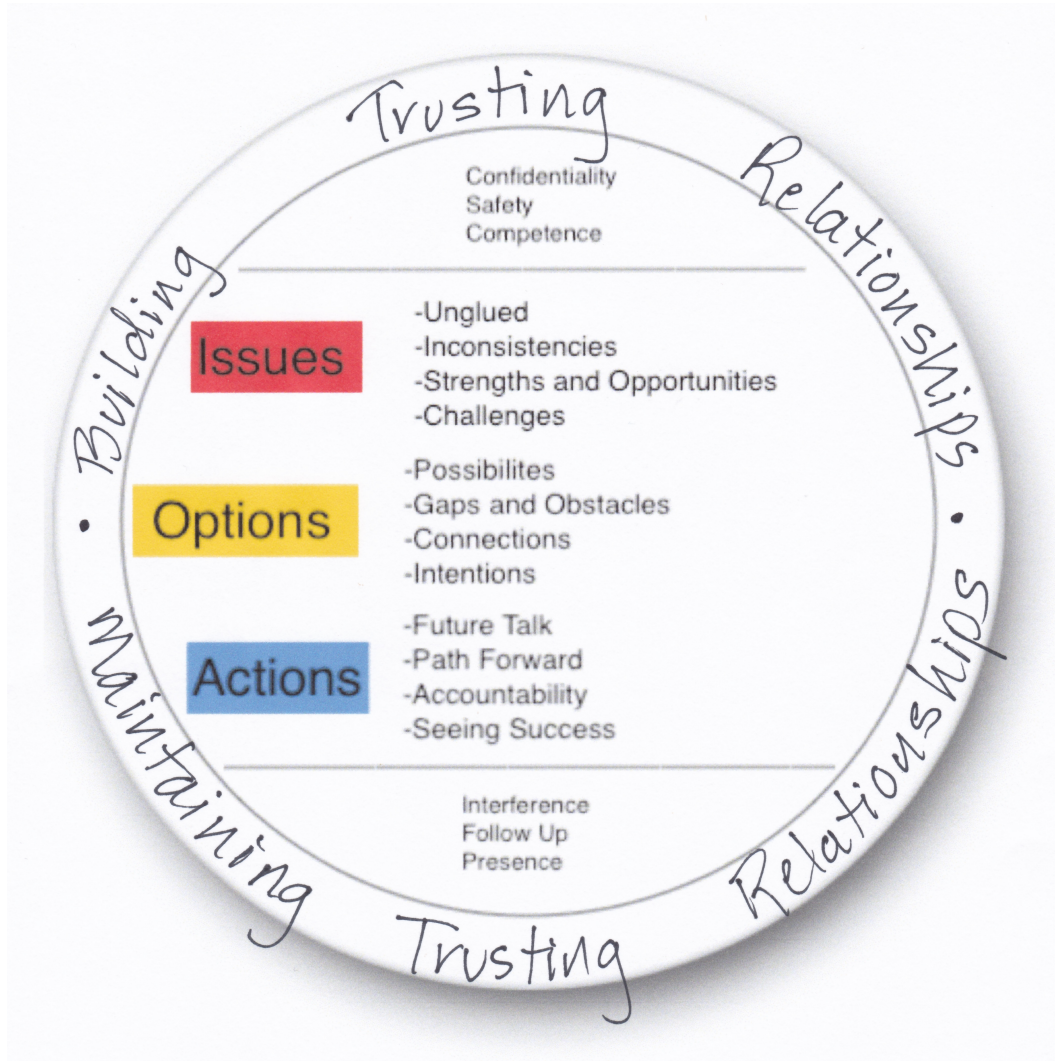


# MentorCoaching Conversation Model for Leadership Development – Questions Template

Coach the Person; not the Problem



## Trusting Relationships

<b>Building</b> <ul style="list-style-type: none"> <li>• Practice Confidentiality</li> <li>• Create Safety</li> <li>• Acknowledge Competence</li> </ul>	<b>Maintaining</b> <ul style="list-style-type: none"> <li>• Understand Interferences</li> <li>• Active Follow-Up</li> <li>• Demonstrate Presence</li> </ul>
<b>Sample Questions</b>	
Tell me more about yourself? What are your strengths? What do you value most?	What do you need most from me now? What would it take to move from ___ to ___? What would you do different next time? Is there

