



Court Leadership and Asking Questions



Why ask questions?

Questions allow access to more information and lead to details on the “why.” Questions promote communication, facilitate uncomfortable situations, may de-escalate disagreements, provide clarification and greater understanding, and often stimulate thinking. Questions aid in assessing the challenge, increase perspectives and understanding, support critical thinking, and stimulate creativity. Questions give leaders a tool for inquiry and learning.

This issue shares examples of **coaching questions**. Why coaching? Coaching is a skill. It is a structured process where the coach asks questions of another individual. Questions may be used to stimulate thinking and create awareness, discover potential, and solve problems. Coaching relies upon a relationship, trust and integrity, and use of a conversation where questions are shared. Coaching questions may:

- Improve communication skills
- Increase perspectives
- Lead to observations
- Tap into creativity and discovery
- Bring out answers and create ideas

Sample Areas of Questions to Be Profiled

Employee

Smarter

Alignment

Success

Team

Power

Coaching

Court Leader

Coaching Questions to Consider for ...

Discovery and Learning

- What interests you?
- What is most important to you?
- What are your aspirations?
- Which relationships are most important?
- What are you doing when you are at your absolute best?
- What is your end goal?
- And, what else occurs to you?

Exploration and Creation

- What is the real challenge for you?
- What is the most exciting outcome you can imagine?
- What skills or competencies do you need to master?
- What thoughts, attitudes, and habits no longer serve you well?
- If failure had no consequences, what would you do?

Action and Execution

- What outcomes are you expecting?
- What is a first step you can take?
- What milestones will you measure for progress?
- What will you do when you encounter obstacles?
- What habits do you need to break?
- What are you prepared to risk or sacrifice?

When Using Coaching Questions ... Pay Attention to:

1. Creating connection and dialogue
2. Asking good open-ended questions
3. Being present, paying attention, and listening
4. Allowing time for the individual to respond
5. Promoting critical thinking
6. Working from individual values and priorities

Resources: International Coaching Federation, www.coachingfederation.org, G. Thompson, The Master Coach 2017, M. Stanier, The Coaching Habit – Say Less, Ask More and Change the Way You Lead Forever, 2016.

