

Good coaching questions propel us forward toward a posture where we can self-learn and self-lead.

the practice is the work.

- Create a space for conversation with purpose.
- Check our own weather. Show up with generous intent.
- Listen to 'see' the other person.
- A little less advice. A little more curiosity.
- Look for opportunity to create generous tension.
- Hold space for contemplation.
- Let others decide what forward motion looks like.

What would you like to focus on today? How much bandwidth have you got?

Do you want me to challenge you as I see fit or road test a point of view? What would be helpful in this moment?

What's the real challenge here **for you**? What haven't you been able to solve?

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What does figuring it out look like **for you**?

What's working? / Not working for you?

How might brave and perfect be miles apart here?

the practice is the work.

What's the **most important decision** you need to make?

What are the next three **most important things to do**?

What makes you think this is the right approach?

the practice is the work.

What does success look like when it's working?

What was most useful for you about this conversation?

the practice is the work.