you actually have some control over?
8. What is more nuanced than it seemed at the start?
9. What did you learn is more complicated than you thought?
10. What did you learn about how the pieces connect?
11. What's more textured about this than the headline version?
12. What will you tell yourself about this going forward?
13. What do you now know that should shape your next move?
14. What did you discover about the circumstances you're facing?
15. What do you know now that you didn't know at the beginning of the session?
16. How has your interpretation of events changed?
17. What appears to be the real issue underneath the surface?
18. What connections are you noticing?
19. What important factor have you been overlooking?
20. What seems to be at the heart of the matter?
21. What obstacle looks different now?
22. What reality are you becoming more aware of?
23. What constraints need to be acknowledged?
24. What barriers have you identified?
25. What risks or consequences are now more apparent?
26. What have you learned about the challenges involved?
27. What layer of this did you understand for the first time?
28. What's one question you haven't asked yourself about this realization?

Honoring the Work — 4 questions

1. What room to maneuver did you find?
2. What complexity did we honor, and what simplicity did we find?
3. What's one question you haven't asked yourself about this honoring the Work?
4. What are you learning about yourself through this honoring the Work?

What Is Happening — 6 questions

1. What is the most significant insight you've gained about the environment you're in?
2. What did this session clarify about what's actually happening?
3. What insight have you gained about what's happening?
4. What insight about the situation feels most important to carry forward?
5. What does what's happening right now reveal about what matters to you?
6. How do you want to relate to what's happening right now from here?

Perception of Self & World — 17 questions

1. How has your view of the people involved in this situation evolved?
2. How do you now view the timeline or pacing required for this situation?
3. How has your assessment of the risks involved in this situation changed?
4. What did you learn about the situation?
5. What do you now know about the situation's real shape?

6. What assumption about the situation did not survive this hour?
7. What belief about the situation got revised?
8. What flexibility did you discover in the situation?
9. What will you no longer confuse this situation with?
10. What clarity about the situation feels worth protecting?
11. What's the version of this situation you want to carry forward?
12. What is the situation actually asking for that you can now name?
13. How has your view of the situation evolved?
14. How might someone else view this situation differently?
15. What broader view are you now able to see?
16. What is sustaining the current situation?
17. Who could support you with how you're seeing this?

Obstacles & What Needs Addressing — 9 questions

1. How do you now understand the root cause of this challenge?
2. What is the most practical takeaway you have about how to handle this scenario?
3. What is the most valuable lesson this specific situation is teaching you?
4. What have you uncovered about the causes of this challenge?
5. What opportunities exist within this challenge?
6. What possibility excites you the most?
7. What challenge requires the most attention?
8. What would courage look like here, in relation to this obstacle?
9. Where do you notice this obstacle most strongly?

Strengths & Resources — 9 questions

1. What is the most important external resource you now realize you have access to?
2. What became visible about this situation that wasn't before?
3. What became obvious that wasn't before?
4. What alternative became visible?
5. What resource became visible that you'd overlooked?
6. What systemic piece became clear?
7. What patterns within the situation are becoming visible?
8. What's one question you haven't asked yourself about your strengths here?
9. What is your strengths here asking of you right now?

Possibility & Potential — 5 questions

1. What is possible now that felt closed off before?
2. What may have contributed to this situation more than you originally realized?
3. What have you realized is possible?
4. What would shift for you if what's possible here became easier?
5. What would it take to trust what's possible here a little more?

Values & Meaning — 4 questions

1. What truth about the situation are you taking with you?
2. What truth about the situation is important to acknowledge?
3. What would change if you let go of what matters most to you here?
4. What are you learning about yourself through what matters most to you here?

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8.4 — Coach invites the client to consider how they will use new learning from this coaching session

134 questions across 6 themed subcategories

Applying New Learning — 13 questions

1. How will you apply today's insights to your daily life starting tomorrow?
2. What will you apply this to right away?
3. What would using this today look like?
4. How will you keep this insight alive past today?
5. How will you apply what you've learned today?
6. What changes because of what you've learned today?
7. How will you keep this learning alive beyond today's session?
8. What outcome could improve if you apply this insight?

9. How will you continue developing this insight after today's session?
10. How can you build on what you've discovered today?
11. How would your future self apply this insight?
12. How can you honor the learning you've gained today through action?
13. What would change if you let go of this applying New Learning?

