



Powerful Coaching Questions

One of the foundations of successful coaching is asking your CASA Advocate powerful questions to guide and encourage them to develop their solutions, goals, and action steps. Powerful questions are like magic and will inspire the CASA Advocate to look at their case from another perspective, which will influence the breakthrough they might need to succeed. You can use this tool as a guide in your coaching.

Powerful questioning is the ability to ask the questions that reveal the information needed for maximum benefit.

- Coaches ask questions one at a time.
- Coaches ask questions that reflect active listen skills and an understanding of the CASA Advocate's perspective.
- Coaches ask questions that provide discovery, insight, and commitment or action. (i.e. questions that challenge assumptions)
- Coaches ask open-ended questions that create a clearer picture, a new possibility, or a new way of learning.

Some examples of Powerful Coaching Questions:

- What has been working well?
- How do you feel about that?
- What is really bothering you about this situation?
- What do you really want?
- How do you feel about this situation?
- What is stopping you?
- What next steps can you take to find out more?
- Tell me more about that?
- What do you feel like the solution could be?
- When you think about the end results for this child, what comes to mind?
- What is another way you could look at this?
- What about what you have told me is not true?
- What is draining you?
- What is empowering you?
- What is standing in your way?
- What are your top three reasons why for doing it that way?
- Do you have any fears?
- Why do you have those fears?
- What can I do to help you overcome those fears?
- How do you know when you are successful?
- What is considered a win in this case?

What powerful questions do you plan to ask? Take some time to write a few down on the back of this sheet and try incorporating them into your next coaching session.