



## **POWERFUL QUESTIONS DATABANK**

Unlock the potential within your team, colleagues, friends, and family through the art of curiosity and impactful questioning. This carefully curated databank is designed to equip you with an arsenal of powerful questions, each crafted to ignite meaningful discussions and foster deep, lasting connections.

Here, you'll find questions that challenge conventional thinking, prompt self-reflection, encourage the sharing of experiences, and much more. Each question is an invitation to explore ideas, feelings, and perspectives, creating an environment where meaningful dialogue can flourish.

Embrace the power of asking the right questions. Dive into this databank and watch as conversations transform into opportunities for growth, discovery, and connection.

### **GENERAL QUESTIONS / PHRASES:**

- What's on your mind?
- Tell me more...
- I'm curious...
- Can you elaborate that for me?
- Can you explain that further?
- Help me understand...
- I'm surprised...
- I'm interested...
- Let's dig in...
- I'd love to hear more..
- Shall we zoom in?
- Let's zoom out..



## **GROW Framework:**

The GROW Framework stands as a testament to the power of structured, insightful questioning within the realm of coaching. It is a pathway to unlocking potential, facilitating change, and fostering deep, meaningful connections. Using these questions structured around the GROW framework equip you with the tools to facilitate growth, empowerment, and self-discovery. They enable you to approach each coaching conversation with confidence, knowing you have the resources to guide individuals through their journey of change.





## **GOAL-RELATED QUESTIONS:**

These questions focus on identifying and clarifying objectives. They help individuals articulate what they truly desire to change or achieve, exploring the significance of these goals and envisioning the outcome of their efforts. Through these questions, we set the direction, defining what success looks like and understanding the implications of action or inaction.

- What do you want to change?
- What do you want to achieve?
- Why would you like to achieve X? Why is that a goal for you?
- Can you tell me more?
- What will happen if you don't take this step?
- What will happen if you don't achieve this goal?
- What will things look like when you have achieved this goal?
- What does success look like?

## **REALITY-RELATED QUESTIONS:**

These questions delve into the current state of affairs, encouraging a reflective look at what's happening now, what has previously facilitated progress, and the obstacles that may be hindering advancement. By examining proud achievements and aligning actions with values, these questions ground the conversation in reality, setting the stage for meaningful change.

- What's happening for you right now?
- In the past / so far, what has helped your progress?
- Think about a time when you were feeling the same way (e.g. stuck), when you were needing the same thing (e.g. recognition),



what did you do? Tell me more... What was the context?

- What's standing in your way?
- Can you tell me more?
- What are you most proud of?
- What's important?
- So what?
- Is that serving you?
- How is that serving you?
- What are you afraid of?
- How does that align with your values?
- What do you feel you need in order to achieve this goal / take this step, etc?
- What resources do you have?
- What resources do you need?

### **OPTIONS-RELATED QUESTIONS:**

Options-related questions open up the floor to exploring various pathways and alternatives, weighing the pros and cons, and considering potential support systems. They inspire creative thinking about strategies, resources needed, and how success can be celebrated, while also assessing risks and preparedness for different courses of action.

- What are your options?
- What are some alternative paths?
- What could you do?
- What are the pros and cons of this option?
- Which possible pathway do you feel prepared to go down?
- What tactics / strategies could you employ?
- If you had all the resources in the world and no barriers, what would you be doing right now?



- Who could help?
- How will you measure that achievement?
- How will you celebrate that achievement?
- What's at risk?

### **WILL-RELATED QUESTIONS:**

Will-related questions drive commitment and action, pinpointing the specific steps needed to achieve the identified goals. They focus on the willingness to move forward, the readiness to tackle challenges, and the measures to track progress. These questions ensure that intentions translate into concrete, actionable plans.

- How will you know you have completed that goal / achieved that milestone?
- What is the one thing you can do / one step you can take towards that goal?
- Which opportunity are you going to pursue?
- What specific actions will you take towards achieving your goal?
- What are the steps you are willing to take?
- What's the first thing you will do?
- What are the next three steps? What else?
- How will you mitigate against potential barriers?
- Who will you ask to help you along the way?
- What else will you need?
- What else (e.g. resources) will you secure?
- How will you measure performance?
- How committed / confident do you feel to / about this particular opportunity, on a scale of 10?
- How can you get to 10 (confidence / commitment scale)?



- How are you going to know that you have succeeded?
- What is your timeframe / deadline?



*Whether you're a seasoned coach, an aspiring manager, or simply someone interested in the art of meaningful conversations, integrating the GROW Framework with these powerful questions will enhance your ability to connect deeply and effect positive transformation.*

***I'd love to hear from you!***

*Let me know how you get on! Get in touch at [merve@leadrisecoaching.com](mailto:merve@leadrisecoaching.com) if you would like to ask any questions or share comments / thoughts, feedback or expressions of pure enthusiasm!*