

## Powerful Questions

Asking questions of clients rather than giving advice is at the foundation of Co-Active® Coaching.

### Powerful Questions

1. Invite introspection.
2. Are open-ended — Begin with what or how, cannot be answered with yes or no.
3. Lead to greater creativity and insight.
4. Invite clients to look inside or to the future. Sample:
  - What do you want?
  - What will that get you?
  - What are the possibilities?
  - Put yourself six months into the future. Standing there, what decisions would you make today?

### Inquiry

1. Often used as homework — the client thinks about the question all week.
2. Used for introspection and reflection.
3. No right answer — it is not a question to be resolved.
4. Integrates coaching into the client's life. Sample:
  - What is it to be powerful?
  - Where am I too hard on myself?
  - What am I tolerating?

### Request

1. Is clear, specific and direct.
2. Moves the client to take action.
3. Includes a specific action, conditions of satisfaction, and a date and time for completion.
4. Client can say yes, no, or make a counter offer. Sample:
  - Will you walk a minimum of 30 minutes four times this week?
  - Will you call 10 people this week and ask them to become clients?
  - Will you take one day off from work this week to rejuvenate yourself?