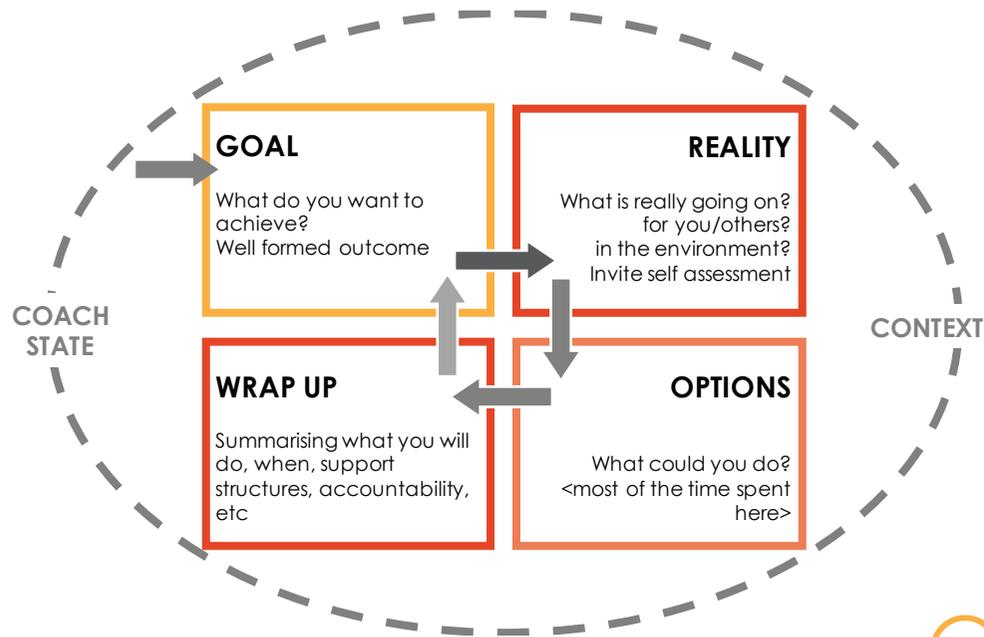


THE GROW MODEL



GOAL: What is to be achieved?

- What is the issue you would like to work on?
- What form of outcome are you seeking from this discussion?
- In the long term, what is your goal relation to this issue? What is the time frame?
- What is happening that you don't want to happen?
- What would you like to happen instead? What would be the result of that?
- What would you like to achieve?
- For what purpose?
- How would you define this as a SMARTER goal?
- What will be the evidence that you have achieved this?
- What is important about this goal that you need to share with me?

REALITY: What is really going on?

- What is the reality of the current situation as you see it?
- What action steps have you taken so far?
- How often does this happen?
- What do you see/hear/feel happening?
- What other factors are relevant?
- What, if any, internal obstacle or personal resistances do you have to taking action?
- What is the result of all that?
- What new reality are you avoiding?
- How might others perceive your behaviour in this situation? What's the impact of this behaviour on your results?
- How would your colleague/boss/partner explain this situation?

OPTIONS: What are the possibilities?

- What are the ways in which you could approach this?
- What could# you do as a first step
- What else could# you do?
- And what else?
- What's one more thing you could do?
- What would you do if you could start again with a clean sheet?
- What would you tell me to do if I was in your situation?
- What advice would you give to someone in this exact same situation?
- If you knew the answer, what would it be?
- What possibilities for action do you see, regardless of whether they are realistic right now?
- If there were one more option, what would it be?
- Who might be able to help?

WRAP-UP: What will be done?

- What options do you think will work best?
- What action has the most clarity and energy for you?
- Which option(s) do you choose?
- What specifically are you willing to commit to? When will you start/finish?
- What might get in the way of this? What will you do to prevent/overcome this?
- What support do you need and from whom?
- What can I (as coach) do to support you?
- What commitment (scale of 1 – 10) do you have to completing these agreed actions? What could you do to raise this two points?
- What are the next steps you are committing to take?

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WILD CARD QUESTIONS

- If you were guaranteed to succeed, what would you do?
- What you are afraid of?
- What is the excuse you have used to yourself so far for not achieving this?
- Imagine it was six months from now. What would you describe if you looked back to now?
- Imagine you were an engineer/actor/politician/football player/CEO, how would you consider this situation and the possibilities?

If the coachee continually wants you to tell them what to do, consider asking:

- What do you think I am going to advise you to do?
- What is the next question I need to ask you right now?
- What is the question you don't want me to ask you right now?

6



COACH STATE: How are you showing up?

These are reflective questions for you and not for the coachee.

- How are you 'showing up' in this coaching conversation?
- What do you believe to be true about this person? How might that be impacting your ability to coach them?
- What do you need to let go of right now, to be fully present in this coaching conversation?
- On a scale of 1-5, how curious are you about this person and their potential? What could you do to scale that curiosity up?
- How well are you prepared to listen during this conversation?
- What would help you focus more on intention and less on behaviour right now?
- How ready are you to sit with uncertainty and ambiguity?
- What biases might you have that could be preventing you seeing this person as they really are?

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CONTEXT: What is the environment?

Build your understanding of the context so you can best support your coachee.

- How might the culture of the team impact this plan?
- How might your organisational culture impact this plan?
- What external environmental factors need to be taken into account with this plan?
- How does this conversation relate to the coachee's KPIs?
- Who are the key stakeholders? What impact might they have on the outcome?
- What are the forces for change in your current environment?
- What are the forces opposing change in your current environment?
- How can we leverage the current environment to support development?

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