

Sample Toolbox Questions

*Adapted from the Coaching Skills Quick Start™ Self-Study Guide
Exclusively for the listeners of the Prosperous Coach Podcast.*

*** You have permission to copy, use, or customize any of these questions for your own use as a coach. ***

The following list of sample “toolbox” coaching questions is loosely organized within a typical coaching session framework. Some of the questions are similar in nature and crafted with different wording, for different communication styles and situations. Use the specific language of the session -- the agenda/take-away, the goal, or the action step -- to fill in the ‘...’ blanks.

Coach your client to “Paint a Picture of Success”

(Once the agenda/take-away is clear)

- *What’s the best result/outcome/resolution you can imagine here?*
- *If everything was working perfectly, what would that look like?*
- *When this is resolved, what will be different?*
- *If you could wave a magic wand, what would you change from how it is now?*
- *How will you know when you’re successful with...?*

Coach your client to “Design the Bridge” between where they are and where they want to go

- *What will it take to -*
 - *- move forward towards ...?*
 - *- turn this around?*
 - *- leverage this so it becomes a benefit?*
 - *- do what you need/want to do?*
 - *- make this a reality?*
- *What has to be in place in order to ...?*
- *What has to happen in order to ...?*
- *What has to change in order to ...?*

Coach your client to “Build the Bridge”

- *How do you see yourself accomplishing this?*
- *What’s the first step to make ... happen?*
- *What choice/action would have the biggest impact with ...?*
- *What resources/support do you have/need to help you ...?*
- *How committed are you to ...? (quantify on a scale from 0-100%)*
- *What are you willing to do (or stop doing) to reach this goal?*
- *How will this action help you move forward toward ...?*
- *When will you do/start this? (ask for specific day and time)*



Meet Laurie Cameron, ACC

I envision a world where every man, woman, and child knows how to build relationships that are sustained by mutual trust, and we treat each other with kindness, respect, and compassion. When each of us feels safe, valued, and connected, that's when we can accomplish meaningful work together.



My professional commitment to achieve this is to help purpose-driven, culture-focused Executives, Managers, Team Leaders, and Supervisors (especially newly promoted leaders in [Certified B Corps](#)) bridge the gap between *wanting* to coach their team members and actually doing it -- and doing it well -- by infusing everyday conversations with the elements that make Coaching the #1 Leadership & Management skill.

To get leaders started with this, I created the [Coaching Skills Quick Start](#) self-study training guide and desk reference. In about two hours leaders can learn what coaching is and is not, why it works better than traditional managing, and how to actually coach someone in the workplace. I also facilitate small group trainings and workshops.

I've owned my coaching business, [WAKE UP! Enterprises](#), since 1998. I've also been a senior faculty member with [Coach Training Alliance](#) since 2002, where I've trained close to 1000 professional coaches in over ninety-three 22-week [Certified Coach Programs](#).

Certifications:

- Associate Certified Coach (ACC), International Coach Federation
- Certified Coach, Coach Training Alliance
- Master Certified Coach, Opposite Strengths®
- Master Certified Relationship Coach, Relationship Coaching Institute
- Certified Master Mind Facilitator, AccessMasterMinds

Questions? Comments?

Please reach out to me on my website: www.wakeupenterprises.com/contact.

