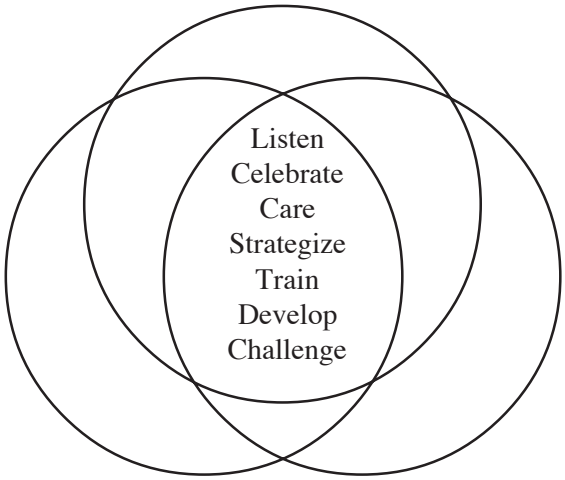
99 Excellent Coaching Questions

The following coaching questions are organized according to the coaching blueprint, plus several sets of additional questions by topic.

- Listen Actively
- Celebrate Wins
- Care Personally
- Strategize Plans
- Skill Training
  - Evangelizing and Discipling Skills
  - Family Issues and Relationships
  - Interpersonal Relationships and Resistance
  - Listening Skills Development
  - Mobilizing Leaders and Volunteers
  - Prayer and Spiritual Disciplines
  - Time Management
  - Vision and Planning
- Develop Character and Leadership
- Challenge Specifically



Listen Actively

1. How is your ministry going?
2. How are you personally?
3. How is the family? Your spouse?
4. Tell me about last week's meeting.
5. How are you and God doing?
6. What issues are important to you right now?
7. What concerns you right now?
8. Where are you feeling resistance?

Celebrate Wins

9. What are you excited about?
10. What was your greatest accomplishment this month?
11. What prayers have been answered?
12. Where is He working in the ministry?
13. How has God been faithful?
14. What milestones have been accomplished?
15. Where have you demonstrated your best leadership?
16. Who are your most loyal ministry partners?

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Worksheet

Care Personally

17. What concerns do you or your spouse have about your ministry?
18. What can I be praying with you about?
19. What help do you need?
20. Where do you receive support and encouragement?
21. How do you feel when you get resistance?
22. What have you done to play?
23. Are you sleeping well?

Strategize Plans

24. Are you comfortable and confident with your vision, values, and mission?
25. Do you have a strategic plan for implementation? Is it complete and realistic?
26. What are your immediate priorities?
27. How are you continuing to attract and involve new people?
28. What is your vision for church multiplication?
29. Have you developed a ministry flowchart? Is it realistic? Working?
30. How is evangelism and spiritual growth happening?
31. How is leadership development happening?
32. What ministry systems do you need?

Evangelizing and Discipling Skills

33. How many unchurched families do you have contact with?
34. Does your life have integrity with unchurched people?
35. Are you seeing many decisions/converts?
36. How are they being assimilated into the church?
37. Where does discipling fit into your ministry?
38. What kind of time have you spent with anyone who is a non-Christian this past month?

Family Issues and Relationships

39. Do others see you as self-reliant or dependent upon God?
40. How would you like to grow spiritually?
41. How are your family's spiritual needs being met?
42. Are each of your family members getting enough of your time and attention?
43. When will you take time off with your spouse?
44. How is the balance of family and ministry going?
45. How often do you give your spouse a day off?

Interpersonal Relationships and Resistance

46. Where do you sense resistance in your leadership or core group?
47. What are the issues and values involved?
48. How do you respond to resistance?
49. Are there any unresolved conflicts in your circle of relationships right now?
50. When was the last time you spent time with a good friend of your own gender?

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Listening Skills Development

51. How and when do you listen to unchurched people?
52. How and when do you listen to God?
53. How and when do you listen to your spouse? Your children?
54. How and when do you listen to leaders?
55. How can you improve your listening skills?

Mobilizing Leaders and Volunteers

56. How do you encourage and motivate volunteers?
57. How have you practiced good coaching?
58. Have you created position descriptions for key leaders and volunteers?
59. How and when are you casting vision for leaders?
60. How will you begin an apprenticing system?
61. How will you appreciate and encourage volunteers this month?
62. How will you find the leaders you need?
63. How will you identify and raise up leaders?
64. What leaders do you have? What leaders do you need?

Prayer and Spiritual Disciplines

65. Do you have a personal intercessory prayer team in place?
66. What have you read in the Bible in the past week?
67. Where do you find yourself currently resisting Him?
68. What specific things are you praying for?

Time Management

69. What tasks that you are currently doing will you give to volunteers?
70. Tell me about your rest and recreation patterns.
71. What do you wish you had more time for?
72. What personal and time management tools or techniques do you use?
73. How and when do you say no?
74. How many hours are you giving to ministry?

Vision and Planning

75. How do you seek vision from God?
76. How do you communicate vision and values to others?
77. Share with me your mission statement.
78. Does it meet the tests of a good mission statement?
79. How have you approached planning in the past?
80. What planning tools have you found to be helpful?
81. When and how will you involve your team in a planning process?

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Develop Character and Leadership

82. What is one area besides ministry where God is asking you to grow?
83. What are the specific tasks facing you right now that you consider incomplete?
84. What have you read in the secular press this week?
85. What would your spouse tell me about your state of mind, spirit, and energy level?
86. How might Satan try to invalidate you as a person or as a servant of the Lord?
87. How is your sexual perspective? Tempted? Dealing with fantasies? Entertainment?
88. Where are you financially right now? Under control? Under anxiety? In great debt?
89. What would you say are your fears at this present time?
90. What are your greatest confusions about your relationship with God?
91. How would you describe your leadership style?
92. What do your leaders need from you?
93. Who are you personally mentoring?

Challenge Specifically

94. What are your next steps?
95. What are we believing God for?
96. When will you seek vision from God? (Calendar)
97. What are your highest priorities for this month?
98. When and how will you take time for planning?
99. What will you do to encourage the spiritual life of your group?

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