

The GROW Model Questions

Goal	Reality
<p>How would you like it to be? What do you want to achieve? Is there a long-term context? What is the issue? What do you want? What makes it an issue now? How much personal control do you have over this goal? Is it an end goal or a performance goal? If it is an end goal what performance goal is related to it? If you had already resolved the issue, how would you feel? What quality would you need in order to be the sort of person who can tackle this? When do you want to achieve it by? Is that challenging, attainable, measurable? How is it positive? What is your long term outcome? What would success look/feel like? Which outcome(s) do you want to focus on? What could it cost you if you do not? What impact will achieving this outcome have on.....? What would you like to walk away with from today's session?</p>	<p>What makes this an issue now? Who owns this issue/problem? How important is it on a scale of 1-10 How much energy do you have for a solution? What are the implications of not acting? What is happening now? What are you noticing? What have you do about this so far? What have you done that has worked? What have you done that has not worked? What might be the major constraints to finding a way forward? Have you moved forward? Any side effects? Who is involved? What are the steps that got you here? What excuses would you give if you didn't achieve your goal? What is the current situation? What do you see as the main issues right now? What impact is this having on you? What impact is this having on others? Who is contributing to the problem? What are you contributing to the issue? What has made you aware you need to do something different? What do you do now and how does this impact on the issue?</p>

Options	Will
<p>How can you move this forward? What options do you have? What else could you do? What if you was your boss? What if money was not a constraint? What would my role model do? If I knew the answer what would I do? What are the risks and benefits of each? What are the strengths and weaknesses of each option? Reserve judgement? What could you do to resolve this situation? What would you do if you knew what to do? How far towards your outcome would that option take you? What is stopping you from doing that now? What would be the upside/downside consequences? What actions could you take?</p>	<p>Which of these are you willing to do? What are you going to do? Will this meet your goal? What specific actions are you willing to take? When will you take them? When are you going to do it? What obstacles could you face? How will you overcome them? What support do you need? How and when are you going to get it? How committed are you to this 1-10? If not a 10 what would you need to do to make it a 10? What's stopping it from being a 9? What extra information is needed? What could be the possible effects of your commitment is not a 10? What actions are you going to take? What will you do to move yourself forward? How will you maintain your motivation? What actions will you take in the next 24 hours to move yourself forward?</p>