Ongoing Learning & Development (continued) — 62 questions

1. In what specific situations can you immediately put this new learning into practice?
2. What trigger or cue will remind you to use this new learning?
3. What old habit will you consciously replace with this new learning?
4. How will you adjust your expectations of yourself as you practice this new learning?
5. How does this new learning align with your long-term vision?
6. What is the most empowering way to frame this new learning for yourself?
7. What would remind you of this a month from now?
8. What practical use do you see for this learning?
9. How might you remind yourself to use this awareness?
10. What support do you need to successfully implement this new understanding?
11. What is the first sign that this new learning is successfully taking root?
12. How do you want to use what you learned?
13. In what ways can you test this new learning in a low-stakes environment?
14. What will change in how you approach this?
15. What decision does this learning change?
16. If you fully embraced this learning, what would change?
17. How will you refine this learning as you put it into action?
18. What's the soonest opportunity to put this into action?
19. What specific action will demonstrate this learning in practice?
20. What action would be evidence that you're embracing this learning?
21. Where do you most want to put this into practice?
22. What's the timeline for putting this into practice?
23. What situation will test this learning soonest?
24. What habit will this learning interrupt?
25. What would it mean to take this learning seriously?
26. Where will this learning be most useful?
27. What potential impact could this learning have over time?
28. How can you make the application of this learning feel natural rather than forced?
29. What would make this more than a one-time realization?
30. How can you make this learning part of your everyday decisions?
31. What opportunities become available when you apply this learning?
32. What support do you need to consistently apply this learning?
33. What is the first test of this learning?
34. What is the most important way you will use today's learning moving forward?
35. How will this new understanding change the way you communicate with others?
36. What daily action could reinforce today's learning?
37. What is the simplest way to embed this learning into your daily workflow?
38. What ongoing practice would help embed this learning?
39. How will you incorporate this learning into your daily routine?
40. In what way might this learning support your success?
41. Who will be surprised by the change this brings?
42. What would it look like to practice this learning this week?
43. How will you measure the impact of applying this new knowledge?
44. What is the risk of not applying this learning, and how does that motivate you?
45. What would applying this by tomorrow look like?
46. Who benefits from you applying this?
47. What would integrating this learning look like?
48. How will others notice you applying this learning?
49. What might prevent you from applying this learning?
50. What would success look like if this learning became part of who you are?
51. What would help this learning stick?
52. How will this learning help you achieve your goals?
53. How will this new perspective help you navigate future challenges?
54. How can this learning help create the future you desire?
55. What will help you deepen your understanding of this learning?
56. Looking ahead, how do you want this learning to influence your future?
57. Where will this learning show up first?
58. Where is the first place this matters?
59. Where does this learning belong first?
60. What's the first place you'll try this out?
61. When will you first get to use this?
62. What's underneath your ongoing learning that hasn't been named yet?

Needs & Wants – 19 questions

1. How will you adapt this insight to fit your unique working style?
2. What is the most immediate benefit you expect to see from using this insight?
3. What will you do with this insight this week?
4. How will you protect this insight from fading?
5. How will you translate this insight into action?
6. How does this insight move you closer to what you want?
7. What behavior will indicate you're using this insight?
8. Where in your life can you intentionally practice this insight?
9. How can this insight become part of the way you operate?
10. Who might need to see this shift in you?
11. Who will notice if you use what you learned?
12. Who else does this learning affect?
13. Who would you want to tell about this insight?
14. Who is this learning really for?
15. Who could you share this insight with?
16. Who might benefit from hearing what you just realized?
17. Who is impacted if you don't use this?
18. How can you use this insight moving forward?
19. How ready are you to act on what you need or want here?

Exploring Beyond Current Thinking – 20 questions

1. How will you ensure this new awareness doesn't get lost in the busyness of your week?
2. How can you integrate this new perspective into your existing routines?
3. How can you share this new perspective with your team or family to reinforce it?
4. What context is this most relevant to right now?
5. What choice will this new understanding shape?
6. How will you remember this when the old pattern returns?
7. What would "using this well" look like by Friday?
8. What ritual or reminder would keep this present?
9. What is the first opportunity you have to apply this awareness?
10. How might this new understanding influence your actions?
11. How do you intend to use this new awareness?
12. What habits might support this new awareness?
13. How can this awareness accelerate your progress?
14. Which goal will benefit most from today's awareness?
15. What is one concrete step you can take immediately?
16. How can you experiment with this new awareness?
17. How can you overcome those challenges?
18. What commitment would help sustain this awareness?
19. What becomes possible when you act from this new awareness?
20. What's underneath thinking beyond where you are now that hasn't been named yet?

Change & Shifting Perspective – 13 questions

1. What is the first thing you will do differently based on what we discussed today?
2. What will you do differently because of what you now know?
3. What behavior will shift because of this insight?
4. What will you say differently because of this?
5. When will you know if you're actually using it?
6. How will you know, six months from now, that this learning stuck?
7. What choice will you make differently going forward?
8. How will you know you're effectively using this insight?
9. What will you stop doing as a result of this?
10. What will you do differently in your next conversation?
11. How will this change the next conversation you have?
12. What will you do differently as a result of this conversation?
13. What is one small step that would move this shift in perspective forward?

Getting Started – 7 questions

1. What will you start doing because of what you learned?
2. How long do you want to give yourself to start applying this?
3. What will you intentionally start doing?
4. What will you intentionally stop doing?
5. What will you continue doing because of today's learning?
6. What is one small step that would move how to begin forward?
7. What would courage look like here, in relation to how to begin?

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8.5 — Coach partners with the client to design post-session thinking, reflection or action

142 questions across 12 themed subcategories

Curiosity About the Client — 12 questions

1. What specific action are you committed to taking before our next session?
2. How will you document your reflections on this action over the next few days?
3. How will you bring the results of this action into our next conversation?
4. What are you still curious about?
5. What would a wise next 48 hours include?
6. What would you like to accomplish before our next conversation?
7. What are you curious to discover before our next session?
8. What unresolved question do you want to carry forward?
9. What would you like to be more aware of going forward?
10. What curiosity would you like to carry forward?
11. What intention do you want to carry forward?
12. What would courage look like here, in relation to getting curious about you?

Behavior & Patterns — 8 questions

1. What is a small, manageable experiment you can run this week based on our talk?
2. What experiment are you willing to run?
3. What experiment would you like to try?
4. What new behavior would you like to experiment with?
5. What intentional risk are you willing to take?
6. What experiment could provide valuable learning regardless of the outcome?
7. What would change if you let go of this pattern?
8. What's the next right move regarding this pattern?

Needs & Wants — 7 questions

1. What reflection question will you ask yourself at the end of each day this week?
2. What question do you want to keep sitting with?
3. What do you want to keep exploring on your own?
4. How do you want to process this on your own?
5. What question would you like to continue exploring?
6. Who could support you with what you need or want here?
7. What would it mean for you to make peace with what you need or want here?

