




# The 5 Questions of the Coaching Kata

## A Helpful Pattern for Coaching

### Coaching Kata

#### THE FIVE QUESTIONS

- (1) What is your **target condition**?
- (2) What is the **actual condition** now *(pause)* and what did you **learn** from taking your last step? 
- (3) What **obstacles** are preventing you from reaching the Target Condition...   
and which **\*one\*** are you addressing now?
- (4) What is therefore your **Next Step**...  
and what do you **expect**? 
- (5) How quickly can we go and see what we **Have Learned** from taking that step? 