

GROW questions for coaching style conversations

Goals

What do you want?

What would you like to be different and why is it important?

How will you know when you have achieved this (goal/outcome/change)?

What will it look like? How will you know if you have been successful, what would you have/say/do/feel?

What do you want more of in your life/career?

What 2 or 3 things that would make the biggest difference?

Reality

On a scale of 1 -10 where are you in relation to your goal?

What is actually happening now? (what is working/not working)

What helps you to make progress?

What gets in the way of your progress?

What is actually required of you?

What do you think the other person's perception of the situation might be?

What have you already tried?

What advice would you give someone else with the same challenge?

Options

What are your options.? What else could you do?What else?Anything else?

What would you try if you knew you couldn't fail?

What could be your first step?

What is the worst that could happen?

What would happen if you did nothing?

Who might be able to help?

What has worked for you already? How could you do more of that?

What might get in the way?

Who do you know that has encountered a similar situation? What did they do?

Will

What actions will you take?

On a scale of 1-10, how committed/motivated are you to do something?

What would increase that score? (e.g. handle fear, clearer steps, more support, etc..)

What specific step will you take now?

How and when will you do that?

Who will help you? /Who needs to know?

How will you know when you have been successful?

What will happen /what is the cost if you do NOT do this?

When are you going to start?