



Powerful Questions for Facilitation

Facilitating the Assessment

- What do you notice?
- What patterns do you see?
- What inconsistencies do you see?
- What is here that you want to explore?
- What do you think that means?
- How does it look to you?
- What is your assessment?
- What do you make of it?
- What's important about this?

Clarification/Elaboration

- What does it feel like?
- What's missing?
- What is the part that is not yet clear?
- Can you say more?
- What matters most?
- What's at risk?
- What could you do?
- What's behind that?
- What would you like?
- Can you tell me more?
- What else?
- What's behind that?
- What's getting in your way?
- What seems to be the main obstacle?
- What is stopping you?
- What concerns you the most about . . . ?
- What would you do if you could not fail?
- Who could help?
- What do you want to do now?
- What does it feel like?



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Exploration

- What's your ideal?
- What part of the situation have you not yet explored?
- What other angles can you think of?
- What's the real issue?
- What are the options?
- What's the worst that can happen?
- What's this costing you?
- What might this look like from another person's point of view?
- What are you going for?
- What's making this hard?
- What does this remind you of?
- What are you afraid of?
- What are you not saying?
- How might this be contributing to the situation?
- What are you learning?
- What's stopping you?
- What are you avoiding?
- When you think of this, what's the first thing that comes to mind?
- What needs to be different?
- What will that get you that you don't have now?
- How will that help you?
- What's the upside?
- What's the downside?

Outcomes

- What will you commit to doing?
- What does success look like?
- What's next?
- What's one thing you could do right now?
- What are the possibilities?
- What do you want to carry forward?
- What do you want (to happen)?
- What do you want this to look like 3/6 months from now?
- What is your desired outcome?
- What would it look like?
- What's worked in the past?
- What do you have control over



Powerful Questions for Facilitation

- What do you need?

General Powerful Questions for Coaching:

- How would you describe this?
- How would you summarize?
- What does your heart say?
- What does your head say?
- What just happened for you?
- What's happened to change your thinking?
- What will you get if you take that action?
- What's at the core here?
- What's another way to look at it?
- How has this pattern played out for you before?
- What past successes can be applied here?
- What would failure cost you?
- What do you need to let go of?
- What metaphor comes to mind?
- What fictional character are you playing here?
- What fictional character might be of help to you here?
- When you hear yourself say that, what comes to mind?
- What are you tolerating? What do you need to start saying NO to?
- What do you need to start saying YES to?