

8 Coaching Questions that Support Change Enablement

- 1** Have you thought about (planned in detail) how you will operate day to day with this change?

When / How will you communicate this to your people? How will they feel / react to it?


- 2** What do you need? When and how will you ask for what you need?

(this can include learning/training for yourself or your people, support for communicating, planning, or operationalizing the change, more/better/different communications from leadership).


- 3** What can you do, or what behaviours do you need to demonstrate your commitment to this change (not just what you say) to your own people?


- 4** How will you support them through this?

How often will you meet with them as a group and one on one?


- 5** Have you thought about resources you'll need to make this happen?


- 6** What is the need for the change?


- 7** What about it is important to you?

To your team or organization?


- 8** What about it do you find challenging?

Is it hard to envision the future state? Is it too much change all at once? Do you simply not understand what and why?

