

Powerful Questions Tool

Powerful questions don't need to be complicated—they need to be honest, curious, and anchored in trust. Listen deeply to your client's language, energy, and emotion. The most powerful questions often come not from the list, but from the moment.

How To Use This Tool

This resource is designed to help you ask transformational questions that spark clarity, insight, and forward movement. Rooted in the Co-Active Coaching Model, these questions are organized by coaching dimension to help you choose what fits the moment:

- ▶ Fulfillment – Explore meaning, values, desires, and what brings your client alive
- ▶ Balance – Support choice-making and new perspectives
- ▶ Process – Deepen presence with the moment and emotion
- ▶ Forward & Deepen – Move toward meaningful action with integration

Use this tool:

- ▶ In session prep to select a few resonant questions
- ▶ In the moment, as a reminder of what's possible
- ▶ Post-session to reflect on which questions opened the most insight

If you want to keep this tool close and readily accessible, highlight 3–5 questions in each category that feel most aligned with your style and your clients' growth edges. Feel free to adapt, rephrase, or build on these questions to match your coaching voice, your client's context, and the energy of the conversation.

Co-Active Coaching Toolkit

Fulfillment

Tap into meaning, purpose, and vision.

- ▶ What is possible?
- ▶ What is the dream?
- ▶ What is exciting to you about this?
- ▶ What does your intuition tell you?
- ▶ What do you really want?
- ▶ What does fulfillment look like here?
- ▶ If nothing were in the way, what would you create?
- ▶ What value is being honored—or not honored—right now?

Process

Be with what is. Slow down and deepen awareness.

- ▶ What are you feeling right now?
- ▶ What's the energy here?
- ▶ What's happening in your body as you say that?
- ▶ What do you need in this moment?
- ▶ What's the truth beneath the surface?
- ▶ What's not being said?
- ▶ What's the cost of holding this in?

Starting The Session

Open with presence and relevance.

- ▶ What would you like to focus on today?
- ▶ What's occurred since we last spoke?
- ▶ Where are you right now (mentally/emotionally/energetically)?
- ▶ What's most alive for you in this moment?

Balance

Create choice and shift perspective.

- ▶ What are the possibilities?
- ▶ What's one more angle you haven't explored?
- ▶ How else could someone see this?
- ▶ What's the opportunity here?
- ▶ How does this align with your values/life?
- ▶ What do you want to say yes to? What must you say no to?
- ▶ When you're 95, what will you want to say about this?

Forward & Deepen

Move into action, reflection, and integration.

- ▶ What action will you take?
- ▶ What's your next step?
- ▶ What support do you need?
- ▶ What will you take away from this?
- ▶ How will you make sure you remember this learning?
- ▶ If this came up again, what would you do differently?
- ▶ What's your game plan?
- ▶ When will you do that?