

## GROW Coaching Model Questions

Asking the *right coaching questions* and asking coaching questions in the *right order* is the best way to mentally engage your coachee. It is your most important means of communication.

<b>G: Goal</b>	<b>R: Reality</b>
<p><b>Define your short-term and long-term goals</b></p> <ul style="list-style-type: none"> <li>• What is the aim of this discussion?</li> <li>• What would need to happen for you to walk away feeling that this time was well spent?</li> <li>• If I could grant you a wish for this session, what would it be?</li> <li>• What would you like to happen that is not happening now, or what would you like not to happen that is happening now?</li> <li>• What outcome would you like from this session/discussion/interaction?</li> <li>• Can we do that in the time we have available?</li> <li>• What do you want to achieve long term?</li> <li>• What does success look like?</li> <li>• How much personal control or influence do you have over your goal?</li> <li>• What would be a milestone on the way?</li> <li>• When do you want to achieve it by?</li> <li>• Is that realistic?</li> <li>• Is that positive, challenging, attainable?</li> <li>• Will that be of real value to you?</li> <li>• How will you measure it?</li> </ul>	<p><b>Provide effective feedback</b></p> <ul style="list-style-type: none"> <li>• What is happening now? (what, where, when, who, how much, how often). Be precise if possible.</li> <li>• How do you know that this is accurate?</li> <li>• How have you verified, or would you verify, that that is so?</li> <li>• What other factors are relevant?</li> <li>• Who is involved (directly and indirectly)?</li> <li>• What is their perception?</li> <li>• When things are going badly on this issue, what happens to you?</li> <li>• What happens to the others directly involved?</li> <li>• What is the effect on others?</li> <li>• What have you done about this so far?</li> <li>• What results did that produce?</li> <li>• What is missing in the situation?</li> <li>• What do you have that you're not using?</li> <li>• What is holding you back?</li> <li>• What is really going on (intuition)?</li> </ul>

<b>O: Options</b>	<b>W: Will</b>
<p><b>Identify and evaluate different action strategies</b></p> <ul style="list-style-type: none"> <li>• What could you do to change the situation?</li> <li>• Tell me what possibilities for action you see. Do not worry about whether they are realistic at this stage.</li> <li>• What approach/actions have you seen used, or used yourself, in similar circumstances?</li> <li>• What else could you do?</li> <li>• What if...? (time, power, money, etc.)</li> <li>• Who might be able to help?</li> <li>• Would you like another suggestion from me?</li> <li>• Which options do you like the most?</li> <li>• What are the benefits and costs of each?</li> <li>• Which options are of interest to you?</li> <li>• Would you like to choose an option to act on?</li> </ul>	<p><b>What will you do by when?</b></p> <ul style="list-style-type: none"> <li>• What option or options do you choose?</li> <li>• To what extent does this meet all your objectives?</li> <li>• What are your criteria and measurements for success?</li> <li>• When precisely are you going to start and finish each action step?</li> <li>• What could arise to hinder you in taking these steps?</li> <li>• What personal resistance do you have, if any, to taking these steps?</li> <li>• What will you do to eliminate these external and internal factors?</li> <li>• Who needs to know what your plans are?</li> <li>• What support do you need and from whom?</li> <li>• What will you do to obtain that support and when?</li> <li>• What could I do to support you?</li> <li>• What commitment on a 1-to-10 scale do you have to taking these agreed actions?</li> <li>• What prevents this from being a 10?</li> <li>• What could you do or alter to raise this commitment closer to 10?</li> <li>• Is there anything else you want to talk about now or are we finished?</li> </ul>