

Powerful Coaching Questions

For Leaders Who Want to Unlock Potential

EMPLIFIED
SOLUTIONS



Introduction

Great leaders ask better questions. These 30 coaching prompts are designed to help you spark growth, insight, and ownership within your team.



Coaching Questions by Category



Self-Awareness

Build insight into strengths, blind spots, and patterns

1. What's a recent win you're proud of—and why?
2. What's holding you back that we haven't talked about yet?
3. What feedback have you received that surprised you?
4. What energizes you most in your current role?
5. When do you feel most in flow—and what are you doing?
6. What's one thing you've avoided that deserves your attention?



Problem-Solving

Encourage resourcefulness, creativity, and action

7. What are all the possible paths forward?
8. If failure wasn't a concern, what would you try?
9. What assumptions might you be making right now?
10. Who else could help you move this forward?
11. What would you advise someone else to do in your shoes?
12. What's one bold step you haven't taken yet?

Coaching Questions by Category



Vision & Impact

Reconnect with purpose, legacy, and long-term goals

13. What does success look like six months from now?
14. How do you want to be remembered in this role?
15. What kind of leader do you aspire to become?
16. What change do you most want to make in your team or org?
17. If everything goes right, what impact will you have made in 3 years?
18. What are you doing today that your future self will thank you for?



Team & Relationships

Strengthen leadership presence, communication, and trust

19. How do you think your team would describe your leadership style?
20. Where might your silence be sending the wrong message?
21. Who on your team needs more of your support—and why?
22. What's one relationship you want to improve, and how could you start?
23. When was the last time you gave meaningful recognition?
24. How are you modeling the behaviors you expect from others?

Coaching Questions by Category



Growth & Development

Drive reflection, evolution, and continuous learning

25. What skill or habit would unlock your next level of leadership?
26. What's the biggest leadership lesson you've learned this year?
27. Where have you grown the most in the last 12 months?
28. What risks are you willing to take for your growth right now?
29. What's one belief you're ready to challenge or shift?
30. How will you know you've become the leader you want to be?

Call to Action

Want to sharpen your coaching skills as a leader?
[Book a Breakthrough Session](#)

