

Powerful Questions in Coaching & Advising

We have organized a list of questions for each phase of appreciative advising and its related strength-based coaching phase. We borrowed all of these questions from other sources (citations included at the end of this document) and we chose them because they are some of **our** favorites. Although we organized them into phases to give you some context, these are all great coaching questions that make sense to ask any time during your relationship with the student.

APPRECIATIVE ADVISING – Disarm & Discover | STRENGTHS-BASED COACHING – Name it!

- What would you like to get out of today's meeting?
- What kinds of activities have you been naturally drawn to?
- What kinds of things come easily to you?
- Tell me about one of your successes in high school.
- What was high school like for you?
- How did you/do you manage your time?
- When did you study most effectively?
- Describe for me what a good day is like for you.
- What personal characteristic are you most proud of?
- What did you learn with the greatest ease in high school?
- What subjects do you enjoy studying the most?
- What did your teachers compliment you about?
- What do your friends say they like best about you?
- What fascinates you?
- What energizes you?
- Why did you choose this major?
- Why did you choose this institution?
- Tell me about a time in your life when you accomplished something you were proud of.
- What can do you for hours on end?
- If money were no object and you knew you could not fail, what would you love to do?
- What do you do with your free time?
- What do you think are specific things you have done so far in your life that got you to college?
- What are your 3 greatest accomplishments? What makes them stand out? What did you learn from them?
- What have you already done?
- When are you at your best? When are you at your worst? What do you need?
- What ideas do you have?
- What are your options?
- What brings out your best? As you think about a time when you did something well, what were the ingredients of that success? What kind of environment and what kind of people tend to bring out the best in you?

APPRECIATIVE ADVISING – Dream & Design | STRENGTHS-BASED COACHING – Claim it!

- In looking at your greatest success, what role did each of your strengths play in helping you accomplish that success?
- What do other people say you're really good at?
- Which of your dominant themes do you REALLY love? WHY?
- What are your academic goals for the semester? Extracurricular goals? Personal goals?
- What strengths are most characteristic of you? WHY?
- Which of your strengths do you think will be most useful to you in succeeding academically?
- How do you define success?
- Talk to 3 people who know you well and ask them how they see your strengths play out in your lives.
- What strengths do you think are your biggest assets?
- In what ways do you understand yourself better having read your top 5 signature themes?
- What new or unexpected insights did you discover about yourself after reading your top 5 signature themes?
- Think of 3 life events that brought you to where you are today. How do you see your strengths contributing to each one?
- How will you know you have accomplished your goal? What will that look like? What is good enough?
- What would a good outcome look like?
- When will you start?
- What could you do to begin your dream?
- What is your next step before we meet again?
- What will put you back in control?
- What are you going to do differently?
- What are you most proud of this semester?
- How have you grown/changed this semester?

APPRECIATIVE ADVISING – Deliver & Don't Settle | STRENGTHS-BASED COACHING – Aim it!

- What is the biggest challenge you face right now? In 90 days? In 6 months? How can you use your strengths to address them?
- For which of your top themes do you MOST want to be known?
- In what ways will you use your strengths to select courses? Extracurricular activities?
- What top 2 strengths do you rely on when making a plan?
- Now that you have a plan to (i.e. get off probation), what will you do if you find yourself getting off track this semester? What issues might you foresee this next semester/with your plan? Which theme might help you attack that issue?
- What are some other options or paths that can help you achieve your goal?
- What are some strengths you can build upon now to help your future?

- What if plan A doesn't work? How will you make plans B, C, D, etc.?
- What kinds of thing do you need to learn in order to be successful in meeting your goals? What skills knowledge, and/or talents do you already possess that will help you meet your goals?
- Given your strengths, what approach might work best to find out the types of careers that would be a good fit for you?
- In what ways will you use your strengths report in creating your elevator pitch? Your cover letter? Your resume?
- What has to happen for you to begin to get more of what you want?

Scaling Questions:

- In comparison to when you came in today, how are you feeling about moving forward?
- On a scale of 1-10...
 - how are you feeling about your next steps?
 - how would you rate yourself in...?
 - how committed are you to...?
 - how important is?

Specific Timeframe Questions:

- What small action could you take in...?
- What would you like to achieve in the next...?
- What could you do in the next 24 hours?
- What do you want to start this semester? What do you want to finish this semester?
- Where would you like to be a year from now?
- Where do you see yourself in 5 years? 10 years?

Sources

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