



# COACHING QUESTIONS



Asking questions are a coach's greatest tool. Asking the right kind of questions during check-in conversations and during mid-year performance reviews can help build better relationships between the manager and employee. In addition, the manager can assist with employees with thinking through their own situations and identifying pathways to growth.

During the performance discussion encourage your employee to: **Reflect, Envision, Explore** and **Act**.

Use these questions below as a guide for employees to evaluate their performance and identify solutions.

