

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?