

Powerful Questions

Open Ended / We don't know the answer / Usually start with What or How

Gaining Clarification / Insight

1. Tell me more...
2. I'm curious...
3. What do you want?
4. What's working? What's not working?
5. What does it mean to you?
6. What outcome do you want to see?
7. What is important about this for you? For those around you?
8. What would success look like?
9. What's most important?
10. How will this impact others (people/departments/processes/the organization as a whole)?
11. How do you feel about that? How do you want to feel about it?
12. If you had to give me an image for how you feel right now what would that look like? (Hanging on a tree with the wind blowing or jogging down the path or in a tug of war) What do you want the image to be?
13. What was your favorite part of (the day/the event/reaching a goal)?
14. How was that for you?
15. What are you not saying that needs to be said?
16. What resonates for you?
17. What impact does that have on you? What impact do you want it to have?
18. What impact is that having on others?
19. One a scale of 1 – 10 how (confident/overwhelmed/on track) are you? What keeps it at 5? What does 5 mean for you? Is that where you want it to be? What would take it up a notch?
20. What would you do differently next time?
21. What gives you energy? What takes it away? (Stockers versus Blockers of energy)
22. What's next?

Stuck

1. What do you want instead?
2. What do you need?
3. What is getting in the way? What is really getting in the way?
4. What does that cost you? What does that cost others?
5. How does that serve you? How is this no longer serving you?
6. How might we...
7. What assumptions have you set in stone?
8. What do you need to let go of?
9. What is 10% that is right?
10. What is driving you mad about this?
11. If you could write the end of this story, what would it be?
12. Let's jump forward a few years from now, what advice would you give yourself today?

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13. What mind chatter is going on for you?
14. How would someone outside this situation describe this situation/your behaviors/this pattern?
15. What consumes your time that doesn't get you where you want to be?
16. What's the lie?
17. What is it to say "no"?
18. When you say yes, what are you saying no to?
19. What is the opportunity here?
20. What do you want to let go of?
21. How did you create this? How are you keeping this going?
22. What is your intuition telling you?
23. What values of yours are being honored / challenged?
24. What beliefs / assumptions can you challenge?
25. What are you taking personally?
26. When you faced a similar challenge in the past what did you do to overcome it?
27. If you were me (or if you were your manager) right now, what would you say/ask?
28. If you had a magic wand and could change anything what would you do?
29. What do you want for this person/team?
30. What truths have you not told?
31. What are you afraid of losing?

Bigger Vision

1. What do you want? What do you really want?
2. What will finishing this project/goal be like? What will it give to others/the organization/you?
3. What would it look like / be like / feel like if you were already there?
4. How does this fit with your bigger vision/plans/life/values?
5. How do you want people to describe you as you are moving through this challenge?
6. What do you want people thinking / feeling / doing after they interact with you?
7. What legacy do you want to leave in this role / on this team?
8. Who will you be when you get there?
9. What impact will this have on your team / organization / community?

Mindset

1. What does (asking for help, movement, success etc.) mean to you?
2. What would the best version of you do right now?
3. How are you approaching this now? What are 2 other ways you could approach it?
4. What other angles can you think of?
5. What can you appreciate about this situation, just as it is?
6. What are you tolerating that you no longer need to?
7. How can you make this more fun?
8. What perspective are you taking about this situation? What are other possible perspectives you could try?

Action/Movement

1. What do you need to do to get there (Start/Stop/Continue)?
2. What are 2 steps you could take today to make a difference?
3. What will you do? When will you do it? How will I know it is done?