

GROW Model Questions

<p style="text-align: center;"><u>Goal</u></p> <ul style="list-style-type: none"> • What goals are you working on right now? • Where are you in relation to those goals? • What do you think is keeping you from reaching this goal? • How will you know you reached that goal? • What is the subject matter or the issue on which you would like to work? • What 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 is the purpose or benefit to you achieving that goal? • What intermediate steps can you identify with their time frames? • How can you make that goal more specific and measurable? 	<p style="text-align: center;"><u>Reality</u></p> <ul style="list-style-type: none"> • What is happening now? • How often is this happening? • What is the expectation or goal related to this performance or behaviour? • When you meet that expectation, what is the benefit to you? Our team? The client? The organization? • What is the effect of not meeting that expectation? • Have you meet that expectation in the past? • What allowed you to meet that expectation in the past? • What have you tried already? • What difference did those actions make? • Who else is involved in the situation and how? • What factors are most important in this situation? • What decisions led you to this place? • What and how great is your concern about it? • Who is affected by this issue other than you? • How much control do you have over the outcome? • Who else has some control over it and how much? • What stopped you from doing more? • What obstacles will need to be overcome on the way? • How can you overcome those obstacles? • What, if any, internal obstacles or personal resistances do you have to taking action? • What resources do you already have - skill, enthusiasm, support, etc.? • What resources will you need? Where will you get them?
<p style="text-align: center;"><u>Options</u></p> <ul style="list-style-type: none"> • What are all the ways in which you could approach this issue? • Make a list of the alternatives, large or small, complete and partial. • 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 with a clean sheet and a new team? • Would you like a suggestion? • What are the advantages and disadvantages of each of these? • 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? 	<p style="text-align: center;"><u>What Will You Do?</u></p> <ul style="list-style-type: none"> • What are you going to do? • When are you going to do it? • Will this action meet your goal? • To what extent does this meet all your objectives? • What are your criteria and measurements for success? • When are you going to start and finish each action step? • What obstacles might arise as you take these steps? • What personal resistance do you have to these steps? • What will you do to eliminate these external and internal obstacles? • 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 other considerations do you have? • What could I do to support you? • On a scale from one-to-ten, how committed are you have to taking these actions? • What prevents this from being a ten? • What could you do to raise your commitment closer to ten? • Is there anything else you want to talk about?