

COACHING QUESTIONS FOR THE GROW MODEL

Goals:

- What would you like to get out of this session?
- What would you like to walk away from this conversation with?
- What would you like to be different when we finish this session?
- What is the most important issue you would like to talk about today?
- What is your Dream?
- What is your end Goal?
- What are you ultimately seeking to achieve?
- What performance goal would support that end Goal?
- What is something that is in your control and will help you move towards your end goal?

Reality:

- What results are you getting now?
- What is the present level of performance?
- How would you describe the present situation?
- How else would you describe it?
- What is happening right now / what is going on at the moment?
- How do you know that this is accurate?
- When you look at the situation what do you see?
- How do you feel about the present situation?
- What is the impact of the results you are getting – for yourself, for others, for the organisation?
- What are you doing about it / what have you tried so far / what is your team doing?

- If nothing changes what will happen?
- What other factors are affecting the current situation?
- What is your part in creating this situation?

Options:

- How can this goal be achieved?
- What other ways can this goal be achieved?
- What options exist?
- What alternative options are there to solve this problem?
- What could you do to change the situation?
- What actions could be taken to give you a different result?
- What other ways could the result be achieved?
- In a perfect world, how would this be done?
- Who else could assist with this?

What will you do, When will you do it, Will you actually do it? And Wrapping up.

- What are you going to do?
- When are you going to do it?
- Will this action meet your goal?
- What obstacles might you meet along the way / What might get in the way?
- Who needs to know?
- What support do you need?
- How and when are you going to get that support?
- What other considerations do you have?
- Rate on a 1-10 scale the degree of certainty you have that you will carry out the actions agreed?
- What prevents it from being a 10?