Intuition & Inner Knowing — 14 questions

1. How will you create space in your schedule to think about what we discussed today?
2. What is the most realistic commitment you can make to yourself right now?
3. How do you want to capture what matters from today?
4. What journaling or noticing would help you process this?
5. What would help you make sense of today after you leave?
6. What deadline would help without becoming pressure?
7. What window of time makes sense for this action?
8. What should you deliberately leave alone?
9. What action feels most aligned with your learning today?
10. What signals will help you assess your progress?
11. What commitment would you like to make to yourself?
12. What level of commitment do you want to make?
13. What boundary or habit will help you stay committed?
14. What would it look like to be curious rather than certain about what your gut is telling you?

Additional Perspectives — 18 questions

1. What is the very first step you will take when you log off this call?
2. What is the simplest action you can take to maintain this momentum?
3. How will you adjust this action plan if your circumstances change?
4. What is the minimum viable action you can take to keep the progress alive?

5. How does this action directly serve the larger goal we discussed?
6. What is the one thing you will absolutely not do as you take this action?
7. How will you give yourself grace if this action takes longer than expected?
8. What action feels like yours, not like homework from me?
9. What action would prove this session mattered?
10. What action feels both doable and real?
11. What pace of action fits your life right now?
12. What would be too much to take on right now?
13. What action would you like to take after this session?
14. What action feels both meaningful and achievable?
15. What action would create the greatest impact?
16. What would be valuable for you to reflect on after this session?
17. What promise are you willing to honor after this session?
18. What is this from a different angle costing you if nothing changes?

Reflective Practice — 10 questions

1. How will you design your environment to support this new action?
2. What is the clearest indicator that this reflection or action is successful?
3. What ritual of reflection would suit you?
4. What space for reflection do you need to build in?
5. What reflection practice could support your growth?
6. What would demonstrate your commitment to growth?
7. What support does your commitment require?
8. What action, reflection, or practice are you leaving today's session committed to?
9. What would it mean for you to make peace with your reflective practice?
10. What's one question you haven't asked yourself about your reflective practice?

A Different Look — 8 questions

1. What is a tangible milestone you want to hit before we speak again?
2. What would you like to reflect on before we meet again?
3. What would a good debrief with yourself look like?
4. How much should you take on before we meet again?
5. What would "enough" look like for the coming week?
6. What would success look like before we meet again?
7. What's possible if you approach this from another angle differently?
8. What would it look like to be curious rather than certain about this from another angle?

Designing Post-Session Action — 11 questions

1. How will you know if this post-session action is working for you?
2. How can you make this post-session action feel exciting rather than obligatory?
3. What is the most creative way you can approach this post-session task?
4. What are you still turning over?
5. What is the smallest next step that still has integrity?
6. What would a meaningful next step look like?
7. What is the right size for this next step?
8. What is the most important next step for you?
9. What is the smallest step that would generate momentum?
10. What is what you'll do after this session asking of you right now?
11. What would it mean for you to make peace with what you'll do after this session?

Commitment — 6 questions

1. What is the ideal timeframe for you to complete this first step?
2. How will you pivot if this specific action doesn't yield the expected result?
3. What are you willing to commit to trying?
4. What specific step are you willing to commit to?
5. What is the commitment you're making asking of you right now?
6. What is the commitment you're making costing you if nothing changes?

Allowing Completion Without Interrupting — 5 questions

1. What thinking do you want to continue after we finish?
2. What would you like to keep thinking through?
3. What are you not done thinking about?
4. What haven't you yet said about finishing your thought?

5. What would courage look like here, in relation to finishing your thought?

Obstacles & What Needs Addressing – 7 questions

1. What thought deserves more time than we have left?
2. What reflection would serve you between now and next time?
3. What insight would you like to deepen between now and next time?
4. What will you pay attention to between now and our next session?
5. How would you like to challenge yourself between sessions?
6. What would change if you let go of this obstacle?
7. What would your wisest self say about this obstacle?

Sharing Observations & Intuitions – 36 questions

1. What's worth continuing to wrestle with?
2. What would you like to write, say, or schedule?
3. What will you try, and by when?
4. What's one concrete thing you'll do this week?
5. What's the first move, specifically?
6. What timeline feels realistic for this?
7. What's too ambitious, and what's too small?
8. What's a reasonable amount to expect of yourself?
9. What should you not do, as part of the design?
10. What would overcomplicate this if you added it?
11. What temptation should you resist here?
12. What would sabotage this if you tried to do everything?
13. What's the discipline of doing less, here?
14. What should you protect by not overloading your plan?
15. What would you regret adding to this list?
16. What's the one thing to avoid doing this week?
17. What would move you closer to your desired outcome?
18. What could you begin doing immediately?
19. What learning deserves further consideration?
20. What would you benefit from observing about yourself?
21. What might be useful to journal about?
22. What recurring theme would you like to pay attention to?
23. How could you test this new idea in real life?
24. What could you do differently to learn more about this situation?
25. How might you challenge yourself in a safe way?
26. What approach would you like to explore?
27. What possibility would you like to investigate further?
28. What patterns would you like to observe?
29. What thoughts, emotions, or behaviors would you like to notice?
30. What situations might provide useful information?
31. What would you like to learn from your experiences?
32. What changes will you watch for?
33. What indicators will tell you that you're moving forward?
34. What observations might strengthen your awareness?
35. What might you notice if you were fully present to this journey?
36. How ready are you to act on what I'm noticing?

