

Coaching Questions: Planning + Monitoring Your Goal Work

Engaging the Team

- What will it take to achieve this goal?
- How might this impact your team?
- How can your team best contribute?
- What data currently exists to help understand the current state?
- What initial questions, concerns or insights can you share?

Identifying the Work

- What are you learning from the initial data?
- What are the barriers preventing you from achieving the goal?
- What has been tried in the past? What happened?
- Who else might have insights to share?
- What help might you need from others?

Planning the Work

- How will you know you are successful?
- By when does this work need to be accomplished? Why?
- What resources are needed? How are you planning capacity?
- What risks do you anticipate?
- Who else might be impacted by this work?

Doing the Work

- What has been going well so far?
 - What challenges or surprises have come up?
 - How is the work progressing against the initial plan and intended outcomes?
 - What support do you need to be successful? How might I be more helpful?
- * Revisit all previous questions as needed*