

10 Curiosity-Driven Coaching Questions to Inspire Your Team Today



Curiosity is the cornerstone of great leadership. Adapted from the book, these 10 coaching questions are designed to spark meaningful conversations with your team, foster trust, and drive high performance. Use them in one-on-one meetings, team discussions, or moments of reflection to connect more deeply and create intentional progress.



Why Curiosity Matters:

Curiosity is the antidote to assumptions. It invites possibilities, builds trust, and uncovers hidden potential in ourselves and others. Get [*Leading Curiously*](#) to learn more.

How to Use These Questions:

- Begin with an open mind and active listening.
 - Encourage your team members to reflect deeply and share authentically.
 - Use these questions to guide, not direct, the conversation.
-

The Questions:

- What does success look like for you this week, and what can I do to support you in achieving it?
- What personal strengths can you bring to help our team navigate its current challenges?
- How can we better align our daily actions with our shared goals and purpose as a team?
- What opportunities for growth do you see for yourself in your current role, and how can I help you pursue them?
- What feedback or resources would make your work feel more meaningful and effective right now?
- When you think about a recent success, what role did your values play in achieving it?
- How do you want to show up for the team this week, and what would help you stay grounded?
- What's one small change we could make as a team to create a more trusting and supportive environment?
- When facing uncertainty, what practices or strategies help you feel most confident and focused?
- What's one thing we could start doing as a team that would make a big difference in how we collaborate?

Pro Tip: Follow up! Revisiting insights from these questions shows your team you value their input and are committed to meaningful change.