

The GROW model: Questions for coaches

What makes a good question?

Keep in your head this simple formula

- Questions that focus on *facts*
- Questions that focus on *importance*
- Questions that focus on *feelings*

The questions you ask should focus on the particular stage reached. So...

Stage 1 - GOAL(S)

What do you want? (*clarifying intended outcomes*)

- What do you want from this session?
- What do you want to change?
- I'm not sure I've understood that. Can you tell me a bit more about .. or again about....

Stage 2 - REALITY - *what is happening now? (analysis)*

- Would you like to tell me something about the issue that is challenging you right now?
- What aspects are going well?
- What is it that needs to be improved? What would this achieve?
- What keeps you from moving forward on this?
- What strengths can you build on here?
- What might you be overlooking?
- What do you think are the underlying issues?
- How do you feel about the issue right now?

Stage 3 - OPTIONS - *What could you do? (direction setting)*

- What would it feel like if you solved the issue?
- What would it look like?
- What would you be doing?
- What would others be doing?

Stage 4 – WILL: PLANNING FOR ACTION

- What could you do to achieve this scenario?
- What could you do right now?
- What support do you need/could you get?
- Where from?
- What are you going to do next?
- How committed are you to these actions? (On a scale of 1 to 10)

Processes

Checking feelings / self-awareness

- How did/do you feel?
- You say you are....and yet I notice that...(VAK- description only)
- If you watched a re-run of a video of this meeting what would you have noticed about your behaviour, tone of voice

Challenging

- What do you really want? ... What else? ... What else?
- On the one hand you say.... and on the other....
- What would be the counter-argument to what you're saying?