

GROW Coaching for Performance

Effective Questions

GOAL

- What is the aim of this discussion?
- What do you want to achieve long term?
- What does success look like?
- What is the ideal outcome?
- How much personal control or influence do you have over your goal?
- What would be a milestone along the way?
- What is a short-term goal along the way?
- When do you want to achieve it by?
- Is that positive, challenging, attainable, stretching?
- How will you measure it?

REALITY

- What is happening now?
(WHAT, WHEN, WHERE, WHO, HOW MUCH, HOW OFTEN)
- Who is involved (directly and indirectly)?
- When things are going badly on this issue, what happens to you?
- What happens to others directly involved?
- What would someone else say to you about this situation?
- What have you done about this so far?
- What results did that produce?
- What is missing in the situation?
- What do you have that you are not using?
- What is holding you back?
- What is really going on (intuition)?

OPTIONS

What options do you have?

What else could you do?

What if ... ? (e.g. unlimited time, power, money, etc – to shift mindset).

Would you like another suggestion?

If you could think of another option, what would it be?

What are the benefits and costs of each?

On a scale of 1 – 10 (1 low to 10 high) rate your interest in each option.

WILL

Which option or options do you choose?

To what extent does this meet all of your objectives?

What are your criteria and measurement for success?

What might be some milestones?

When precisely are you going to start and finish each action step?

What could arise to hinder you in taking these steps?

What personal resistance do you have, if any, to taking these steps?

What will you do to eliminate these external and internal factors?

Who needs to know what your plans are?

What support do you need and from whom?

What will you do to obtain that support and when?

What could I do to support you?

What commitment on a scale of 1 - 10 do you have to taking these agreed actions?

If not a 10 (full commitment) what prevents this from being a 10?

What could you do now or later to raise your commitment close to 10?

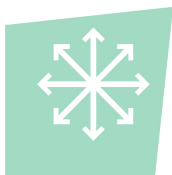
Is there anything else you want to talk about now or are we finished?



If you would like to know more about the GROW model and using questions effectively then please get in touch. Our contact details are below.



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Personal Development ^{dp}

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