

## Developing Individuals Through Coaching Grow Coaching Model Example Questions

<b>Sample Powerful Questions to Explore</b>	
<b>Goals</b> <ul style="list-style-type: none"> <li>• What is the impact you want to have?</li> <li>• What does success look like?</li> <li>• How can you measure success?</li> <li>• What is your best possible outcome?</li> <li>• How can we break the goal into smaller parts?</li> <li>• What do you want to achieve?</li> </ul>	<b>Goals</b>
<b>Reality</b> <ul style="list-style-type: none"> <li>• What is working well today?</li> <li>• What's not? How do you know?</li> <li>• What steps have you taken so far?</li> <li>• What is the biggest obstacle?</li> <li>• Are there others doing this well?</li> <li>• What will it take to get this on track/move forward?</li> <li>• What else do you need to consider?</li> </ul>	<b>Reality</b>
<b>Options</b> <ul style="list-style-type: none"> <li>• What's the best way forward now?</li> <li>• What are all the steps involved?</li> <li>• What is it easy to agree to do?</li> <li>• What would someone else do?</li> <li>• What else could work?</li> <li>• Can you think of another approach? Metric?</li> <li>• If _____ weren't a restriction, what would you do?</li> </ul>	<b>Options</b>
<b>Way Forward</b> <ul style="list-style-type: none"> <li>• How committed are you to achieving this goal?</li> <li>• What will increase your commitment?</li> <li>• What will you do next?</li> <li>• Who do you need to speak to about this goal?</li> <li>• Whatever your first steps are, what might stop you from doing it?</li> <li>• Is there anything else that you need to consider?</li> <li>• Who or what can support you?</li> <li>• What will you do first and by when?</li> </ul>	<b>Way Forward</b>

## GROW Tip Sheet

### **Goal: What do you want to achieve?**

- Dedicate as much time as needed to get clear on the coachee's goal for the conversation.
- Think of the goal as something measurable and tangible – both you and the coachee should be able to identify if the goal was achieved at the end of your conversation.
- Don't rush this part of the conversation!
- Confirm your understanding of the goal through active listening.

### **Reality: Where are you in relation to your goal?**

- Use this time to build rapport and show empathy by deepening your understanding of the coachee's situation, values and desires.
- Use listening and powerful questions to uncover something deeper than the presenting problem.
- Don't be afraid to challenge assumptions.
- Probe for details.

### **Options: What actions are possible?**

- Brainstorm collaboratively.
- Questions that result in idea generation can be used but resist the urge to solve the problem FOR the coachee or to offer a solution.
- Examine each idea or option to get a sense of overall feasibility as well as the participant's true commitment to exploring the option in reality.
- Explore the pro's and con's of each option.

### **Way Forward: What actions will you take?**

- Remember, the coachee must be motivated to do what they commit to.
- Do not drive the decision regarding next steps.
- Actions should be "right-sized" – something that feels challenging enough to make a difference, but not so challenging that it won't be done.
- Actions can be a combination of short-term and long-term.