LEADERSHIP TOOL #12

AIM COACHING GUIDE

Use the AIM Coaching Guide to help you take AIM at the potential in others and coach them toward their goals and objectives. These sample questions will help you put the AIM Coaching Model to work.

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| **AIM COACHING GUIDE** |
| Below are sample questions you can ask in a coaching conversation. These questions use the **AIM** Coaching Model to help you guide an individual toward **A**ssessment, **I**nsight, and **M**ovement. With this model, a coach can take AIM at an individual’s potential by helping them clarify their goals, come up with practical solutions, and move forward to achieve their objectives. |
| **ASSESSMENT QUESTIONS** |
| 1. How’s it going? |
| 1. How have things been since our last meeting? |
| 1. What progress have you made on your last assignment? |
| 1. What would you like to talk about today? |
| 1. What do you hope to gain from our time together today? |
| **INSIGHT QUESTIONS** |
| 1. How have you dealt with this struggle in the past? |
| 1. What do you think is the root cause of this problem? |
| 1. What surprised you most about this challenge? |
| 1. What worked and didn’t work in your previous response to this challenge? |
| 1. What would be the best outcome in this situation? |
| 1. How could you achieve that outcome? |
| 1. Can you unpack that for me a bit more? |
| 1. What options do you have to move forward? |
| 1. What’s another option to reach this goal? |
| 1. How would you advise someone with this same challenge? |
| 1. What would make the biggest difference right now? |
| 1. Who could help you reach this goal? |
| 1. What might be the long-term benefits or consequences of these options? |
| 1. How might that affect those closest to you? |
| 1. What’s holding you back? |
| **MOVEMENT QUESTIONS** |
| 1. How can you turn these insights into an action step? |
| 1. What would be a good first step to move forward? |
| 1. When will you talk to your team about this? |
| 1. What part of this strategy would you like to accomplish before our next meeting? |
| 1. What was your biggest takeaway from our time together today? |