

1 | Coaching focuses on future possibilities , not past mistakes.

- How do you help clients peer further into the future?
- What do clients need to be aware of from the past that will help them move forward in the future?

2 | Coaching is a way of being, not merely a technique to be wheeled out and rigidly applied.

- How is having a coaching mindset shaping how you lead and interact with others on a daily basis?
- Is a coaching mindset becoming part of your DNA? When might that not be helpful?

3 | Client: "I felt Listened to. The coach believed in me, challenged me, and respected me"

- What do you hope that clients would say about their experience with you as a coach?
- What would you need to do differently to have clients say what you hope they'd say?

4 | Leaders create exciting, safe adventures for people, worthy of them devoting their lives to."

- As a coach, how do you help leaders develop other leaders who lead purposefully and passionately?
- What do you see as the ripple effects of your coaching?

5 | Coaching is a conversation between equals based on collaboration rather than control.

- Are there times when you "over function" as a fixer in coaching conversation?
- When are there times in coaching where you may choose to be more directive?

6 | Adopting a coaching mindset helps people discover their self-belief.

- In what ways would you like clients to think differently about themselves?
- How do you help clients uncover their assumptions and limiting beliefs?

7 | Leaders must think of employees in terms of their potential, not their past performance.

- What do you do that helps you remain focused on a client's potential?
- How do you reveal the thoughts and actions that may be holding them back?

8 | Asking open questions causes them to think for themselves.

- In what ways does your coaching help people pause to reflect on their actions and assumptions?
- How does reflecting on results help people pivot toward a better future?

9 | Coaches help clients set Specific, Measurable, Realistic, and Time-framed goals

- What experience have you had with helping clients set goals?
- Where does the goal-setting and achieving process break down?

10 | Good enough never is.

- How can coaches help clients celebrate "what is" yet also remain focused on "what might be?"
- How can coaches help clients create and sustain rhythms of ongoing innovation and renewal?

11 | Questions in the Appendix about self-coaching

- Where do you see coaching questions bubble up in your own thoughts and actions?
- Who coaches you now? How can you practice self-coaching more often?