<p>What do you like most about your work?</p> <p>What do you like best to do when not at work?</p> <p>What challenges are you currently facing?</p> <p>What are your career goals and timeline?</p> <p>What gaps do you see in meeting these goals?</p> <p>What resources do we need and how will we get them?</p> <p>Who else needs to be involved?</p> <p>What does success look and feel like to you?</p> <p>What might get in the way of our success and how can we mitigate it?</p> <p>How will we know our time together has been meaningful for you?</p> <p>May I summarize what you have said to be sure I understand?</p>	<p>anyone you need to tell this to?</p> <p>What would that look like?</p> <p>How would others know you have been successful?</p> <p>When will others see a difference?</p> <p>How can I best support you?</p> <p>How would others rate you at ____? How could you increase that rate?</p> <p>What could make our time together even more meaningful to you?</p> <p>What progress have you made since last time?</p> <p>What impact would a change like that make on you, others, the school?</p>
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## What's the Issue?



<ul style="list-style-type: none"> <li>Getting Unglued: Recognizing discomfort Hear the heart</li> </ul>	<p><b>Sample Questions</b></p> <p>Why do you suppose you are uncomfortably struck in this?</p> <p>What could your reinterpreted discomfort look like?</p> <p>Say more about this; what matters most?</p> <p>What do you really want for yourself, others, for the relationship?</p> <p>Is yours, or anyone else's, safety at risk?</p> <p>What was the impact you intended?</p> <p>How would you behave if you got what you wanted?</p>
<ul style="list-style-type: none"> <li>Clarify Inconsistencies between Intentions, Objectives, and Expectations</li> </ul>	<p>How are you surviving this?</p> <p>How have you been compensating?</p> <p>What were your intentions?</p> <p>What were your objectives?</p> <p>What were your expectations.... are there inconsistencies?</p> <p>How was the impact different (or the same) as your intentions, objections, and/or expectations?</p> <p>How are your values playing into any potential discrepancies?</p>
<ul style="list-style-type: none"> <li>Identify Strengths and Opportunities</li> </ul>	<p>What strengths do you bring?</p> <p>What experiences do you bring</p> <p>What opportunities do you see in this?</p> <p>Say more.</p>
<ul style="list-style-type: none"> <li>Explore Challenges</li> </ul>	<p>As you wonder about what others think, what comes to mind?</p>

	<p>How am are you exploring mutual purpose?</p> <p>What reasonable risks could be taken?</p> <p>What are ways you can get what you want ... and not what you don't want?</p> <p>If you were to rate your concern from 1 to 10 with 1-low and 10-high, where are you now? And where do you hope to be?</p>
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## What are the Options?



Expand Possibilities	<p><b>Sample Questions</b></p> <p>How are you actively exploring other's views?</p> <p>Stand Back: what else?</p> <p>What choices exist?</p> <p>Try visualizing the impossible (to help identify the possible) .... what does it look like?</p>
Explore Gaps and Obstacle Removal	<p>What may need to be said 'no' to ... or 'yes' to?</p> <p>What are you pretending not to know about your role in this problem?</p> <p>What seems to be working right now?</p> <p>How might you remove the obstacle?</p> <p>How might you close the gap?</p> <p>How has it worked in the past and why is not working now? Are there times when the problem is not occurring ... tell me about that?</p> <p>What miracle needs to happen ... and what would be different about you as a result?</p>
Find Connections	<p>How are you maintaining mutual respect?</p> <p>Where have you seen something like this before?</p> <p>What feedback have others given you?</p> <p>What are you doing, or not doing, that is getting in the way of finding common solution?</p>
<p>Determine Positive Intended Option(s)</p> <p>- those most aligned to goals - then challenge the option for energy and commitment</p>	<p>How could you look at this in a different way?</p> <p>Are there costs to making a change ... for whom?</p> <p>Are there costs to doing nothing ... for whom?</p> <p>What would a reasonable, rational, and ethical person do?</p> <p>How am I avoiding unnecessary disagreements?</p> <p>What should I do to move toward what I really want?</p> <p>What unintended outcomes may occur?</p>

	What else? What are you ready to commit to?
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## What Actions Will You Take?

Turn Talk to the Future	<b>Sample Questions</b> What is the nature of the language you will use? How might you sound different? Who is likely to notice?
State your Path .... that includes your strengths, values, supports and resources	What does a detailed image of the action look like? What strengths to you bring and what supports (and resources) do you need? Who does what, where, by when? How will all of that happen?
Accountability	How will you hold yourself accountable? How will you remain relentlessly focused? What would this formula for achieving results look like in your situation – Commitment + Action + Managing Resistance = Results
See Success Smiling	Rate your level of concern now with 1 being low and 10 high. How will you gather feedback on your path forward? What glows and what grows? How will you celebrate success?





## Transfer of Trusting Relationships

