

## QUESTIONS FOR COACHES

1. Examples of open-ended questions: (they mostly start with “what” “how” “who” “where” “when)

- How can I be of help?
- Describe how going completing this activity will help you with your current or future tasks?
- Where do you want your career to be in 5 years’ time?
- How did that make you feel?
- Who do you think could help you with that?
- What do you want to do next?
- When is a good time to plan for something like this?

2. Examples of clarifying questions:

- “When you say \_\_\_\_, what do you mean?”
- “Did I understand you correctly? (rephrase what you think you heard)”
- “Could you say a little more about that?”

3. Examples of paraphrasing:

- “What I am hearing you say is \_\_\_\_\_. Is that right?”
- “In other words, you \_\_\_\_ [think, feel that]...”
- “Let me make sure I’ve got this right. You\_\_\_\_\_.”
- “You propose to proceed (in this way)?” (rephrase what you heard the person say with regards to a path forward)