

# COACHING QUESTIONS FOR BURNOUT

A mismatch between demands and capacity causes burnout. In coaching conversations, ask these questions to understand your client's or team member's current state, goals, and plans. Using the answers to these questions, you can work together to create an action plan.

## AWARENESS OF THE CURRENT STATE

1. How do you feel right now? How do you feel most days at work?

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2. What would happen if you weren't feeling that way?

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3. When was the last time you were in a situation like his?

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4. What triggers these feelings?

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5. What is that situation like for you?

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6. What could we work on that would make the most significant difference for you?

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7. What do you want to be different from what you are experiencing now?

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8. What else will you see, hear, or experience that will let you know you have changed?

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9. What are you doing right now that is working? What are you doing that you could stop doing?  
What is something you aren't doing that you could be doing?

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## ACTION PLANNING AND GOAL SETTING FOR THE FUTURE

1. To what are you explicitly committing?

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2. What will happen if you don't achieve it? What won't happen if you don't achieve it?

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3. On a scale from 1-10, how confident are you about your ability to make these changes?

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4. Who can help you with this?

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5. What do you have the power to do right now?

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6. When and where are you going to start doing it?

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7. Specifically, what are the biggest challenges you face?

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8. How will you measure progress?

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9. How will you hold yourself accountable for making progress?

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