

**Self-Coaching Exercise – 49 Questions**

Use these 49 questions below to help you move forward on an area of your life that is important to you. Answer them as fully and as honestly as you can, and you will reap the rewards!

By going through this process, you will find a way forward with your particular issue or challenge.

Please note this exercise does not take the place of an actual live coaching session, but is designed to assist in your thinking on a specific issue that you might find helpful. A follow-up session with a qualified and experienced coach may help to take you further forward and unpick any issues identified.

The questions are based on the GROW model – Goal, Reality, Options and Will/Way Forward.

TOPIC

1. Think about **one particular issue or challenge** in your life at the moment. This may be the area of career, relationships, finances, self-esteem, desires, achievements or any other area that is important to you at this time.
2. If everything was as it should be in this area of your life, what would be happening? Write this in one clear sentence below.
3. If you have phrased the sentence in the negative (i.e. I don’t, I’m not, etc) rephrase it in positive terms (i.e. I have…I am, etc).
4. What form of outcome or result are you seeking by the end of this self-coaching experience?

GOAL Questions – *this stage defines where you want to be, and what you want to see*

1. Think about your topic/issue and take yourself forward to a point in time when the issue is as you would like it to be. What do you notice that shows you have achieved your goal? Or, if it is a problem you want to solve, how do you know this has happened? Note it down.
2. What are you doing that shows you have achieved your goal? Make a note.
3. What are you hearing that tells you that you have achieved your goal, or solved the issue?
4. How are you feeling at this point in the future?
5. What are you saying to yourself?
6. When do you want to be in this position? What timescale do you have in mind? Is it next week, next month? It must be realistic. If you have a big career goal and a longer timescale, how might you focus on a part of the goal in a shorter timescale?
7. How challenging or exciting is achieving this goal? If it’s too challenging, break it down into an element you can achieve within the timescale you’ve set. If it’s not challenging enough, you will either achieve it without trying (and where’s the fun in that?!), or, you will lose interest.
8. How will you know that you have achieved your goal? What measurement will you use?

REALITY Questions – *this stage looks at where you are*

1. What is going on right now that tells you that you have an issue or challenge here?
2. As well as what is happening, what is missing from your current situation that you would like to have?
3. What is happening now that is good that you want to preserve to contribute to achieving your goal?
4. What have you done so far to improve things? What were the results from doing these things?
5. What obstacles or possible barriers are in your way that prevent or hinder you from moving forward?
6. What resources do you already have to help you achieve your outcome? (skills, experience, qualifications, personal qualities, talents, time, enthusiasm, money, support etc).
7. What other resources will you need? Briefly, write down where you will get them from.
8. Look back at your goal for a minute (the one you identified in choosing your topic or issue). Is it still relevant or has it changed? Make any changes or adjustments. If it’s still ok, leave it alone.

OPTIONS Questions – *this stage is about generating options*

1. What could you do to move yourself just one step forward right now?
2. What else could you do, if you didn’t have to explain what you were doing or be answerable to anybody?
3. What could you do if money was unlimited?
4. If you could devote all your time to this one thing, what would you do then?
5. What could you do if you didn’t have to live with the consequences?
6. If you went to your line manager or a close friend with this problem, what might they suggest?
7. If you secretly knew what you should do first, deep down, what would it be?
8. Have a look back over your list of options. Read each of them carefully. Check to see if any of them spark another idea you could also consider?
9. Choose one of your options that will move you forward one step. This could be the easiest thing, the quickest, or the one you feel most comfortable doing - but choose one right now. Circle it and highlight it.
10. If you do the one thing that you have chosen, just check – will it move you forward? If not, choose something else. If it will move you forward, stay with it.
11. What is the benefit to you of doing this one thing? Will it make you feel better? Will it mean you will learn something new? Will it change your opinion of something? Will it relieve the stress a little? There has to be a benefit. Identify it and write that down.

WILL/WAY FORWARD Questions – *this stage is for pinning down what you will do and by when!*

1. What are you going to do?
2. What will you do? List the actions you must go through to complete this thing you have chosen.
3. How will these actions meet your main goal?
4. When are you going to take these actions? What is the timescale?
5. How long do you think this list of actions will take you? Identify anticipated timescales for each item.
6. Who else should be involved in this list of actions you’re going to do to complete the goal that you have chosen?
7. What do you want this person, or these people, to do?
8. When will you tell them?
9. Who else should know that you will be doing these things?
10. When will you tell them?
11. What will telling them give you?
12. Whatever your first step is, what obstacle or barrier might stop you from doing it?
13. How likely is it to stop you on a scale of 1-10? What does this indicate? What can you do to make your first step achievable?
14. How will you overcome this obstacle or obstacles?
15. What will you do to prevent it from stopping you?
16. Earlier you wrote down when you would complete this first step. How valid is this timescale?
17. What do you need to consider before you begin this first step?
18. In identifying your goal, you stated when you would have achieved it. You also identified a timescale in this section as to when you would begin your first step. Put the two together. When will you actually start in terms of a date? Be specific – day, time, and place. This will really help you to get moving on your goal, now! How will you remember?

Remember, you own your goal – it is YOUR goal – and you own the responsibility for seeing through on the actions to make it a reality.

Good luck!

For more coaching support to help you achieve your personal goals, please contact me on the details below:

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