Luminosa Coaching



Coaching Questions

A handy resource for School Leaders

Lighting Your Leadership Pathway

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QUESTIONS for SCHOOL LEADER COACHES

Use these questions with your team to open up discussion, address areas where you feel stuck and to bring light to professional development

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Questions for clarification

What feels most important to you right now?
What is the part that is not yet clear to you?

Questions for setting the goal

What is the desired outcome in this situation?
Is what you want within your control?
What will you see, hear and feel when you have achieved your goal?

Questions to open up thinking

What part of the situation have you not yet explored?
What options present themselves to you?
What would it look like if it worked out exactly as you want it to?
What is possible?
What would be fun?

Questions for forward momentum

What's one step that you could take towards achieving your goal?
What's next?
What would success look like in six months' time?
What will happen if you do? What will happen if you don't?

Questions for performance

What is going well for you right now?
Where do you feel challenged or stretched?
What will you have to do to get the job done?

Questions for confidence

What would you do if you were 10% braver?
Where do you need to put your strengths and talents right now?

When using these questions:

ask – wait for the answer – try not to rescue - allow silence – give time for thinking - you won't need to ask them all
listen with generosity – be curious – call to action – check in later

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