

# Lead like a coach

## Questions that Shift Thinking

**CONTRACT**

personal progressive

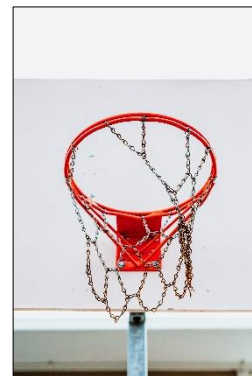
When leading in a coaching mode, the key is not knowing the right answers but rather asking good questions that lead to the best solutions.

Powerful questions are open-ended, build awareness, move you and others to creative solutions, and elicit new learning.

We have grouped them under the 4 different phases of the GROW coaching framework.

### *Goal; questions to zone in on outcomes required and results to achieve*

- What do you want to achieve?
- What is a great outcome?
- Why is this goal important to you?
- What specific deliverables do you envisage from achieving this goal?
- What don't you want to achieve?
- What is important for other stakeholders?
- Is the goal realistic...practical...Stretching...enough?
- How much of a priority is it compared to others – will you commit your time and energy to it?
- Are you willing to pay a price for this goal?



### *Reality; Questions to bring clarity and understanding about the current situation*

- What needs to be dealt with? What is happening? What are your concerns?
- How would others describe the situation? Rivals, senior people, outsiders?
- When doesn't the issue arise and what is different then?
- What is good about the issue existing?
- What should stay the same?
- What if nothing is done?
- Who is involved? Who are the key stakeholders?
- Who benefits more and who benefits less from the current situation?

### *Options; questions to probe and expand thinking about potential ways forward*

- What are your options for solving the issue?
- How would you recognise that you have found a good solution?
- What can you do to reach the set goals for success?
- How would you realise that the problem does not exist anymore?
- What would you have to do for the issue to get worse?
- How would someone act that always has such control over this type of issue that it has little impact?
- Is there an option that you have not yet considered?
- What would you do if you had limitless resources?
- If you had one wish to solve this issue what would it be?
- What crazy ideas do you have?
- What would your manager suggest? A school child? A member of the opposite gender? A millennial? A pensioner?



*Will & Way Forward; questions to narrow down the options and create action*

- Which of the options do you favour?
- What is the best thing to do – gut feel?
- What criteria do you want to use to make the choice?
- Shall we use a pros and cons method to evaluate what to do next?
- What will you do and when?
- Who else needs to be involved?
- What are the first steps that you will take? In the next day or two? Later?
- What will you and the other people do to sustain this solution?
- How will you measure progress and results using this way forward?
- How committed to carrying out the solution and plan you have developed on a 1 to 10 scale? What would you need to do to increase your commitment?
- Where are the weak spots in your plan? What can you do to strengthen them?
- How will you deal with challenges in implementation?

**Do you need more practical tools to build your leadership skills?  
Get in touch to find out how we can assist.**

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