

Probing/Digging questions

- What do you want to do (today, now)?
- What would you like to think about?
- What would you like to talk about to make it useful for you?

Questions for developing the coachee's ideas:

- Anything else?
- Can you elaborate a little more?
- How do you understand that?
- I'll try to summarize it (sum it up) - what comes to your mind?
- What would you ask yourself now?
- What is happening (now)?
- How much is it "happening" - on a scale of 1 to 10, with 10 being the most and 1 the least.

GOALS (GROW)

Positively worded: What do you want to do/to have/to reach instead? (when the goal of the coachee is formulated negatively)

Under the influence of the coachee: How much is it under your influence? (e.g. on a scale of 1 to 10)

Outcome-oriented rather than activity-oriented: What will it bring to you?

Measurable: How do you know that you already have it / that it is going well?

Questions specifying the goal:

- What exactly does [coachee's word] mean?
- What exactly do you mean by [coachee's words]?
- What do you imagine under that [words of the coachee]?
- You are talking about [words of the coachee], then also about [words of the coachee], and also about [words of the coachee]. What would you like to do/to talk about now?
- Where could our conversation go now to be useful to you?
- What does it mean to you?
- What do you mean by that?
- What is the most crucial/critical (for you)?

REALITY (GROW: reality)

Questions about "reality"

- How is it now, in reality?
- How is it really going now?
- How is, the thing you are talking about, going on today?

POSSIBILITIES (GROW: options)

Questions about "options"

- What do you think are possible solutions?
- What can be done to...?

WILL (GROW: will)

"Will" questions

- What exactly will you do, and when exactly are you going to do it?