



INGVAR JÓNSSON & SJOERD DE WAAL

THE WHOLE BRAIN LEADER

101 Great coaching
questions for the
workplace

1. What would be the best use of our time right now?
2. How will we keep on track?
3. How much time do we have to accomplish our task?
4. How should our time be organized?
5. How do you think I can help you?
6. What energizes you?
7. How are you contributing?
8. Who are the key people who support you?
9. Who could support you? Who could help you?
10. What situations bring out your best?
11. What have you already started to put in place to achieve?
12. What would you rather have?
13. What goals have you been considering?
14. What ideas do you have?
15. Which is the best idea?
16. How do you see this situation?
17. What are your options?
18. How does that sound to you?
19. What does that feel like?
20. What are the issues you want to deal with?
21. How will you know we have accomplished our task?
22. What procedural agreements should we make?
23. Are you wanting to: make a decision, close a gap?
24. What's happening now?
25. How is the current situation affecting you, others, the situation?
26. What are the factors you need to consider?

27. Do we need anyone else's participation in this conversation?
28. How urgent is this situation?
29. How will your success / failure at addressing this affect the rest of the organization?
30. Who else shares your concerns, dilemma?
31. How will it feel to have this handled?
32. What could happen?
33. What is the best that could happen?
34. What is the worst that could happen?
35. What have you tried to address this issue?
36. Describe the progress so far?
37. What is missing in this picture?
38. If money, time, people weren't a consideration – what would you do?
39. What do you really want to do?
40. What would be the best possible outcome?
41. What are potential other outcomes?
42. What might we be able to do in this conversation, beyond what's necessary to accomplish?
43. If you were really creative, what might you discover?
44. By accomplishing our task today, what else will become possible?
45. Do you need to involve others?
46. Who do you need to involve?
47. Who else might be supportive of your efforts?
48. What actions are necessary as a result of this conversation?
49. Of all the options, which ones will work best?
50. What really needs to happen now?
51. Which action is the most important right now?
52. What should be done first?

53. How will a particular action contribute to achieving your objective?
54. What will the consequences of your Plan be?
55. Who will be affected your Plan and how?
56. Who else do you need to consider as a result of our discussion?
57. Who needs to know the outcome of our decisions?
58. How will you report your Plan?
59. What will need to happen for you to be successful?
60. What resources will you need?
61. When should you begin?
62. Are there factors that could get the in the way of your plan?
63. Who might potentially support / oppose the plan?
64. Do you have all the resources you need?
65. What else will you need to change to make this possible?
66. How will you meet the deadlines or projections?
67. What will you do if _____ happens?
68. You get a magic wand do-over with your career. What do you do differently?
69. What are your failures?
70. What have you learned from your failures?
71. Who are your career mentors?
72. What have you learned from them?
73. Where are you too hard on yourself?
74. If you could give your greatest talent a nickname, what would it be?
75. What if you had just one more day on the task - What are you going to do with it?
76. If you had a theme song, what would it be?
77. What's halfway done in your life/work/project?
78. Where are you too comfortable?

79. What are the first 10 words that come to mind when you think of _____?
80. What have you not been adequately thanked for?
81. “If you had a magic wand, how would your work be different?
82. Imagine you’ve just had an ideal week. What 3 things did you complete?
83. What would a home run in your work look like this week?
84. What’s the problem in a nutshell?
85. What will you think about this 1 month, 1 year, 10 years from now?
86. What could you STOP doing? Do LESS of? Do MORE of? CONTINUE doing? START doing?
87. List the top 5 things in work that give you joy?
88. If you had more time than you needed: What would you do differently?
89. When it comes to your goals, how do you get in your own way?
90. What’s one thing that you could do to give yourself more peace financially?
91. What is it that you believe, that keeps you from being fully yourself at work?
92. What’s one change you could make that would give you more peace & calm at work?
93. How much do you think you’re worth?
94. What’s around the next corner in your life?
95. What have you decided, created, begun or completed here today?
96. For the items we didn’t cover, when do we need to meet again?
97. What would the next step look like?
98. What surprises came out of our time together?
99. What lessons learned from today will be valuable for our next task?
100. What will you do – and by when?
101. Do you need anything more from me?



We are here **to help you!**

As **Whole Brain Leaders** we aim at transforming as many organisations into Whole Brain Enterprises as possible. We strongly believe in the power of adaptive networks. In our view, Whole Brain Enterprises succeed in continuously building the strongest and most adaptive networks possible.

We also understand that each organisation is unique and has its own challenges. By applying our Whole Brain Leader framework, we can support you on your journey towards your Whole Brain Enterprise. In order to do so, we provide a range of services, fit for your specific challenges.

You can choose from:

- Short workshops/ presentations, to create awareness and commitment.
- Multiday seminars to develop Whole Brain mindsets.
- Intensive inhouse training, customised to your specific challenges and stages of leadership development.
- OCEAN-Coaching™ for individuals as well as teams.
- Consulting on operational, tactical and strategic levels.
- TraintheTrainer and CoachtheCoach programs, to provide key ambassadors with comprehensive toolkits.
- Personal and organisational assessments.
- Our book: The Whole Brain Leader - Transform your leadership by developing yourself & coaching others