# **SOON Coaching Questions**

Help people develop insights and solutions sooner by using the LifeLabs Learning SOON Funnel.

# Clarification

- What does \_\_\_\_\_ mean to you? (e.g., prioritization)
- Can you give me an example?
- On a scale from 1-10, what would you say your current level of \_\_\_\_\_ is? (e.g., motivation)
- What's important to you about it?

### Success

#### · What would success look like (for this issue)?

- · What would tell you that you've reached your goal?
- · How should we best go about thinking about this?
- · What would be the benefit?
- $\cdot\,$  What do we hope to achieve in the next \_\_ minutes?
- · What is the purpose of this meeting?
- · What decisions need to be made?
- · What are your decision criteria?

# **O**ptions

- · What are the options? What else?
- · What have you tried so far?
- $\cdot$  Would you like to brainstorm on this idea?
- $\cdot$  When does this problem occur? When doesn't it occur?
- $\cdot$  What's working well?
- $\cdot$  What other angles can you think of? Other possibilities?
- · How else could a person handle this?
- · If you could do anything, what would you do?
- $\cdot$  Who can help with this? Who else needs to be involved?
- · If you could do it over, what would you do differently?

# Obstacles

- · What are the obstacles?
- · What is holding you back?
- · What might get in the way?
- · What concerns you most about it?
- · What are your hesitations?
- · What might be the unintended consequences?

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- · What are the advantages or disadvantages?
- · Whose buy-in do you need to get?

# Next Steps

- · What are your next steps?
- · What's the first small step? An even smaller step?
- What is the action plan?
- What needs to be done to get this moving?
- How committed are you to doing this? (1-10 scale) What would increase this score by one point?
- $\cdot\,$  What will influence the timing? When will you start?
- · What is the back-up plan?
- · What can we learn that we can use in the future?
- · What can we repeat/do differently moving forward?

Playbacks + Split-track	S
uccess: What does success lo	ok like?
Obstacles: What are the obst	acles?
Options: What are the option	ıs?
Next Steps: What are	
the next steps?	

LifeLabs Learning is the go-to leadership skills accelerator for 1,000+ innovative companies. We train managers and teams in 'tipping point skills' – small changes that make a big impact on performance and engagement – and help weave them into the fabric of company culture. Our learning experiences are short, fun, science-backed, and immediately practical.