

# COACHING QUESTIONS

**Use these questions to get to know your team better:**

1. What is your favourite way to spend your time outside of work?
2. Who's the most famous person you've ever met? What did you think of them?
3. If time and money was no object, what would you learn? Why?
4. If you could have dinner with anyone, who would you invite? Why?
5. Tell us about the person you are closest to.
6. What was the most important thing you learned so far this year?
7. How would your best friend describe you?
8. What are you most proud of personally in the last 3 months?
9. What are you most grateful for in your life right now?
10. How have you grown this week?
11. What was your place in the family; birth order? What effect has your birth order had on you?
12. Tell us about a tradition in your family – what's important about it to you?
13. Who's one person in this team you'd like to get to know better? Why? What will you do about it?

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**Use these questions to dig deeper into values:**

1. What's your number one value at work? What does that mean to you?
2. How would your team know if you are demotivated at work?
3. When has one of your values been challenged in this team? What happened?
4. When was the last time one of your values was fulfilled in this team? What happened?
5. Have you ever left a team because your values were not fulfilled? What happened?
6. What could the team do more of to help you fulfil your work values?
7. What could the team do less of to help you fulfil your work values?
8. How do the organisation's values connect with your personal work values?

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**Here are some suggested Team Insight questions:**

1. What will make this team more resourceful?
2. What are this team's biggest strengths?
3. What number one strength does each team member bring to this team?
4. What's necessary for creativity and innovation to really flourish on this team?
5. What gets in the way of creativity and innovation in this team?
6. When has this team really been challenged in the last month / 3 months / 6 months?
7. Where is this team the most disconnected or misaligned? What one small step could we take towards better?
8. When is this team the most effective?
9. Who is the team's most important stakeholder right now? What would they say about the team?
10. If you could change one thing on this team, what would it be?
11. What do you think this team's aspiration should be?

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**Use these questions in relation to Team Routines:**

1. What's been the highlight of the week / month / year?
2. What are you most looking forward to this week / month / year?
3. Who are you most looking forward to connecting with this week?
4. Who do you not collaborate with enough on this team? What will you do about this this week?
5. Who in the team would you like to have a coffee with this week?  
Why?
6. Who should we invite to our team meeting in the future? Why?
7. What one thing would make our team meetings even better?
8. Describe a moment when this team had fun. What can we do to have more moments of fun in the future?

## COACHING QUESTIONS

**Use these questions for appreciative feedback:**

1. Which member of this team do you really admire and why?
2. Which team member has a strength or skill you'd really like to learn?  
Why would it benefit you?
3. Who do you think is the glue that holds this team together? Why?
4. Describe one team member's top 3 key strengths.
5. Choose one team member and tell the team what you appreciate the most about that person.
6. Choose one team member and tell the team what they contribute the most to this team.
7. Who in this team gives great advice? What advice have they given you recently that you really value?
8. What have you learned from another team member recently?
9. Who do you think is most different in this team from you? What do you appreciate about those differences?
10. When times are tough, who is your "go to" person in this team?  
Why?