Sample Coaching Questions for Mentors

**Identifying the Goal**
- What is the outcome that you want?
- What is your goal in this project/task?
- What’s the end result that you need?

**Brainstorming Solutions**
- What are some possible solutions?
- What is another option?
- What would you recommend to someone in your situation?
- What is something new that you can try?
- What is another way to think about it?
- What might you do differently?
- How would you find out?

**Supporting Accountability**
- When will you have the first opportunity to do that?
- When will you be able to complete that?
- What will you do between now and the next time we talk?
- How will you make sure you keep spend time on this with all your other priorities?
- How can I help you keep this commitment to yourself?

**Making Changes, Taking Action**
- What is something that you want to start doing?
- What new habit do you want to create?
- What do you need to learn in order to accomplish this?
- What is the first thing you can do?
- What resources outside of you do you need?
- What help do you need from your chair, your dean, your peers, mentors, etc?

**Interrupting**
- Let me interrupt for a moment to make sure we are focusing on what you want to get out of the conversation …
- Given all those things, what would you like to focus on?
- So of all those things, what do you think is most important?
- Let me make sure I understand …

**Miscellaneous**
- What else?
- What is your role in this?
- What did you learn from not being able to do that?
- What can you control?
- What did you learn from that experience?