

The 6 Coaching Questions

1. I noticed that... What's up?

Open the conversation in an honest, non-threatening way. Focus on facts, not emotions.

2. What's the real challenge here for you?

Is there a bigger issue behind the superficial one? Don't put words in anyone's mouth.

3. What's your next step?

Let the other person come up with the solution. Focus on a quick win.

4. By when?

Make it real with a timeline. Hold back from offering a deadline.

5. What support do you need?

Offer specific support if requested or help find the support they need.

6. What was most useful for you here?

You're building a self-reflecting leader. Help the other learn and grow.

Trainee

What is one thing I
did well?

Trainer

What is one thing I,
the manager, think
you did well?

The Fast Feedback Loop

What is one thing I
could do better?

What is one thing I,
the manager, think
you could do better?