

Questions to Ask Yourself When You Are Being Coached

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Before the coaching session (to get the most out of the session)

- What is working well/going right in my current work situation?
- What is the gap between where I am now and where I want to be in my current work situation?
- What specifically do I want to change in my current work situation?
- What do I myself have to do to close the gap between where I am now and where I want to be in my current work situation?
- What do I want to get from this coaching experience?
- What would I say are my strengths that I could build upon?
- What would I say are my main areas in need of improvement?
- What are my near-term improvement goals?
- What numerical measures or factual evidence would I use to assess my progress on each of these near-term improvement goals?
- What other alternatives should I seriously consider if this coaching experience does not help me to make the desired changes in my current work situation?

During the coaching session (to avoid reacting emotionally or defensively)

- What am I feeling at the moment?
- How am I hearing what is being said in this coaching session?
- Where am I listening from within myself?
- Who am I as I listen to the coach?
- Who am I in this coaching session?
- Am I “the coach”? Am I my ideas? Am I my disturbances?
- What physical sensations accompany this coaching experience?
- What images and metaphors come to mind?
- What atypical thought patterns are occurring in me?
- What assumptions am I making about the coach?
- What expectations did I have about the coach or the coaching experience?
- Am I seeking the coach’s approval or applause?
- Do I want to constantly adjust and improve the coaching process?
- Do I want to argue with the coach?
- Do I want to raise objections to the coaching process?
- Am I being resistant to the coach’s suggestions or feedback?
- How do I react to the coach’s criticism?
- What are my “hot buttons,” “triggers” or “anxiety arousers” with the coach?
- Am I inhibiting or encouraging self-disclosure in myself or in the coach?
- Where and what am I rationalizing?
- Am I in an emotionally tender place in this coaching session?