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8.6 — Coach partners with the client to consider how to move forward, including resources, support or potential barriers

146 questions across 9 themed subcategories

Possibility & Potential – 11 questions

1. What potential obstacles do you foresee in implementing this plan?
2. What is your backup plan if your primary approach doesn't work?
3. What's the weak link in this plan?
4. What backup plan do you want in place?
5. What's your fallback if plan A stalls?
6. What potential barriers deserve attention now?
7. What contingency plan might be useful?
8. How will you respond if obstacles appear?
9. What might your future self advise you about these obstacles?
10. Where do you notice what's possible here most strongly?
11. How do you want to relate to what's possible here from here?

Additional Perspectives – 23 questions

1. How will you navigate those obstacles if they arise?
2. What competing priorities could arise?
3. How can you prepare for those challenges?
4. How will you protect your time and energy as you move forward?
5. What is the safest way for you to take a risk as you move forward?
6. What might get in the way?
7. How would you like to move forward?
8. What is the most effective way forward?
9. What will move you closer to your desired outcome?
10. What decision will help you move forward?
11. What relationships might help you move forward?
12. What needs to be in place for you to move forward successfully?
13. What gives you confidence that you can move forward?
14. What is the most important thing to remember as you move ahead?
15. What support do you already have that you're not using?
16. What resources do you already have?
17. What do you already possess that would help here?
18. What tools are already in your hands?
19. What knowledge do you already have that's useful?
20. What's already working that you can lean into more?
21. What tools could help you succeed?
22. What assets are already within your reach?
23. What would you tell a friend who was facing this from a different angle?

Support & Empathy – 22 questions

1. Who in your life can offer you the support you need to succeed?
2. How will you ask for the help you need when you need it?
3. What is the most supportive conversation you need to have with someone else?
4. What support will you need to move forward?
5. What do you need from others to succeed at this?
6. What do you need to put in place around you?
7. What would you need to remove from your surroundings?
8. How might you ask for the support you need?
9. Who do you need to become in order to seek the support you require?
10. What internal or external resources do you need to gather before taking the next step?
11. What environment would make the next step easier?
12. What is your next step from here?
13. What would help you take the next step confidently?
14. What information would support your next steps?
15. How will you ensure your support system knows exactly how to help you?
16. What support structure is missing right now?
17. What knowledge or experience can support you?
18. What support network can you access?
19. What support structure would strengthen your commitment?
20. What strength have you overlooked that could support you now?
21. What conversations would strengthen your support system?
22. What's underneath the support you need that hasn't been named yet?

Strengths & Resources – 14 questions

1. How can you leverage your existing strengths to overcome these potential barriers?
2. What tools or systems can you put in place to make moving forward easier?
3. How will you celebrate small wins to keep your forward momentum going?
4. What have you built that you can draw on now?
5. What path forward feels most aligned with your goal?
6. What options do you have moving forward?
7. What strengths can you draw upon moving forward?
8. Considering the resources, support, and barriers we've discussed, what is your plan for moving forward?
9. What is the one resource that would make the biggest difference right now?
10. What kind of support would actually make a difference?
11. What kind of encouragement would help most?
12. What kind of support would be most helpful?
13. What untapped resource could make a significant difference?
14. What would courage look like here, in relation to your strengths here?

Session Outcome & Focus – 10 questions

1. What environment changes do you need to make to set yourself up for success?
2. What would make this easier to sustain?
3. What would make this fragile plan more sturdy?
4. What would make the right choice the easy choice?
5. What external resources could help you achieve your objective?
6. What patterns might hinder your success?
7. What actions will increase your likelihood of success?
8. What would make success easier to achieve?
9. What would courage look like here, in relation to what you want from this session?
10. What are you learning about yourself through what you want from this session?

Exploring Progress – 43 questions

1. Who or what might try to derail your progress, and how will you handle it?
2. How will you maintain your motivation when the initial excitement fades?
3. Who or what could help you here?
4. What help have you not asked for yet?
5. Who could you lean on for this?
6. What have you used successfully before that applies here?
7. What strength or asset are you overlooking?
8. What relationships could serve as resources?
9. What resource is hiding in plain sight?
10. What obstacle do you expect to meet?
11. What's the predictable challenge here?
12. What would sabotage this if you're not careful?
13. What could realistically knock this off course?
14. How will you respond when it gets hard?
15. What would help you push through the predictable resistance?
16. What will you tell yourself when this gets difficult?
17. How will you recover if you slip?
18. What will you do if the first attempt does not work?
19. What would help you stay the course when motivation dips?
20. Who is an ally in this?
21. What old habit will try to pull you back?
22. What change to your environment would help?
23. What cue or trigger would help you follow through?
24. What structure around you would protect this commitment?
25. What would progress look like from this point?
26. What resources have you not fully utilized?
27. What skills can you leverage?
28. Who can support you in this journey?
29. Who could serve as a trusted sounding board?
30. Who believes in your success?
31. Who could provide encouragement when challenges arise?
32. Who could help keep you focused and motivated?
33. What challenges do you anticipate?
34. What could prevent you from following through?
35. What risks should you consider?
36. What distractions may interfere with your progress?
37. What resistance do you anticipate from yourself or others?
38. What could cause you to lose momentum?
39. What will help you stay committed when things become difficult?
40. What will help you maintain momentum?
41. If all resources were available, what would you use?
42. What help are you reluctant to ask for?
43. What would you tell a friend who was facing the progress you're making?

