

31 Key Coaching Questions for Managers of Gen Z Employees

Rapport Building

- What's new in your life?
- What has been the biggest highlight since we last spoke (personal or professional)?
- How has everything been going since we last spoke/met?
- What would be most helpful for us to focus on together today?
- What would you like to leave this meeting with?

Career and Engagement

- What makes you feel fulfilled at work?
- What are your strengths? How could you be using them more?
- What would be an inspiring future role for you to work towards?
- How can you best contribute to helping the company/team achieve its objectives?

Problem Solving

- What problem are you trying to solve?
- What are your options?
- What ideas do you have?
- What is the best and worst-case scenario?
- What do you see as your next one or two steps?

Motivation and resilience

- What motivates you (in general)? What's motivating you right now? Why?
- What's in your control? What's not? How do you know?
- Knowing what you know now, what would you do differently?

Goals

- What progress have you made since we last spoke?
- What's helping you most/challenging you the most?
- What resources/support are you missing?

Skills development

- What do you want to learn or develop to help you in your current role? A future role?
- What do you find most exciting and challenging about your current role?
- What are your favorite ways to learn?

Stress Management

- How would you assess your current workload and stress level? What are the contributing factors?
- What support do you need from me, the team or elsewhere?

Action planning and accountability

- How will you get started?
- What are your milestones?
- How can I support you?
- How will you hold yourself accountable?

Nancy Settle-Murphy, www.guidedinsights.com, nancy@guidedinsights.com

Laurie Butson, <http://www.clearedtoflourish.com>, Laurie@clearedtoflourish.com