**Manager as Coach: Practice Questions Sheet**

Use this template to practice coaching another person.

What is the question you need answered or problem you need solved?

Tell me the background to the situation? There will be multiple questions needed here – this is a catch all starter

What have you tried to do so far? How has that worked?

Has this happened before? How was that solved?

Who else is involved? What do they think?

What’s at stake here? What happens if this doesn’t get answered or solved?

What part do you play in the issue? (any problem they face has to involve the person and a good coach will always hold a mirror up to help them see their part in any situation)

Who else has this type of problem and how do they deal with it?

What are some of your options? What are the pros and cons of each?

What do you think your manager (or the person you want to ask for help) would advise you to do?

So what are you going to do? What help do you need? How committed are you?