

# It's Your Career... Make it Work For You

## Coaching Questions



*What lies behind us  
and what lies before us  
are tiny matters  
compared to what lies  
within us.*

- Ralph Waldo Emerson

### 35 Questions for Managers to Consider When Coaching Employees

1. What do you want?
2. What is the best outcome?
3. What's next?
4. What would make the biggest difference here?
5. What's stopping you?
6. What's holding you back?
7. What's in your way?
8. What are you attached to?
9. What are you going to do?
10. What do you hope to accomplish by doing that?
11. What's the first step?
12. What's important about that?
13. What would it take for you to treat yourself like your best customer?
14. What do you expect to have happen?
15. What's the ideal outcome?
16. What would it look like?
17. What's the right action for you to take right now?
18. What's working for you?
19. What would you do differently?
20. What other choices do you have?
21. What if there were no limits?
22. What keeps you up at night?
23. What haven't I asked that I should ask?
24. What's one thing you could do today to get you closer to your goal?
25. What consequence are you avoiding?
26. What's motivating you?
27. What do you suggest?
28. What part of what I said is useful? And how so?
29. What are you denying yourself right now?
30. What do you need to put in place to accomplish this?
31. What is the simplest solution?
32. What is the worst that could happen?
33. What are you committed to?
34. What might you have done differently?
35. What do you need to say goodbye to in order to move forward?

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*Corporate Time Out is a career designing and career transition organization. We help people design a career that helps them earn a living doing what they love.*