

# COACHING

## NEEDS ANALYSIS

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*Use these questions to help guide your initial coaching session with clients. Note that as your session progresses, you may need to add to or change the flow of the conversation based on the responses.*

- What experience do you have with coaching?
- What change are you hoping to see as a result of our coaching partnership?
- What do you consider to be your strengths?
- What do you find challenging?
- How do you learn best?
- What areas of your life would you like to improve?
- What things may hold you back from realising your goals?
- What is missing from your life?
- In what areas of your life are you out of balance?
- Imagine that our work together is completed. What would have to happen for you to say, "I've gotten everything I could possibly have imagined?" What would your life look like then?
- What is "success" to you? How do you measure it?
- What would you like your legacy to be?
- How would you like to be coached? (Passive, aggressive, somewhere in between)
- How do you feel about my challenging you?
- How should I handle commitments if not kept?
- What would you like me to know about your career?
- What do you see yourself doing five years from now?
- Tell me about your sense of purpose.
- On a scale of 1-10 (10 being high), how fulfilled are you with the choices you've made in the past 6 months?
- What are you tolerating in your life at present? (Examples: clutter, job dissatisfaction, dented car)
- What 5 adjectives would someone use to describe you at your best?
- What causes you stress?
- What motivates you?
- What kind of relationship do you have with yourself?