

GROW for Coaching

What is a decision you need to make? A problem you are trying to solve?



GOAL

Clarify the goal of the conversation.

Goal Questions

- What is important to you about this right now?
- What would you like to focus on in this conversation?
- What does winning with this decision or problem look like?
- How will we know when we've been successful?



REALITY

Listen and learn to discover the coachee's point of view right now.

Reality Questions

- What makes this important to you right now?
- Where are you now in relation to your goal?
- On a scale of 0-10, where are you?
- What's the real challenge here for you?
- And what else?



OPTIONS

Use generative questions to explore possibilities and options?

Options Questions

- What do you really, really want?
- What are your options?
- What are you resisting or avoiding?
- What is the fear you are experiencing?
- How have you tackled similar situations before?
- What can you do differently now?
- Who do you know who could help?
- What other resources are available?



WAY FORWARD

Assist the coachee in creating an action plan.

Way Forward Questions

- What options feel right for you?
- What actions are you motivated to take?
- What will you do first?
- What are potential obstacles?
- Who do you need to reach out to?
- What support do you need for accountability?
- How will you know you've been successful?