

Helpful Coaching Questions for Managers

<p>Passion and Values</p>	<p>What am I good at? What am I passionate about? What's the world's greatest need? Who is your hero? Who inspired you? What legacy would you like to leave?</p>
<p>General</p>	<p>What are some of the statements you agree with and why? What would you disagree with and why? How would you rephrase the statement to be more like your style? What kinds of "blind spots" do you feel it uncovered? What would your friends, associates or family say if they read it? Are we similar in style or opposite? Will our differences and similarities help or hinder our partnership?</p>
<p>Relationship Building</p>	<p>What are your outside interests? What are your hobbies? What is your educational background? What are your professional experiences? Tell me about some of your accomplishments? Have you ever had a mentor before? What did you like or dislike about the partnership?</p>
<p>Value to the Organization</p>	<p>Identify 2-3 strengths and specific talents. How can you build on these strengths? How can these strengths benefit the organization? You in your present job?</p>
<p>Checklist for Communicating</p>	<p>Do our styles of communication differ? Are there any similarities? Identify the most effective style of communication you prefer. What 2-3 methods of communication do you not like? What can we do to prevent us from falling into these traps of communication? What do we do if we aren't communicating effectively?</p>
<p>Perceptions</p>	<p>How do you see yourself in the competency areas listed in the assessment? How do you feel when you are frustrated? What is the dividing line for you between moderate tension and stress? Do you agree with how others may see you? What do you do when you are really stressed out? Is this the way you want others to perceive you?</p>

Development Opportunities	<p>How do you deal with problems and challenges? How flexible are you with others? Do you deal with people the same way at home and at work? Identify 2-3 behaviors that you are willing to improve. What critical behaviors does your job require?</p>
Motivation	<p>What motivates you? Is your supervisor a motivator? Does the organization provide a motivational environment for you? What are 2-3 things we can do to keep you motivated?</p>
Areas for Improvement	<p>What do you feel are your limitations? Why? What three areas would you like to work on? How can developing these areas benefit you personal?</p>
Looking at the Past, Present, and Future	<p>Tell me about your past job experience and what you learned. What was successful? What would you change if you could? What are some of the goals you've identified? How long have you had that dream or goal? What action steps did you identify? Why do you feel this is the clearest path to that goal? What barriers stand in the way? Is there a way to overcome any of the barriers?</p>
Goal Setting	<p>Identify 2-3 goals that are important to you to achieve success. Would this be helpful information for your supervisor? How would you like me to support you on these goals?</p>

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