

Accountability Questions and Feedback Ideas

Accountability Questions

What are you going to do?

When are you going to do it?

How will you let me know that you've done it?

What accountability do you want or need in place with me?

What would make it fun and exciting? If she is an "I" personality, keep it fun and exciting for her.

What does your success depend on?

What's your commitment level on a scale of one to ten?

I've found if they're seven or below, they're not committed enough, or they haven't reached their place of pain enough to be able to figure out where they're going.

Feedback

And then the last step in a coaching conversation is compassionate feedback.

This doesn't happen in the first coaching call, but it would happen in the next coaching call.

The feedback is used to cover both the results and the process. Remember not to judge. Your role is to be the coach- to help her figure out her next steps.

Questions

What worked?

What did you learn?

What was challenging?

What was fun?

What would you do different?

How can you apply what you learned?

What are some new options?

Once we've done all that, if I see there's something else that we could be doing I might say, "I have some ideas that might help. Would you be open to hearing about them?"

Coaching Call Questions

"I used to be intimidated in a coaching conversation because I would think, I've got to have all the answers, but now I realize I just have to have the curiosity to keep asking questions that can help her understand where she is and how to move forward." Independent National Sales Director Kim McClure

Questions *Pick several questions that you are comfortable with and use them during the conversation*

What puts a smile on your face?

What causes you to get really excited?

What gives you the most pleasure from your business?

What does success look like to you?

What would you do if you couldn't fail?

What makes you cry?

What frustrates you?

What makes it scary?

What seems to be the main obstacle?

What support or what role would you like me to play?

How will you make that happen?

What if it doesn't happen the way you want?

On a scale from 1-10, how confident are you on achieving your goals?

Questions to Determine Motivation

In the video Independent National Sales Director Kim McClure said, *“There's two basic motivations. One is moving toward pleasure, and one is moving away from pain. Which would you think is the more powerful one? If you said moving away from pain –you're right.*

I think we see this scenario more often than we realize. So, when working with your offspring Sales Directors, there are some questions that may be helpful when guiding them away from the pain.

Now as I begin the conversation with her, I suggest that she write down the answers to the questions so she can refer back to them later.”

Questions

What goal are you heading towards?

What is one action you could take that you aren't currently doing to help you reach that goal?

What is keeping you from doing/taking that action?

What pain do you link to that?

What's the reward or the payoff for not doing that?

What's the cost to you of not changing that?

What's the cost of not changing that over the next five years?

What's the cost to your self-esteem?

What's the cost to the people you care about?