

3 Questions That Make Fast Coaching Work

A Quick Guide for Veterinary Leaders

You don't need a long meeting to make coaching meaningful. Use these three in-the-moment prompts to help your team think, reflect, and build confidence.

1. What do you think is the best next step?

This question builds ownership. It invites your team member to think through the situation rather than waiting for you to decide. Letting them reason it out helps them learn to problem-solve under pressure.

- **Use this when:** someone asks, "What should I do?"
- **Your goal:** guide them toward independent decision-making.

2. What would make it better next time?

This shifts focus from the mistake to the lesson. It signals that improvement, not blame, is the goal, keeping the conversation short and productive.

- **Use this when:** something doesn't go smoothly, but the person can learn from it.
- **Your goal:** help them reflect without defensiveness.

3. What can I do to help you get there?

This turns coaching into collaboration, showing that leadership is support, not supervision. The answer might be simple, like providing a resource or encouragement, or it might open a deeper conversation about training.

- **Use this when:** you see potential but also barriers to success.
- **Your goal:** create clarity and shared responsibility for growth.

Remember: Great coaching doesn't require extra time, it requires intention. Try one of these questions today. The more you use them, the more natural they'll become.

