

24 powerful coaching questions

Are you ready for your next one-on-one?

As a manager, it's important to consistently help your employees develop and learn more about themselves. Below are 24 questions you can ask to help employees stretch to fill gaps between their natural behavioral style and what's expected of them in their role.

Questions to ask when an employee is more dominant than their job requires:

1. How could you be more open to the input of others when faced with resistance or opposition?
2. What's the best way for you to be more aware of the needs of others?
3. What would it look like to be more receptive to the suggestions and ideas of others?

Questions to ask when an employee is less dominant than their job requires:

4. How could you demonstrate a greater ability to take charge and be responsible for results?
5. In what ways could you increase your independence and autonomy in your current role?
6. What's the best way for you to transition your natural team-orientation to leading a team?

Questions to ask when an employee is more extraverted than their job requires:

7. How could you limit or hold back your natural tendency to be talkative and social?
8. How do you satisfy your need for interaction with others when your work requires periods of individual work?
9. What's the best way for you to be more focused on facts and less on the input of others?

Questions to ask when an employee is less extraverted than their job requires:

10. What needs to happen for you to be more vocal about your point of view?
11. How could you demonstrate a greater ability to communicate persuasively with others?
12. What could you do to better recognize and understand the viewpoints of others?

Questions to ask when an employee works faster than their job requires:

13. In what ways could you be more deliberate and methodical in your work?
14. How could even greater consistency and stability impact your performance?
15. What does "go slow to go fast" mean to you?

Questions to ask when an employee works slower than their job requires:

16. What could you do to increase your comfort level when you need to adjust and act quickly?
17. How can you utilize your ability to work at a steady pace when work demands increase?
18. How do you respond to a fast-paced work environment with multiple priorities?

Questions to ask when an employee works in a less structured manner than their job requires:

19. How do you comply with important rules and structure even though this may not motivate you?
20. How could you demonstrate an ability to be more thorough and detail-oriented in your work?
21. What would it look like to be more structured and disciplined in your role?

Questions to ask when an employee works in a more structured manner than their job requires:

22. How could you become more open to new ideas rather than the established ways of doing things?
23. What's the best way for you to be more comfortable in uncertain situations?
24. What needs to occur for you to delegate details to others more readily?

Practice these questions before your next meeting and be sure you have a plan for their answers. You may uncover new insights about your employee, so be prepared to follow-up and help them along their journey.