

Coaching skills questions managers can ask employees

Employees must own their development.

Managers must lead it.

Together, manager & employee must engage in regular discussions about short & long term development needs & wants.

Use this coaching guide to ensure you as a manager can lead the discussion with your coaching skills.

Question 1: What are you really great at? How are you able to use your strengths here?

Question 2: When do you find yourself struggling? Is this making it difficult to get your work done?

Question 3: What is your ideal / dream role on the current team, or in the company?

Question 4: Where do you have room to grow? Where do you want to improve?

Question 5: How can you improve your contribution to the team? How can you expand what you currently do in your role?

Question 6: What are your long term aspirations? What do you want to be doing next?

Question 7: Are those long-term aspirations aligned with your current job & responsibilities? Are they aligned with your current skill set? Are they aligned with opportunities & possibilities at our SME?

Question 8: What behaviours and / or skills do you need to master, to make progress toward your long-term aspirations?