

GROW Model

GROW (Goal Reality Options Will) is coaching model by John Whitmore and provides a framework for a coaching session, a conversation, or a meeting.

Below are some examples of GROW coaching questions which can be used during each stage of the GROW model and will support 1-1 conversations. They certainly aren't intended as an exhaustive list and the questions asked during a coaching conversation will be determined by the dialogue between manager and individual at any one point in time. These GROW coaching questions do however serve as examples to help illustrate the different stages of GROW.

Goal

What do you want to achieve?
What is important to you right now?
What would you like to get from the next 30 minutes?
What areas do you want to work on?
Describe your perfect world.
What do you want to achieve because of this session?
What will make you feel this time has been well spent?

Reality

Where are you now in relation to your goal?
On a scale of 1 -10, where are you?
What has contributed to your success so far?
What skills/knowledge/attributes do you have?
What progress have you made so far?
What is working well right now?
What is required of you?

Options

What are your options?
How have you tackled this/ a similar situation before?
What could you do differently?
Who do you know who has encountered a similar situation?
Give me 5 options
If anything was achievable, what would you do?
What else?

Will

Which options work best for you?
What one small step are you going to take now?
What actions will you take?
When are you going to start?
Who will help you?
How will you know you have been successful?
How will you ensure that you do it?
On a scale of 1 -10 how committed /motivated are you to doing it