

## Conflict Coaching Questions

What is most important about all of this?

What do you need most in this situation?

What are you most concerned about?

What needs to shift, for something better to happen?

What do you see as the biggest challenge?

Are you saying that as a fact or as your perspective on the issue?

This is what's going on for me...what is going on for you?

What is your theory about how this can work?

What leads you to conclude that?

What do you think about what I just said?

What would you change about what I just said?

How do you see it differently?

How does this relate to your other concerns?

Can you help me understand your thinking here?

How did you arrive at this view?

How can I best support you with this?

What is important that I honor about you? About your culture?

### **To Ask Yourself:**

How can I build trust in this situation?

What power dynamics are at play?

What are all the ways this person is different from me, and what do we have in common?

What would I do if I was willing to let go of being right?

What am I not facing?

What do I really want to happen here?

What does a win-win for all look like?