

Power Questions to Coach and Mentor Others

1. How can I be of the greatest help to you in our relationship?
2. What's the best mentoring or coaching experience you've ever had? Why was it so effective for you?
3. What are your most important goals right now?
4. What questions are you grappling with now?
5. What questions can I help you answer?
6. What are you most excited about in your life right now?
7. Is there something that you feel is very difficult to do, but which, if you could do it, would substantially increase your success?
8. What is your time frame for achieving these goals?
9. What will you have to accomplish in order to get where you want to be?
10. What are you most afraid of as you think about trying to achieve these goals?
11. What are the most important obstacles you're facing?
12. Is there anything at all you can think of that would remove those obstacles?
13. Can you give me an overview of the problem? How did it get to this point?
14. What have you tried so far? How has that worked?
15. What's the best resolution to this that you can imagine?
16. Have you ever dealt with anything similar before? What happened in that case?
17. What don't you know in this situation that you wish you knew?
18. Can you give me an example of what you just stated?
19. Looking back, what have you been the most successful at? Why?
20. When can you remember being truly satisfied at work?
21. What parts of your work, today, are the most satisfying to you?
22. What are your greatest abilities?
23. What do you value most?
24. What are some of the things you need to let go of in order to move forward and accomplish your goals?
25. What is your dream for the future of your career?
26. What's been the most helpful to you in this conversation?
27. Based on this discussion, what do you see as your next steps?