

# THE 6 COACHING QUESTIONS

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## 1. I noticed that... What's up?

Open the conversation in an honest, non-threatening way. Focus on facts, not emotions.

## 2. What's the real challenge here for you?

Is there a bigger issue behind the superficial one? Don't put words in anyone's mouth.

## 3. What's your next step?

Let the other person come up with the solution. Focus on a quick win.

## 4. By when?

Make it real with a timeline. Hold back from offering a deadline.

## 5. What support do you need?

Offer *specific* support if requested or help find the support they need.

## 6. What was most useful for you here?

You're building a self-reflecting leader. Help the other learn and grow.