

GROW model- questions

Typical questions for the Goals stage.

What do you want to achieve out of this coaching session/ relationship?
What could we work on now that would make the biggest difference to your life?
What are the goals you want to achieve?
Why are you hoping to achieve this goal?
Who else needs to know about the plan? How will you inform them?
What do you want more of in your life?
What would you try now if you knew you couldn't fail?
What are 2-3 goals that would make a BIG difference in your life?
How will you know when you have achieved these goals?
What will it look like?

Typical questions for the Reality stage.

Why haven't you reached that goal already?
What do you think is stopping you?
What do you think was really happening?
What effect did ... have on you?
What do you think ...'s perception of the situation was/is?
Do you know other people who have achieved that goal?
What did you learn from ..?
What have you already tried?
How could you turn this around this time?
What could you do better this time?
If you asked ... what would they say about you?
On a scale of 1-10 how severe/serious/urgent is the situation?
If someone said/did that to you, what would you think/feel/do?

Typical questions for the Options stage.

What else could you do? What else? Anything else? What next?..
What could be your first step?
Who else might be able to help?
What would happen if you did nothing?
What has worked for you already? How could you do more of that?
What do you think I would suggest?
What would happen if you did that?
What is the hardest/most challenging part of that for you?
What advice would you give to a friend about that?
What would you gain/lose by doing/saying that?
If someone did/said that to you what do you think would happen?
What's the best / worst thing about that option?
Which option do you feel ready to act on? Scale 1-10 what is this option?

Typical questions for the Wrap-Up (Will) stage.

On a scale of 1-10, how committed are you to this goal?
What specific step would you take next? How will that meet your goal?
How and when will you do that?
What support do you need to get that done?
What do you need from me/others to help you achieve this?
How will you know when you have done it?
Who will you involve in this?
What would have happened to know you have achieved the goal?
Who do you need to talk to first? Who needs to know?
What are 3 actions you can take that would make sense this week?
On a scale of 1-10, how excited do you feel about taking these actions?
What would increase that score? (e.g handle fear, clearer steps, more support, etc..)
What will happen (what is the cost) of you NOT doing this?