



TTM Coaching



**A Quick Guide to
Powerful Questioning**

What is powerful questioning?

Powerful questioning is a tool that we use every day in coaching. It allows us to dive beyond the surface (beyond the assumption trap), and understand people on a deeper level. By asking powerful questions, you can uncover underlying beliefs, motivations, and patterns that may not be

immediately obvious. You can use this tool to guide your team to personal growth and team goals. You need to start being a little bit more curious. Think of yourself as a 4-year-old discovering the world and asking lots of questions (perhaps with *slightly* fewer questions).



A powerful question moves people forward...



The Golden Rule

Never start a powerful
question with 'Do' or 'Why'.

We want curiosity, stimulation VS structure and linear
thinking.



A powerful question is...

Open ended:

“What is the first step you would like to take to achieve the desired outcome?”

Evoking awareness of the team member:

“What would you do if you had the power to change the situation?”

Challenging beliefs, assumptions:

“How would you like to feel instead?”

Provoking thinking on a new level:

“What’s on your mind?”

Nice and short:

“How can I help you?”

Let's change is up...

Instead of this:

How are you today?

Why haven't you made progress?

If I were you, I'd do this XYZ...

What are your targets?



Try this:

What's on your mind?

What barriers stand in your way?

What is your plan?
How can I support your plan?

What's motivating you towards your goals?





Key Takeaways

1

Avoid assumptions by being present, removing distractions and taking the time to focus on exactly what the person is, and isn't, saying.

2

Listen actively and ask powerful questions. Go beyond 'Do' and 'Why' and start driving your team forwards through powerful questioning.

3

Give your attention rather than just paying attention. Treat every conversation like it is a first date - be present, engaged and curious.

Thank you!

Thank you so much for attending our masterclass! We hope this resource is useful in taking the first steps towards a company-wide coaching culture.

If you every have any questions, please do not hesitate to reach out, and don't forget to keep an eye out for our future events.



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