

# Useful Questions For The GROW Model

## **Goal** related questions

- What do you need before we start?
- What would you like to discuss?
- In terms of this, what would be the ideal scenario?
- If you achieved that...
  - What would it be like?
  - What would you be saying to yourself?
  - How would this achievement influence other aspects of your life/work?
  - How would it feel? (skip this question if a feeling has already been identified)
  - What would others be saying?
  - What would your future look like?
- When you hear yourself saying this, what are you thinking now?
- If I could grant you one wish around your goal what would it be?
- What would you like to take away from this conversation to feel your time was well spent?
- How will you measure the success of this session?
- So again, what is your goal?

## **Evaluative Questions**

- On a scale of one to ten, how important is this to you?
- What is the possible outcome if you don't achieve what you want?
- What needs to happen before you decide to do something about this situation?

## Reality related questions

- What is the situation right now?
- In the current situation...
  - What steps have you already taken towards this goal?
  - What are you saying to yourself?
  - What are you feeling?
  - What are others saying?
- What effect does this have?
- What else is relevant?
- Who else is relevant?
- What is their perception of the situation?
- What other concerns do you have right now?
- What is it about the situation that you don't want?
- What about it (if anything) keeps you up at night?
- When you hear yourself saying these things, what are you thinking now?
- Given what we've discussed, are there any refinements you would make to your goal?  
(If yes, revisit GOAL questions on previous page)

## Options related questions

- What is one option?
- What else?
- What other possibilities are there? (*Coach: don't worry about whether they are realistic options at this stage*).
- What's the most courageous thing you could do?
- What approach/actions have you seen used by others, in similar circumstances?
- What other actions/approaches have you used in other situations?
- What advice would your future self give you right now?
- What would be the most outrageous thing you could do?
- If our roles were reversed, what would you be telling me?
- So, what were all those options again?

*Make sure your coaching counterpart reiterates all the options before moving on.*

## Evaluative Questions

- What criteria will you use to judge the options?
- Which one seems the best against those criteria?

*Ask coaching counterpart to reiterate the preferred option.*

## **Wrap-up** related questions

In terms of that option;

- What's one thing you are ready to try?
- What might get in the way?
- What do you need to do to overcome that?
- Who or what do you need to support you?
- How will you gain that support?
- What are the next steps?
- Precisely when will you take them?
- How will you measure your progress?
- What is it that you are going to do?
- How realistic is that?
- Who else will hold you accountable?
- So, what do you think of that action now?
- Is this a good place to close the session?