

THE G.R.O.W. MODEL COACHING QUESTIONS

Goal

- What is the subject matter or the issue on which you would like to work?
- What form of outcome are you seeking by the end of this coaching session?
- How far and how detailed do you expect to get in this session?
- In the long term what is your goal related to this issue? What is the time frame?
- What intermediate steps can you identify, with their time frames?

Reality

- What is the present situation in more detail?
- What and how great is your concern about it?
- Who is affected by this issue other than you?
- Who knows about your desire to do something about it?
- How much control do you personally have over the outcome?
- Who else has some control over it and how much?
- What action steps have you taken on it so far?
- What stopped you from doing more?
- What obstacles will need to be overcome on the way?
- What, if any, internal obstacles or personal resistances do you have to taking action?
- What resources do you already have? Skill, time, enthusiasm, money, support, etc.?
- What other resources will you need? Where will you get them from?
- What is really the issue here, the nub of the issue or the bottom line?

Options

- What are all the different ways in which you could approach this issue?
- Make a list of all the alternatives, large or small, complete and partial solutions.
- What else could you do?
- What would you do if you had more time, a larger budget or if you were the boss?
- What would you do if you could start again with a clean sheet, with a new team?
- Would you like to add a suggestion from me?
- What are the advantages and disadvantages of each of these in turn?
- Which would give the best result?
- Which of these solutions appeals to you most, or feels best to you?
- Which would give you the most satisfaction?

Will

- Which option or options do you choose?
- To what extent does this meet all your objectives?
- What are your criteria and measurements for success?

- When precisely are you going to start and finish each action step?
- What could arise to hinder you in taking these steps or meeting the goal?
- What personal resistance do you have, if any, to taking these steps?
- What will you do to eliminate these external and internal factors?
- Who needs to know what your plans are?
- What support do you need and from whom?
- What will you do to obtain that support and when?
- What could I do to support you?
- What commitment on a one-to-ten scale do you have to taking these agreed actions?
- What prevents this from being a ten?
- What could you do or alter to raise your commitment closer to ten?

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THE GROW MODEL

FACTOR	QUESTIONS TO ASK
Goal	<ul style="list-style-type: none"> • What is the issue you want to tackle? • In the long term, what is your goal related to this issue? What is the time frame? • What intermediate steps can you identify, with their time frames?
Reality	<ul style="list-style-type: none"> • What is the present situation in more detail? • What and how great is your concern about it? • Who is affected by this issue? • How much control do you personally have over the outcome?
Options	<ul style="list-style-type: none"> • What are all the different ways you could approach this issue? • What else could you do? • What would you do if you had more time or a larger budget, or if you were the boss? • What would you do if you could start again with a clean slate, with a new team?
Will	<ul style="list-style-type: none"> • What option or options do you choose? • What are your next steps? • To what extent does this meet all your objectives? • What could arise to hinder you in taking these steps?