

Inquiry ▶ asking thoughtful, open-ended, reflective questions

A powerful tool to use in a coaching conversation when you want to stimulate another person's thinking and to help elicit from that person new behaviors, actions, goals, and solutions rather than give advice and do a lot of telling. And don't forget to be an engaged listener!

Review the list and consider which questions you realistically can envision using, and then try them out.

▶ **Anticipation**



- > What is possible?
- > What if it works exactly as you want it?
- > What is exciting to you about this?
- > What does your intuition tell you?

▶ **Assessment**

- > What do you make of it?
- > What do you think is best?
- > How does it look to you?
- > What resonates for you?

▶ **Clarification**

- > What do you mean?
- > What is the part that is not yet clear?
- > Can you say more?
- > What is most important for you?

▶ **Evaluation**

- > What is the opportunity here? What is the challenge?
- > How does this fit with your goals?
- > What do you think that means?
- > What is your assessment?

▶ **Exploration**



- > What have you not explored?
- > What would be most helpful to explore?
- > What other angles can you think of?
- > What is just one more possibility?

Excerpt from: Co-Active Coaching: New Skills for Coaching People to Success in Work and Life. By Henry Kimsey-House, Karen Kimsey-House, Phillip Sandahl, and Laura Whitworth.

▶ **Learning**

- > If had to take action right now, what would you do?
- > If you had free choice in the matter, what would you do?
- > If you had it to do over again, what would you do?
- > What are you learning?

▶ **Option Generation**

- > What are the possibilities?
- > What options have you not yet considered?
- > What will happen if you do, and what will happen if you don't?
- > What options can you create?



▶ **Predictions**

- > What will that get you?
- > Where will this lead?
- > What could get in the way?
- > What would ensure success?

▶ **Resources**

- > What resources do you need to take action?
- > What do you know about it now?
- > How do can you find out more about it?
- > What resources are available to you?



▶ **Summary**

- > What is your conclusion?
- > How is this working?
- > What do you think this all amounts to?
- > How would you summarize the effort so far?