Client-Led Direction & Pace – 10 questions

1. What is the most critical resource you are currently underutilizing?
2. What is the most valuable lesson from past failures that you can apply here?
3. What is the most realistic assessment of the challenges ahead?
4. What's the most likely thing to derail this?
5. Which direction feels most compelling right now?
6. What internal resources will be most valuable?
7. What challenge are you most prepared to handle?
8. What will keep you focused on what matters most?
9. What is the direction you want to take making room for, or crowding out?
10. What's the next right move regarding the direction you want to take?

Obstacles & What Needs Addressing — 10 questions

1. How will you recognize early warning signs that a barrier is emerging?
2. How can you turn a potential barrier into a strategic advantage?
3. What tends to trip you up in efforts like this?
4. What external barrier could show up?
5. What internal barrier might show up?
6. When the barrier appears, what will you do?
7. What's your plan if the obstacle shows up?
8. Which barrier is real, and which is assumed?
9. What's underneath this obstacle that hasn't been named yet?
10. What would change if you let go of this obstacle?

Who Else Is Involved — 3 questions

1. Whose expertise could benefit you?
2. How ready are you to act on who else is involved?
3. What's the truest thing you know about who else is involved right now?

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8.7 — Coach partners with the client to design the best methods of accountability for themself

145 questions across 8 themed subcategories

Importance & Motivation — 9 questions

1. What does accountability look like for you in this specific context?
2. What would accountability that respects you look like?
3. What would meaningful accountability feel like, not just look like?
4. What would a weekly check-in with yourself look like?
5. What would a simple accountability structure look like?
6. What would honest self-assessment look like here?
7. What would grace, not punishment, look like if you slip?
8. How ready are you to act on why this matters to you?
9. What would you tell a friend who was facing why this matters to you?

Needs & Wants — 14 questions

1. How do you want to be held accountable for the commitments you're making today?
2. What is the ultimate reason you are choosing to hold yourself accountable to this?
3. How do you want to be accountable to yourself?
4. What routine could hold you accountable?
5. Who would you want to be accountable to besides yourself?
6. What would you want to do if you miss this?
7. How do you want us to use our next session for accountability?
8. What do you want me to ask you about next time?
9. How do you want me to follow up on this?
10. What role do you want me to play in your accountability?
11. How do you want this to show up at the start of our next conversation?
12. How would you like to hold yourself accountable?
13. How do you want to track your commitments?
14. Where do you notice what you need or want here most strongly?

Measures of Success — 19 questions

1. What metrics or indicators will you use to track your own progress?
2. What is the most honest way for you to evaluate your own progress?
3. What is the most effective way for you to visually track your progress?
4. How will you measure your progress?
5. How will you know you're making meaningful progress?
6. How frequently will you review your progress?
7. Whom would you feel comfortable updating on your progress?
8. Who would celebrate your progress with you?
9. What reward could acknowledge your progress?
10. How will you take ownership of your progress?
11. What kind of accountability actually works for you?
12. What kind of pressure helps you, versus what kind backfires?
13. What accountability structure would support your success?
14. What triggers can support consistent action?

15. What kind of support would strengthen accountability?
16. What role would external support play in your success?
17. What could strengthen your consistency?
18. What mindset will support sustained action?
19. What is what success would look like costing you if nothing changes?

Session Outcome & Focus — 45 questions

1. How will you celebrate your own milestones along the way?
2. What is your plan for when you inevitably face a setback or miss a target?
3. Who is the best person to partner with you on this accountability, and why?
4. What is a consequence or reward system that actually motivates you?
5. How can you make your accountability process enjoyable rather than a chore?
6. How will you communicate your accountability needs to those around you?
7. What is the difference between healthy accountability and harsh self-judgment for you?
8. How will you ensure your accountability partner understands your goals?
9. How will you reward yourself for consistency, not just outcomes?
10. What form of accountability fits your personality?
11. What has worked for you before, accountability-wise?
12. What accountability style do you trust?
13. What's the difference between accountability and pressure, for you?
14. Who would be a good accountability partner here?
15. Who could you ask to ask you about this?
16. Who in your life already holds you to your word?
17. Who should be part of this accountability?
18. What consequence, if any, feels appropriate if this slips?
19. How will you be honest with yourself if you fall short?
20. What's fair to expect of yourself if life gets in the way?
21. What accountability would feel respectful rather than punitive?
22. What would you like held space for at our next session?
23. What would you like to report back on?
24. What milestones can you establish?
25. What evidence will demonstrate movement toward your goal?
26. How will you recognize a successful week or month?
27. How will you remind yourself of your commitment?
28. What routines could reinforce your commitment?
29. How can you keep your goal visible?
30. How will you maintain focus on this commitment?
31. How can you build accountability into your existing routine?
32. Who can encourage you when motivation declines?
33. What might tempt you to break this commitment?
34. What personal value connects to this commitment?
35. What commitment are you making to yourself today?
36. Looking ahead, how will you ensure accountability remains meaningful and sustainable?
37. What makes this commitment truly yours?
38. What does personal accountability mean to you?
39. What responsibility are you willing to fully embrace?
40. What lessons from previous successes can you apply here?
41. What will success require from you?
42. Imagine successfully achieving your goal. What accountability practices helped you get there?
43. What future habit would your future self thank you for creating today?
44. How will you maintain accountability after the initial excitement fades?
45. What would you tell a friend who was facing what you want from this session?

