**Tool 4.1 - Coaching Questions**

Here are the coaching questions mentioned in the scenario earlier in the chapter:

* How did you feel when …?
* Are you satisfied with your response?
* What might you have done differently?
* What can you do to prepare for that kind of issue in the future?
* Is there anything you could do now to persuade Jack to re-think his decision about …?
* Is there anything I can do to assist you?

Here are some additional questions:

* Can you tell me more?
* What factors led you to …?
* What do you need so you can take that step?
* What outcome would make this successful?
* When have you reacted like this in the past?
* What steps have you taken in the past in similar situations?
* How could you use your strengths to handle this?
* How would you like to proceed?
* What course of action would you like to take?
* What other actions could you take?
* Anything else you can think of?
* Are there any obstacles in the way of your success?
* Are there other people you could involve in this?
* Which would you rather do?
* Do you need any additional resources?
* How important is this to you?
* Do you think that’s realistic?
* What makes this difficult?
* What impact do you think it had on the other person?