

Coaching questions (Grow model)

Goal

This is used at the beginning of each session and referred to again from time to time to keep energies high and to move the conversation forward.

1. What do you want?
2. Over what time frame?
3. Where would you like to be on a scale of 1-10?
4. Imagine you have achieved it: What does it look like?
5. What are people saying to you?
6. What are the benefits?
7. How could you say your goal in a few words?
8. Which bit is the real focus?
9. How will you know when you have achieved it?

Reality

In depth exploration of the current reality allows the coachee to step off the emotional track and see what is currently happening with greater clarity and perspective.

1. What is happening at the moment?
2. How important is this to you?
3. If an ideal situation is 10, what number are you at now?
4. What impact is this having on you?
5. How do you feel?
6. Who else is affected?
7. What have you done so far?
8. What are you doing that's working towards your goal?
9. What are you doing that is getting in the way of your goal?

Options

After reality, coachees naturally move into options. If they get stuck, explore what could be done. (10% of options can come from the coach).

1. What are your options?
2. What could you do?
3. What else?
4. If there were anything else, what would it be?
5. What has worked in the past?
6. What steps could you take?
7. Who could help you with this?
8. Where could you find out the information?
9. What might someone else do in your shoes?

Will

These are the action that the coachee will commit to taking forward and doing.

1. What will you do about that?
2. How?
3. When?
4. Where?
5. Who with?
6. How committed are you?
7. What will it take for you to commit?
8. Could you do more?
9. What else you could you do?

