Collection of Coaching Questions to Use for Coaching in Emotionally Intense Environments and/or Around Burnout

- What specifically have you done so far? What worked and what didn't?
- What do you need to do before you do anything else?
- Who else could you ask for help in achieving your goal?
- What are your strengths? How are you using them in your current role? How could you increase how much you are using them?
- Where does your work currently align with your greater interests, passions, and goals in life? Where is it not aligned?
- If you were at your best, what would you do right now?
- What would you advise your best friend to do if they were in your situation?
- What would your best friend advise you to do?
- What would (someone who inspires you) do in your situation?
- Imagine you're fully confident in your abilities, what could you do?
- Imagine you’re fully confident that others will support you. Now what could you do?
- Which daily assignments are you having difficulty finishing – and how important are they?
- What other angles and options have you not thought of yet?
- What is an impossible option?
- What is the decision you have been avoiding?
- If you (secretly) knew the answer to getting unstuck, what would that be?
- What would be the smallest or easiest first step for you?
- Which options or actions grab you?
- How could you make the tasks/actions more enjoyable or fun?
- Who else could help you in completing your action/s?
- What’s one action you could take in the next 10 minutes?
- What are three actions you could take that would make sense this week?
- How do you normally sabotage yourself - and what will you do differently this time?
- How will I know you’ve completed your action/s?
- Who will you tell about your actions (to support you in completing them)?
- What specifically will you ask your supporters to do for you?
- Tell me how you’ll feel once you have completed your actions?
- What could we work on that would make the most significant difference for you?
- What do you want to be different from what you are experiencing now?
- What else will you see, hear, or experience that will let you know you have changed?
- What are you doing right now that is working?
- Do you have any insight into why this boundary felt okay in the moment to break?” or “What do you find most difficult about holding that boundary?”
How do you want to feel in the moment you show up for work/begin the task?

If work or a task is affecting your life negatively, what kinds of feelings come up and what feelings would you eagerly trade them for?

After reflecting on it for a moment, what is the number one feeling you have toward your work/tasks right now? Then, can you tell me what would be the exact opposite of the word?

What consumes your day that does not bring you joy?

What relationships in your life are draining you?

What do you find yourself worrying a lot about during the day?

How would you describe your diet and your rest right now?

What does good well being look like for you?

What are signs that you are experiencing stress?

Do you authentically feel hopeful about any element of this highly stressful situation right now?

What choices do you see or can you start seeing in this stressful situation?

How is the stress you are experiencing also a sign of what you care deeply about?

Let’s Make a list of what is still under your control and what you are still able to influence.

What is the primary contributing factor leading to your burnout and what do you need to thrive through this?

What do you want things to be like? What is getting in the way of that?