

GROW Coaching Model

Classic coaching questions



Goal

- What problem are you trying to resolve?
- What could we work on that would make a big difference at work?
- What do you want to achieve from this conversation?

Reality

- So what is happening now? What have you done about it so far?
- How is this impacting you, others? How does this make you feel?
- If things don't change, what is likely to happen?
- What are the key barriers to improving this situation?

Options

- What would the ideal outcome look like? What difference would this make?
- What ideas do you have to achieve this? What else could you try?
- Who else could give you another perspective?
- What actions have you taken in similar situations?
- What are the pros / cons of these options? What option are you most drawn to?
- If the preferred option isn't possible, what would be the next best thing?

Wrap-up

- What do you think is the next step? What is the smallest thing you could do to move forward? What are you going to do? When?
- What obstacles might you face? How can you overcome them?
- Who needs to know? What support might you need?
- What is the best way for us to follow up on this?