

Grow Coaching Model

Useful questions when using G.R.O.W

GOAL –

- What has brought you to coaching
- What would you like to achieve?
- If you thought anything was possible, what would you do now?
- What would an excellent outcome be for you?
- What would you like to happen that is not happening now?
- What would you like not to happen that is happening now?
- What will be the real value to you of achieving this?
- If you had a magic wand, what would you make happen now?
- If a genie appeared, what 3 wishes would you want granted?
- You have a number of ideas – which one do you want to choose for the session?
 - Am I right in thinking that?
 - Am I hearing that you want to?
 - Can I just check I'm getting the right message
- Why is it important?
- What would happen if you don't?
- What impact will that have?
- What do you / would you say to self?
- What benefits will there be when this is resolved?
- What will be happening?
- What are you doing / hearing/ feeling that show you have achieved the goal?
- Is it exciting / challenging?
- If everything was as you wanted it to be, in this topic, what would be happening?
- In which of these areas is it most important to make progress?
- What would be a good outcome, in that / this area for you, from this session? – out of /10
- When do you want to be in this position?
 - Full/ part goal focus if big

- If you won lottery.....
- If no limitations?
- If you could look back, having achieved it?
- What do you get out of staying the same?
- When you are most productive what skills have you used to do that so well?
- Tell me about a time when
- What did you learn?
- Will it stimulate you? How more so?
- What do you have a real passion for?

REALITY

- What is happening at the moment?
- How do you know that this is accurate?
- On a scale of 1-10, how confident are you feeling at the moment?
- When does this happen?
- What do you notice when you do that?
- What effect does this have?
- How would you / have you verified that this is so?
- What other factors are relevant?
- Who else is relevant?
- What is their perception of the situation?
- What has stopped you doing more?
- What is going on right now that tells you that you have an issue / challenge here?
- As well as what is happening, what is missing from your current situation that you would like to have?
- What is happening now that is good that you want to preserve to contribute to achieving your goal?
- What have you done so far to improve things?
- What were the results you got from doing these things?
- What obstacles / possible barriers are in your way that prevent / hinder you from moving forward?

- What resources do you already have to help you to achieve your outcomes?
(Skills, experience, qualifications, personal attributes, time, enthusiasm, money, support?)
- What other resources will you need?
- Where will you get them?
- What is missing, that you know you like to have?
- What impact will it have when you resolve it?
- What didn't go quite to plan?
- Hindsight – what would have made the biggest positive difference?
- Obstacles – be specific – What might get in the way
How big?
Or is it an excuse?
- What have you done so far to improve things?
What results?

OPTIONS

- What could you do to change the situation?
- What do you need to do to increase your confidence level further up towards 10?
- What alternatives are there to that approach?
- What possibilities for action do you see?
- What approaches / actions have you seen used or used yourself, in similar circumstances?
- Who might be able to help?
- Which options do you like the most?
- What are the benefits and pitfalls of these actions?
- Rate from 1 – 10 your interest level in each of these options?
- Which would give the best outcome for you?
- Which would give the best outcome for others?
- What could you do to move yourself just one step forward right now?
- What else could you do if you didn't have to explain or be answerable to anybody?
- What could you do if money were unlimited?
- If you could devote all your time to this, what would you do then?

- If you asked your manager / good friend about this problem, what might they suggest?
- If you could guess that you know what you should do first, what would it be?
- Look on list options – Do any of them spark another idea you could also consider?
- Choose 1 of options – that will move you forward just one step – easiest, cheapest, quickest, and most compatible.
 - If you do this – will it move you forward?
 - What is benefit to you of doing this one thing?
 - Will it make you feel better?
 - Will it mean you will know something new?
 - What's the benefit? Identify it and write it down?
- Start to think of different ways you might approach this?
- What could you do to move you closer to goal?
 - Best friend what would they suggest?
- Crazy Ideas?
 - Now what's sensible / realistic?
- Any more – what's missing?
- Draw line / discount those not right for now?
 - Look best two options – what actions around it?
- If truly believed in self – what would you do?
- Anything going to stop you?

WILL / WAY FORWARD QUESTIONS

- What are the next steps?
- Precisely when will you take them?
- What might get in the way and how will you overcome this?
- What support do you need and from whom?
- How and when will you enlist that support?
- What commitment do you have on a scale of 1-10?
- What would need to be different to raise your commitment?
- What else do you need right now?
- What are you going to do?

- What will you do? – list actions needed to complete what you have chosen
- How will these actions meet your main goal?
- When are you going to take these actions? What's the timescale?
- How long do you think these actions will take you?
- Who else should be involved in this list of actions you're going to do to complete the goal you have chosen?
- What do you want them to do?
- When will you tell them?
- Who else?
- What will telling them give you?
- Whatever your first step is, what obstacle / barriers might stop you from doing it?
- How likely is it to stop you on scale 1-10?
- What does this tell you?
- What can you do to make it more achievable?
- How will you overcome this obstacle?
- What will you do to prevent it from stopping you?
- Timescale – how valid?
- What do you need to consider before you begin this first step?
 - Be specific – date, time and place

COMMITMENT

- 1 – Could not be lower
- 10 – Could not be higher

How strong is your intake to take that first step 1-10? What is that telling you?

How high is your enthusiasm to take that first step 1-10?

How strong is your commitment to first step 1-10?

Remind benefits taking this action?

What will happen if you do / don't?

- Stay as you are?