

## Coaching Questions Using the GROW Model

Adapted from *Coaching for Performance* by John Whitmore

### Goal

- What is the subject matter or issue on which you would like to work?
- What form of outcome are you seeking by the end of our meeting?
- How far and how detailed do you expect to get in our meeting?
- In the long term, what is your goal related to this issue? What's the time frame?
- What intermediate steps can you identify, with their time frames?

### Reality

- What is the present situation in more detail?
- What and how great is your concern about it?
- Who is affected by this issue other than you?
- Who knows about your desire to do something about it?
- How much control do you personally have over the outcome?
- Who else has some control over it and how much?
- What action steps have you taken on it so far?
- What stopped you from doing more?
- What obstacles will need to be overcome on the way?
- What, if any, internal obstacles or personal resistances do you have to taking action?
- What resources do you already have? Skill, time, enthusiasm, money, support, etc.?
- What other resources will you need? Where will you get them from?
- What is really the issue here, the nub of the issue, or the bottom line?

### Options

- What are all the different ways in which you could approach this issue?
- Make a list of all the alternatives, large or small, complete and partial solutions.
- What else could you do?
- What would you do if you had more time, more money, or if you had more control?
- What would you do if you could start again, with a clean slate?
- Would you like to add a suggestion from me?
- What are the advantages and disadvantages of your options?
- 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?

### Will

- Which option or options do you choose?
- To what extent does this meet all your objectives?
- What are your criteria and measurements for success?
- When precisely are you going to start and finish each action step?
- What could arise to hinder you in taking these steps or meeting the goal?
- What personal resistance do you have, if any, to taking these steps?

- What will you do to eliminate these external and internal factors?
- 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 can I do to support you?
- What commitment on a one-to-ten scale do you have to taking these agreed actions?
- What prevents this from being a ten?
- What could you do or alter to raise your commitment closer to ten?
- Is there anything else you want to talk about or are we finished for now?