

GROW model example questions

Goal

- What do you want to achieve?
- What do you want the outcome to be?
- What is your goal?
- How important is it on a scale of one to ten?
- If you could wave a magic wand, what would you like to happen?
- Imagine the problem/issue has been solved, what would you see, hear and feel?
- Imagine it is three years from now. What are you doing?

Reality

- Describe the situation
- What is happening right now?
- What is your concern about this?
- How much control do you have?
- What action have you taken so far?
- What has stopped you?
- What obstacles have you encountered?
- What resources do you have?
- What else do you need?
- Where can you get it from?

Options

- What are all the different ways in which you could approach this?
- What if 'X' was not a factor?
- What if you had the opportunity to ...?
- Make a list of the alternatives
- What else could you do?
- What would you do if you had more time / a larger budget / if you were the boss?
- What are the advantages or disadvantages of each of these?
- Which of these options appeals most to you, or feels best to you?
- Which would give you the most satisfaction?

Will or What Next?

- Which option or options do you choose?
- What are your measures of success?
- What is the next/first step?
- When are you going to start and finish each action?
- What personal resistance, if any, do you have?
- Who needs to know what your plans are?
- What support do you need and from whom?
- What could I do to support you?
- How committed are you to this, on a scale of one to ten?
- What prevents it from being a ten?
- What could you do to raise your commitment closer to ten?

Adapted from *Coaching for Performance* by John Whitmore, 1992.