

GROW COACHING QUESTIONS

GOAL Suggested questions

- What are you looking to get from this coaching session?
- What are you trying to achieve?
- What does success look like?
- Is it positive, challenging and attainable?
- By when do you want to achieve it?
- What would be a milestone along the way?

REALITY Suggested questions

- What is happening right now with this issue?
- How much control do you have personally over the outcome?
- What has held you back before?
- What have you done so far about this and what have been the results?
- What may impact on you being successful?
- What resources do you already have? (skills, time, money, enthusiasm, support etc)
- What other resources do you need?

OPTIONS Suggested questions

- What could you do about this issue?
- What else could you do?
- What would someone who handles this type of issue really well do?
- What would you do differently if you could start again?
- Whose buy-in will you need?
- Who can help you?

WILL Suggested questions

- What option will you choose?
- What will be your measurement?
- How will you keep yourself on track?
- What is the first thing you will do?
- What commitment on a 1- 10 scale do you have for taking these agreed actions?
- What prevents this from being a 10?
- What support do you need from me?
- When will you start?