Additional Perspectives — 19 questions

1. How will you check in with yourself to ensure you're staying on track?
2. What is the frequency of check-ins that feels supportive, not overwhelming?
3. What is the most empowering question you can ask yourself during a check-in?
4. How will you check in with yourself?
5. What check-in point would you find useful?
6. Who could check in with you on this?
7. What should I check on when we next meet?
8. What is the clearest signal that you are slipping off track?
9. What marker will tell you you're on or off course?
10. What indicators will tell you that you're on track?
11. What signs will tell you that you're drifting off course?
12. Who, if anyone, should know about this step?
13. Who deserves to know what you're committing to?
14. How will you know you followed through?
15. How will you know the difference between an excuse and a real reason?

16. Who, if anyone, would you like to involve in your accountability?
17. How will you respond if you miss a step or milestone?
18. How will you know you're honoring your commitment to yourself?
19. What would courage look like here, in relation to this from a different angle?

Identity & Sense of Self — 6 questions

1. How will you hold yourself to your standards without being overly critical?
2. What structure would help without becoming a whip?
3. How could others support your commitment?
4. How can you create accountability without becoming dependent on others?
5. What is one small step that would move who you are in this forward?
6. What is who you are in this asking of you right now?

Designing Accountability — 17 questions

1. How will you adjust your accountability method if it stops working?
2. What reminder mechanism would work for you?
3. What type of accountability works best for you?
4. What accountability method feels most natural to you?
5. What progress tracking method would work best for you?
6. What reminder system would work best for you?
7. How will you rebuild your accountability if you lose momentum?
8. How will you re-engage if you lose momentum?
9. What tool could help you stay on track?
10. What would make it easier to stay accountable?
11. What habits would help you stay accountable?
12. What will help you remember your intentions during busy periods?
13. How might a partner, mentor, or colleague help?
14. What will help you stay committed when motivation decreases?
15. What consequence might help reinforce accountability?
16. What has helped you stay accountable in the past?
17. What's one question you haven't asked yourself about this designing Accountability?

Values & Meaning — 16 questions

1. What kind of follow-through do you actually want from yourself?
2. What system would track your follow-through?
3. Who might notice if you don't follow through?
4. What should happen if you do not do it?
5. What would happen if you didn't follow through, and how would you handle that?
6. What reminder will reach you in the moment you need it?
7. How do you typically stay committed to important goals?
8. What would help you follow through on your commitments?
9. What system would keep this visible and important?
10. What daily practice would support follow-through?
11. What conversations would support your follow-through?
12. Why is it important for you to follow through?
13. Who would you feel most motivated not to let down?
14. What accountability approach are you most willing to use?
15. What metric matters most to you?
16. What haven't you yet said about what matters most to you here?

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8.8 — Coach celebrates the client's progress and learning

152 questions across 12 themed subcategories

Celebrating Progress & Courage — 7 questions

1. What is the biggest win you are taking away from our session today?
2. What did you do in this session that was brave?
3. What has moved forward since the beginning of this session?
4. What win are you taking away from today's session?
5. What personal quality helped you move forward?
6. How do you want to relate to this celebrating Progress & Courage from here?
7. What's underneath this celebrating Progress & Courage that hasn't been named yet?

Needs & Wants – 25 questions

1. How do you want to acknowledge the hard work you've put into this?
2. What is the most encouraging thing you can say to yourself about today's work?
3. What courage did you show today?
4. What took real guts to say or face?
5. What did you face today that you could have avoided?
6. What did it take for you to go there today?
7. What skill did you demonstrate today, even without noticing?
8. What did you do today that was genuinely impressive?
9. What did you manage today that wasn't easy?
10. What moment from today do you want to remember?
11. What do you want to say to yourself about today?
12. What positive shift has occurred today?
13. What strengths did you demonstrate today?
14. What commitment did you honor today?
15. What does today's progress say about your capabilities?
16. What milestone have you reached today?
17. What would help you fully appreciate today's achievements?
18. If you paused to recognize your efforts, what would you say to yourself?
19. How does celebrating this win fuel your motivation for the next step?
20. What's worth being proud of here?
21. How do you want to honor what you learned?
22. What is worth celebrating, even if the situation is unfinished?
23. What's worth marking, even briefly, before we finish?
24. What have you learned that feels worth celebrating?
25. What would you tell a friend who was facing what you need or want here?

Exploring Progress – 11 questions

1. What are you most proud of regarding the progress you've made?
2. How does it feel to recognize how far you've come on this journey?
3. What is the most beautiful part of the progress you've made today?
4. How does acknowledging this progress shift your energy?
5. How does this progress reflect your deepest values?
6. What progress are you most proud of today?
7. What evidence of progress do you see?
8. How can you honor the progress you've made?
9. What inner strength helped make this progress possible?
10. What did you do today that deserves credit?
11. What's possible if you approach the progress you're making differently?

Acknowledging Talent & Effort (continued) – 11 questions

1. What is the value of pausing to acknowledge this progress right now?
2. What progress would you like to acknowledge for yourself?
3. What would you like to acknowledge about your own effort?
4. What effort would you like to acknowledge in yourself?
5. What deserves a moment of pride?
6. What risk did you take that deserves acknowledgment?
7. What new awareness deserves acknowledgment?
8. What growth deserves to be fully acknowledged?
9. What quality within yourself deserves appreciation?
10. What's the truest thing you know about this acknowledging Talent & Effort right now?
11. What is this acknowledging Talent & Effort asking of you right now?

