



Seven Phases of Coaching

Coaching leverages collective wisdom to prevent impulsive preferences from undoing the intended purpose.

Phases of Coaching	Possibilities to Ask
Starter Questions	<ul style="list-style-type: none"> • What’s on your mind? • Where would you like to begin today? • Which things wake you up early or keep you up late? • What excites you? • What worries you?
Shake Questions	<ul style="list-style-type: none"> • Can you tell me more about that? • And what else... <ul style="list-style-type: none"> ○ Could you do? ○ Might be possible? ○ Tried to support in this situation? ○ Would you change if you could?
Sight Questions	<ul style="list-style-type: none"> • Can you list your challenges? • What have you tried to do to overcome them? • Of all the issues mentioned, what do you think is the real one? • If you could only focus on one thing, what would it be? Why?
Structural Questions	<ul style="list-style-type: none"> • How did you hope this would turn out? • What do you really want? • Why did you choose this course of action? • Can you describe what success or improvement looks like?
Support Questions	<ul style="list-style-type: none"> • How can I best help you? • What is it exactly that you need from me? • When, and in what ways, do you want this support?
Strategic Questions	<ul style="list-style-type: none"> • If you say “yes” to this, what are you going to say “no” to? • Are you saying “yes” and “no” to the right things? • What resources do you need to make that “yes” a reality? • How does being fully committed look? • What are the first 3 things you need to do to make it happen?
Study Questions	<ul style="list-style-type: none"> • What did you learn or what was a key insight from this time? • How can I continue to support you in our next conversation? • Are there things I need to improve upon in coaching you? • Which aspects are most critical for us to capture right now?