LEAD AS COACH

FREE COACHING RESOURCE

100 Powerful Coaching Questions for Leaders

A practical question bank built on the TGROOW coaching model, for leaders who want to coach their teams, not just manage them.

12	20	20	20	12	16
Topic	Goal	Reality	Options	Obstacles	Way Forward

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BEFORE YOU DIVE IN

Questions are where coaching starts. Practice is where it compounds.

These 100 questions will change how your one-to-ones and team conversations feel, starting today. But questions alone are not a coaching practice.

HOW TO USE THIS GUIDE

1. Pick one upcoming conversation and the stage it needs most.
2. Choose two or three questions. Ask one at a time.
3. Listen to the answer before choosing your next question.
4. Close with a clear next step and a time to check in.

THE TGROOW MODEL

- **Topic** · 12 questions
- **Goal** · 20 questions
- **Reality** · 20 questions
- **Options** · 20 questions
- **Obstacles** · 12 questions
- **Way Forward** · 16 questions

FREE LIVE SESSION

See coaching in action before you go further

A free 90-minute live session on Coaching-Powered Leader, our ICF Level 1 accredited coach training. See what the path to the ICF ACC credential involves and what it can open up for you. No slides, straight talk from working coaches.

Hosted live by Lassi Albin and Jeanine Reyneke, both ICF PCC executive coaches.

Book Monday · 12:00 CET | **Book Wednesday · 19:00 CET**

Book a call with Lassi

A practice aid for leaders. It is not a substitute for professional coaching or evidence of coaching certification.

T Topic

Understand what the conversation is really about, and why it matters to them, before you go any further.

01 What would be most helpful for us to explore today?

02 What's on your mind right now?

03 Which topic would you like to be coached on?

04 What has the highest priority for you today?

05 Where's your energy today, and what does that tell you?

06 What's standing out for you today?

07 What thread would you like to pull on?

08 How much of this is within your control?

09 What would you like to have achieved by the end of our time together?

10 Is there a topic from a previous conversation you'd like to revisit?

11 What's the real reason we're having this conversation today?

12 What's the best use of our time together today?

TIP

A topic is not yet a goal. Once the focus is clear, move on to what would make the conversation useful.

G Goal

Define what success looks like, for this conversation and for the bigger picture behind it.

13 What would success look like at the end of this session?

14 How would you like to feel by the end of our conversation?

15 How will we know we've achieved this goal?

16 What difference will achieving this make to your life?

17 Why is this goal important to you right now?

18 Who have you seen handle this well, and what did they do?

19 What's the most important outcome you want from this conversation?

20 What challenge are we really trying to solve today?

21 In what time frame would you like to achieve this?

22 Is this goal realistic and genuinely achievable?

23 How could we break this goal down into smaller steps?

24 What would an unsuccessful outcome look like, and what does that clarify?

25 If you could achieve just one thing in this session, what would it be?

26 How does this goal benefit you and the people around you?

27 What would you do if you weren't afraid?

28 What is your top priority regarding this topic?

29 How would achieving this goal impact you personally?

30 What is a goal you feel genuinely committed to here?

31 How would you measure whether you've reached this goal?

32 What's changed since the last time we discussed a goal like this?

R Reality

Understand where things stand today, honestly and fully, before jumping to solutions.

33 Tell me more about what's happening here.

34 What's the full context I should understand?

35 Where do you stand right now compared to where you want to be?

36 How does this situation align with your values?

37 What have you already tried, and what worked or didn't?

38 Is this a fact, or is it a perception?

39 How might this look through someone else's lens: your manager, a teammate, a partner?

40 What's keeping you where you are?

41 What resources do you currently have available?

42 What external factors are influencing this situation?

43 What's the biggest constraint you're facing?

44 What's the worst that could happen, and what's the best?

45 What relationship might need strengthening here?

46 What internal resources, such as mindset or self-belief, do you need to draw on?

47 On a scale of 1 to 10, where are you now, and where would you like to be after this session?

48 How would you describe your relationship to this topic?

49 How would you summarise this situation to someone who knows nothing about it?

50 How do your current capabilities compare to what's required of you?

51 What support do you already have in place, and is it enough?

52 Have you faced something similar before? What did you learn?

O Options

Open up the field of possible actions before narrowing down to what's realistic.

53 What options do you have in front of you right now?

54 What would this look like if it were done really well?

55 What happens if you do nothing?

56 What are the pros and cons of each option?

57 Which option feels most realistic to you?

58 If there were no limitations, what would you choose?

59 What are your short-term options, and what are your long-term ones?

60 Have you considered the consequences of each option?

61 What would you advise a friend in the same position?

62 Which option connects most closely with your values?

63 What's the cost of waiting?

64 Which of these options feels most authentic to you?

65 What else could you do that you haven't considered yet?

66 Which option creates the best outcome for everyone involved?

67 What criteria matter most to you in choosing between these?

68 Why does this particular option appeal to you?

69 How would it feel to actually pursue this option?

70 What solutions have worked for similar challenges in the past?

71 What's the worst that could happen if you tried this option?

72 If you had unlimited resources, what would you do differently?

O Obstacles

Surface what's really in the way, including the beliefs that aren't always visible at first.

73 What's standing between you and the goal you want to reach?

74 What's the biggest obstacle you're facing right now?

75 Is this obstacle within your control, or outside of it?

76 What would you do if this obstacle didn't exist?

77 Who or what could help you remove this obstacle?

78 How likely is this obstacle actually to happen?

79 Where do you typically get stuck?

80 Who has the power to derail your progress here?

81 Is this obstacle defined by you, or by someone else?

82 What would this look like if it were easy?

83 What are you pretending not to know?

84 Who would you be if you let go of the story that this is just how things are?

A WORD OF CARE

Questions about beliefs and fears go deeper than practical ones. Ask them with permission, and accept “I’d rather not go there today” as a full answer.

W Way Forward

Lock in commitment, accountability and the concrete next step.

85 What will you do between now and our next conversation?

86 What support do you need to follow through?

87 Who could help you carry out these actions?

88 How will you hold yourself accountable?

89 What are you taking away from this conversation?

90 Are you willing to commit to this action?

91 On a scale of 1 to 10, how motivated do you feel right now?

92 What will you do differently starting tomorrow?

93 How confident do you feel about achieving this?

94 What's your first step, and when will you take it?

95 How satisfied are you with the outcome of this session?

96 Based on the intention you set, do you feel you've achieved it?

97 What could get in the way of you taking these actions?

98 What can you do to be better prepared next time?

99 How do you feel now compared to when we started?

100 When shall we check in again?

YOU'VE GOT THE QUESTIONS

Now build the skill that knows which one to ask, and when.

Great questions are the visible tip of coaching. What sits underneath (presence, trust, listening, ethical practice) is what Coaching-Powered Leader develops through live practice and real dialogue, not slides.

TO BECOME A COACH

Coach Edition · ICF Level 1

60 hours, fully online. Your path to the ICF ACC credential.

leadascoach.com/coach-certification

FOR MANAGERS

Manager Edition · 37 hours

Coaching skills for line managers, on-site across EMEA or online.

leadascoach.com/cpl-manager-edition

TAKE THE NEXT STEP

Join a free 90-minute live session

See the full program and ask us anything. Or skip straight to a conversation with Lassi about your situation.

Book Monday · 12:00 CET | **Book Wednesday · 19:00 CET**

Book a call with Lassi | **Free Manager's Toolkit**

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