Pride & Recognition – 41 questions

1. What is the most surprising way you've grown through this experience?
2. How can you make celebration a regular habit, not just a rare event?
3. What are you pleased with, even quietly?
4. What's the win here, even a small one?
5. What vulnerability did you show that mattered?
6. What honesty did you bring that wasn't easy?
7. What courageous choice did you make in this conversation?
8. What did you handle well that you might skip past?
9. What did you do with real competence?
10. What strength did you demonstrate in real time?
11. What did you do well under pressure?
12. What resourcefulness did you show?
13. What are you tempted to downplay that you shouldn't?
14. What have you earned the right to claim?
15. What did you do, not what happened to you?
16. What's yours to claim here?
17. What ritual or gesture would help this land as a win?

18. How have you advanced toward your goal?
19. What insight feels especially valuable?
20. What discovery would you like to recognize?
21. What important lesson are you taking with you?
22. What realization are you grateful for?
23. Which insight feels like a breakthrough?
24. What resilience have you demonstrated?
25. What strength became visible to you?
26. What transformation are you noticing?
27. What is different about you now compared to when we started?
28. How have you expanded your thinking?
29. What new possibility have you created for yourself?
30. How have you challenged yourself in a positive way?
31. What momentum have you created for yourself?
32. What did you navigate more gracefully than you're giving yourself credit for?
33. If you gave yourself credit, what credit would you give?
34. What do you deserve credit for that you're brushing past?
35. What deserves recognition from how you showed up today?
36. What boldness showed up in you?
37. What capability showed up that deserves naming?
38. What strength showed up that we should not rush past?
39. What accomplishment deserves recognition?
40. What part of your journey deserves more recognition than you've been giving it?
41. What would shift for you if what you're proud of became easier?

Understanding – 5 questions

1. What would it mean to really own this progress?
2. What understanding has contributed to your growth?
3. How have you supported your own growth?
4. Where do you notice what you're understanding here most strongly?
5. What is what you're understanding here costing you if nothing changes?

Ongoing Learning & Development – 16 questions

1. What is a small way you can celebrate this breakthrough today?
2. How will you share this success with others who support you?
3. How will you anchor this feeling of success so you can access it later?
4. What success would you like to celebrate?
5. What development would you like to celebrate?
6. How would you like to celebrate this progress?
7. What success do you want to carry forward?
8. How often do you pause to celebrate progress rather than waiting for the final outcome?
9. If someone who cares about you observed your growth today, what might they celebrate?
10. How can this success fuel your next steps?
11. What positive impact has this learning already had on your life?
12. What is the most joyful part of the learning you've experienced today?
13. What learning are you most excited about?
14. What learning has the greatest significance for you?
15. What are you most grateful for from today's journey?
16. What would you tell a friend who was facing your ongoing learning?

Importance & Motivation – 11 questions

1. How can you give yourself permission to feel proud of this achievement?
2. What is the most genuine compliment you can give yourself right now?
3. What are you proud of from today's work?
4. What would you tell a friend you're proud of from today?
5. What would happen if you took this seriously as an achievement?
6. What achievement stands out most to you?
7. What are you proud of about the way you approached this conversation?
8. What makes this achievement meaningful?
9. What would it look like to fully own your achievement?
10. What is why this matters to you asking of you right now?
11. What's underneath why this matters to you that hasn't been named yet?

Change & Shifting Perspective – 7 questions

1. How has your capacity to handle challenges grown through this process?
2. How did you show courage during this process?

3. How have you grown during this session?
4. What change feels most meaningful?
5. What are you most proud of about who you were during this process?
6. What's one question you haven't asked yourself about this shift in perspective?
7. How would things look different if this shift in perspective were fully resolved?

Identity & Sense of Self — 7 questions

1. What is the legacy of this specific breakthrough for your future self?
2. What would full ownership of this progress sound like?
3. What would self-recognition sound like right now?
4. What would a real acknowledgment of today sound like?
5. What message does this progress send to your future self?
6. What would your wisest self say about who you are in this?
7. What would it look like to be curious rather than certain about who you are in this?

Intuition & Inner Knowing — 5 questions

1. How will you carry this sense of accomplishment into the rest of your week?
2. What gives you the greatest sense of accomplishment right now?
3. What accomplishment might you be overlooking?
4. What haven't you yet said about what your gut is telling you?
5. What's the truest thing you know about what your gut is telling you right now?

Silence & Reflective Pauses — 6 questions

1. What accomplishment do you want to name before we close?
2. What shift do you want to mark before we close?
3. What deserves a pause before we move on?
4. What deserves celebration before we conclude?
5. What is one small step that would move this silence forward?
6. What would courage look like here, in relation to this silence?

▲ 08 FACILITATES CLIENT GROWTH

8.9 — Coach partners with the client on how they want to complete this session

146 questions across 9 themed subcategories

Completing the Session — 28 questions

1. How would you like to bring our conversation to a close today?
2. What is your intention for the space between now and our next conversation?
3. How do you want to mark the official end of this coaching conversation?
4. What feels true as you prepare to leave this conversation?
5. What would a clean transition out of this conversation look like?
6. How would you like to bring this conversation to a close?
7. What are you leaving with from this conversation?
8. What will stay with you after today's conversation?
9. What are you taking away emotionally from this conversation?
10. What is the most empowering thought you are leaving with?
11. What are you most grateful for from this conversation?
12. Are you feeling complete with what we've covered, or is there a loose end?
13. Is there anything unfinished we should address?
14. What would a complete close include for you?
15. Are we complete, or is there one more thing?
16. Do you feel complete with where we've landed?
17. What would help you leave this conversation feeling complete?
18. What feels complete, and what feels unfinished?
19. As you reflect on today's journey, what feels complete?
20. How would you like us to close?
21. How should we bring this to a close?
22. What remains unsaid that should be said before we stop?
23. What would you regret not saying before we close?
24. Is there a final check before we close?
25. As we prepare to close, what feels important to address?
26. What are you acknowledging about yourself before we end?
27. Is there anything still wanting attention before we close?
28. What's possible if you approach closing this session well differently?

