



# Leader As Coach

## Lesson 3: The Power of Asking Questions

### *The Big Idea:*

“Questions are the bread and butter tools of a coach.”

Tony Stoltzfus

Seasoned life coach Dr. Terry Walling reminds us that coaching from a Kingdom perspective, is “a relational experience in which one person facilitates an individual or group to discover their God-given potential so that they grow personally and make their unique contribution to the Kingdom of God.” When leaders make the decision to coach their people, they are deciding to walk with them in becoming their best in every area of their life. As the coach, being clear about what a person needs is vital to facilitating a tailor-made coaching experience. One of the methods by which this is accomplished is by the types of questions you ask. Coaching guru Tony Stoltzfus said, “Questions are the bread and butter tools of a coach. They are the main tools a coach uses to focus a conversation, foster exploration, push the client to dig deeper and to reach higher, and ensure commitment. Much of what a coach says in a coaching conversation is in the form of questions.”

This lesson will share some insight into the purpose and effect of asking questions in the coaching experience. The questions allow the coach to better listen and then support coachee as they develop goals and action steps to transform their lives.

◆ *Leader’s Notes* ◆  
***PRAY! PRAY! PRAY!***

### *A Question to Consider:*

*In what ways does asking questions help people address their concerns? How has questions helped you find solutions within yourself?*



### **Benefits of Questions:**

Coaching guru Tony Stoltzfus said, “Questions are the bread and butter tools of a coach. They are the main tools a coach uses to focus a conversation, foster exploration, push the client to dig deeper and to reach higher, and ensure commitment. Much of what a coach says in a coaching conversation is in the form of questions.” Moving to the position of coach means asking questions that challenge people to think and express their opinions which is necessary to produce stronger and long-lasting results. It requires more work than telling people but it is more beneficial for those you coach and your company in the long run. One of the reasons it is beneficial is that asking people questions helps them to organize their thoughts around what they know and what they do not know. Good questions have the ability to create mental shifts in people’s lives because questions spark curiosity, ideas, and action steps that can literally transform lives.

### **Self-Reflection:**

The heartbeat of coaching is self-reflection. We all have the commonality of life experiences and assumptions about life but not everyone takes time for reflection which is more important. Educational pioneer John Dewey once said, “We don’t learn from experience; we learn by reflecting on experience.” The role of a coach is reflected in Proverbs 20:5 which says, “The purpose in a man’s mind is like deep waters, but a man of understanding will draw it out.” The coachee knows their deep experiences, thoughts, and ideas but they need the help of the coach to access it and draw it out to help them in their lives. As the coach and a man or woman of understanding, you have the tools to draw that water up from a deep place. The bucket, so to speak, are the types of questions you ask people. The coach will ask a series of questions to find out how people are progressing toward their target and help them identify any obstacles in their path, while helping them develop a new or improved strategy. As questions are asked, it is important for you as the coach to allow the coachee opportunity to think and respond to your questions.

### **Active Listening:**

Active listening is essential to asking good questions. Listening is the heart of communication and real communication occurs when we listen with and for understanding. Listening is the ability to hear and understand what people are really saying. Listening helps you identify the signals from people while things are still at the verbal stage. This is important because as the coach you are demonstrating acceptance and understanding. Being an active listener as a coach will ensure that you are properly interpreting what people are expressing to you. Active listening allows you to pay full attention to the coachee apart from distractions.

### **◆ Leader’s Notes ◆**



### *A Thought to Ponder:*

Educational pioneer John Dewey once said, “We don’t learn from experience; we learn by reflecting on experience.”

**A Thought:** How would the growth of your staff improve if you provided space for them to reflect on their experiences as it pertains to work and professional development?

### *What Difference Would It Make:*

*What are some resources you can use to strengthen your questioning skills?*

*What are some ways that can help you stay focused on what your coachee is saying and not get distracted?*

*What strategies can you use to improve your listening and questioning skills? How often do you review the effectiveness of your asking skills?*

### *Suggested Resource:*

**Coaching Questions: A Coach’s Guide to Powerful Asking Skills**

By Tony Stoltzfus

[https://www.amazon.com/Coaching-Questions-Coachs-Powerful-Asking/dp/0979416361/ref=sr\\_1\\_1?ie=UTF8&qid=1515509867&sr=8-1&keywords=tony+stoltzfus](https://www.amazon.com/Coaching-Questions-Coachs-Powerful-Asking/dp/0979416361/ref=sr_1_1?ie=UTF8&qid=1515509867&sr=8-1&keywords=tony+stoltzfus)

◆ *Leader’s Notes* ◆