

# Useful Questions When Using The 'Grow' Model

## Goal

- What is it you would like to discuss?
- What makes this important right now?
- What would you like to achieve?
- Who owns this issue?
- What will success look/feel like?
- What would make this feel like time well spent?
- If I could grant you a wish for this session, what would it be?
- What would you like to be different when you leave this session?
- What would you like to happen that is not happening now?
- What outcome would you like from this session/How will it be measured?
- Is that realistic in the time available?
- How would you like to feel at the end of our coaching?
- On a scale of 1 – 10, how important is this issue?
- On the same scale, how much energy do you have to address this?

## Reality

- What is happening at the moment?
- How do you know that this is accurate?
- When does this happen?
- What's the impact of the situation?
- How does this make you feel?
- What similar situations have you dealt with at work in the past?
- Who do you know who is really good at this?
- What similar situations have you dealt with out of work?
- What will happen if you do nothing about their situation?
- How often does this happen? Be precise if possible.
- What effect does this have? How do you feel when this happens?
- What's going on then?
- How have you verified, or would you verify, that that is so?
- What other factors are relevant?

- Who else is relevant?
- What is their perception of the situation?
- What have you tried so far?
- What success have you had?
- If you saw someone else in your situation, what would you suggest they did?

## Options

- What could you do to change the situation?
- What alternatives are there to that approach?
- What possibilities for action do you see? (Do not worry about whether they are realistic at this stage.)
- What approach/actions have you seen used, or used yourself, in similar circumstances?
- Who might be able to help?
- Which options do you like the most?
- What are the benefits and pitfalls of each option?
- Which options are of most interest to you?
- Rate from 1-10 your interest level in/the practicality of each of these options.
- Which option will you act upon?
- Imagine when you're at your most resourceful, what could you do?
- Which option would have the most impact?

## Will / Wrap-up

- What are the next steps?
- Precisely when will you take them?
- What might get in the way?
- How might you sabotage yourself?
- Do you need to log the steps in your diary?
- What support do you need? (from me/from others)
- How and when will you enlist that support?
- When shall we review success?
- How committed are you to these actions? (on a scale of 1 to 10)
- If not a 10, what would make you a 10?