Allowing Completion Without Interrupting — 6 questions

1. Is there anything else you need to say or explore before we end our time?
2. What's left that needs airtime before we finish?
3. What part of the session was most helpful?
4. Before we finish, what else would be helpful?
5. What's the cost of waiting any longer on finishing your thought?
6. What's the truest thing you know about finishing your thought right now?

Thinking Patterns — 17 questions

1. What is the final thought or feeling you want to leave with today?
2. What is the final piece of the puzzle we've uncovered today?
3. What is the most empowering final thought you can leave with?
4. What final reflection would help you close well?
5. What would you like to carry with you as a last thought?
6. What's the one sentence you want to leave with?
7. How do you want to leave this room?
8. What do you want to leave behind in this conversation?
9. What would leave you feeling empowered as we close?
10. What reminder would you like to leave yourself with?
11. How do you want to think about yourself as you leave today?
12. What would you like our final few minutes to focus on?
13. What final reflection would you like to share?
14. What final thought would you like to leave with?
15. What intention would you like to leave with?
16. What is the first thought or action you want to take after we end?
17. What's the truest thing you know about this way of thinking right now?

Needs & Wants — 30 questions

1. How do you want to transition from this coaching space back into your day?
2. How do you want to move from this conversation into the rest of your day?
3. How do you want to carry today's learning into the rest of your day?
4. What is the one word that summarizes your experience of this session?
5. How do you want to remember the energy of this session?
6. How will you carry the essence of this session into your next action?
7. How do you want to complete this session?
8. What do you want the last few minutes to include?
9. What do you want the last word to be?
10. Is there anything you want to revisit before we end?
11. What do you want to make sure gets said before we stop?
12. What do you want your last thought of this session to be?
13. What do you want to sit with as you go?
14. What do you want to carry into what's next?
15. How do you want to shift gears after this?
16. How would you like to complete our session today?
17. What would help you feel satisfied with today's session?
18. What would make this session feel complete?
19. What message do you want to carry with you?
20. What made today's session meaningful?
21. What has changed for you during this session?
22. How will you know this session has ended well for you?
23. How would you like to complete this session in a way that best serves you?
24. What are you stepping into after this session?
25. What is the final commitment you are making to yourself as we wrap up?
26. How do you want to feel as you hang up the phone or close this chat?
27. How do you want to wrap this up?
28. What loose end do you want to tie up now?
29. What sums up today for you?
30. If what you need or want here could speak, what would it be telling you?

What Matters Most Today — 17 questions

1. How can I best support you in the final moments of our session?
2. How will you honor the work we've done today as you step away?
3. What kind of closing feels true to today's work?
4. What closing would honor the work we did?
5. Is there permission needed to end here, or are we done?
6. What would be the best way for us to conclude today?
7. What ending would best honor the work you've done today?
8. What is the most important takeaway you want to lock in before we say goodbye?
9. What is your biggest takeaway from today?
10. What stands out most from today's session?

11. What insight do you most want to remember?
12. What realization feels most significant?
13. What has had the greatest impact on you today?
14. What was most valuable about today's conversation?
15. What aspect of today's discussion resonated most?
16. What has been most useful for you today?
17. What does what matters most today reveal about what matters to you?

Importance & Motivation — 13 questions

1. How do you want to frame this ending to maximize your momentum?
2. What kind of ending would feel right today?
3. What would a good ending look like for you?
4. What do you need for a good ending today?
5. Is this a good stopping point?
6. Are you ready to close, or do you need more time?
7. Are you at peace with ending here?
8. Is that a good place to stop for today?
9. What would feel like a meaningful ending for you?
10. What would make this ending valuable for you?
11. What would support a strong ending for you?
12. What would you like to acknowledge before ending?
13. What's possible if you approach why this matters to you differently?

Additional Perspectives — 17 questions

1. How will you ground yourself after this deep level of exploration?
2. What is the most graceful way for you to close this chapter of our talk?
3. What is the most supportive way for us to say goodbye today?
4. What should we put down, and what should you take with you?
5. What closing ritual or sentence would help you transition?
6. What would help you transition well from here?
7. Does this feel like a natural place to stop?
8. What learning are you taking forward?
9. What are you appreciating from this experience?
10. What are you noticing as we come to an end?
11. How are you feeling compared to when we started?
12. What encouragement would you like to offer yourself?
13. What confidence are you taking with you?
14. What strength will support you moving forward?
15. What makes you optimistic moving forward?
16. What completion feels right for you?
17. How is this from a different angle showing up for you right now?

Values & Meaning — 8 questions

1. Is there any final clarity you need before we conclude?
2. What do you need before you step back into your day?
3. What needs to happen before we conclude?
4. What feels most important as we conclude?
5. What accomplishment are you recognizing before we conclude?
6. What deserves acknowledgment before we conclude?
7. What would you tell a friend who was facing what matters most to you here?
8. Where do you notice what matters most to you here most strongly?

Exploring Progress — 10 questions

1. What is the last question you want to ask yourself before we end?
2. How are you choosing to step forward from this exact moment?
3. What haven't we touched that still matters?
4. What question is still open that needs a moment?
5. What's still hanging that deserves closure?
6. What feels complete, and what still feels open?
7. Does this feel finished, or is something still open?
8. How would you like to mark this moment of progress?
9. What is one small step that would move the progress you're making forward?
10. What would courage look like here, in relation to the progress you're making?